

C O N T E N T S
MINUTES OF THE ANNUAL MEETING
THE UNIVERSITY OF OKLAHOMA BOARD OF REGENTS
MARCH 6, 1996

Minutes (24791)

Election of Officers of the Board of Regents (24791)

CAMERON UNIVERSITY

Report of the President of the University (24792)

II. ACTION ITEMS

Page

Establishment of Endowed Lectureship.	24795
Membership in the Lone Star Conference.	24795
Stipend Plan for Cameron University Employees	24796

III. FOR INFORMATION

Quarterly Financial Analysis	24796
------------------------------------	-------

IV. PERSONNEL AND/OR LITIGATION

Academic Personnel Actions	24798
Litigation.	24799

JOINT ITEM

Establishing an OU/CU Partnership to offer Baccalaureate Nursing Program on the Cameron University Campus	24799
--	-------

THE UNIVERSITY OF OKLAHOMA

Report of the President of the University (24800)

Report of the Chairman of the Board of Regents (24801)

OFFICER ITEMS

PROVOST - Health Sciences Center Agenda

College of Medicine Professional Practice Plan Changes.	24801
--	-------

VICE PRESIDENT FOR ADMINISTRATIVE AFFAIRS - HSC Agenda

Appointment of Bond Counsel and Financial Advisor - HSC	24803
Engineer for the 4500-Ton Chiller Expansion at the Steam and Chilled Water Plant - HSC.	24804

<u>PROVOST - Norman Campus Agenda</u>	<u>Page</u>
Five Million Dollar Gift from Anonymous Donor for the establishment The University of Oklahoma Honors College.	24805
Paul S. Carpenter Collection Committee	24806
Proposals, Contracts, and Grants	24806
 <u>VICE PRESIDENT FOR ADMINISTRATIVE AFFAIRS - Norman Campus Agenda</u>	
Sale of Property Known as Shin'enKan in Bartlesville, Oklahoma	24808
Bids for Employee Long-Term Disability Insurance.	24808
Benefits Contract Renewals	24809
Purchase of High Resolution X-ray Diffractometer - Norman Campus.	24810
Selection of Architects and Engineers.	24811
Norman Campus Utilities Master Plan	24815
Selection of Architects and Engineers for Small Projects.	24817
Allocation of 1995-96 Section 13 and New College Funds and Modifications to Campus Master Plan - Norman Campus.	24818
Purchase of Main Frame Computer System and Related Components.	24819
Quarterly Report of Purchases.	24820
Regents' Fund Semi-Annual Financial Report	21821
 <u>EXECUTIVE AFFAIRS</u>	
Resolution - J. Cooper West	24821
Affiliation Agreement - University of Oklahoma Research Corporation	24822
Addition of Women's Soccer	24823
1996-97 Student Activity Fee Budget - Norman Campus.	24823
Regents' Awards for Outstanding Juniors	24824
Regents' Award for Superior Staff.	24825
Affirmative Action Plans.	24826
Report of Associates and Academic Excellence Commitments	24828
Internal Auditing Report	24842

PERSONNEL AND/OR LITIGATION

Page

Academic Personnel Actions	24830
Senior Vice President and Provost, Norman Campus, Search Committee	24838
Distinguished Professorship - Regents' Professor	24838
Distinguished Professorships - George Lynn Cross and David Ross Boyd ...	24839
Presidential Professorships	24840
Regents' Faculty Awards	24841
Administrative and Professional Personnel Actions.	24842
Litigation.	24846

**MINUTES OF THE ANNUAL MEETING
THE UNIVERSITY OF OKLAHOMA BOARD OF REGENTS
MARCH 6, 1996**

The annual meeting of the Board of Regents governing The University of Oklahoma and Cameron University was called to order in the Bush/Crowe Room of the Holiday Inn in Elk City, Oklahoma on Wednesday, March 6, 1996, beginning at 8:42 a.m.

The following Regents were present: Regent G. T. Blankenship, Chairman of the Board, presiding; Regents Stephen F. Bentley, J. Cooper West, Melvin C. Hall, Donald B. Halverstadt, M.D., and C. S. Lewis III.

Absent: Regent Robin Siegfried.

Others attending all or a part of the meeting included Mr. David L. Boren, President of The University of Oklahoma, Interim Provosts Nancy L. Mergler and Joseph J. Ferretti, Vice Presidents Jerry B. Farley, Richard E. Hall, Joseph Harroz, Jr., Mark E. Lemons, David L. Maloney, and Eddie C. Smith, and Dr. Chris Purcell, Executive Secretary of the Board of Regents.

Those attending the meeting from Cameron University were Dr. Don Davis, President of the University, Provost Terral McKellips, Vice Presidents Louise Brown and Don Sullivan, and John Sterling, Controller.

Notice of the time, date, and place of this meeting was submitted to the Secretary of State, and the agenda was posted in the Office of the Board of Regents on or before 8:30 a.m. on March 5, 1996, both as required by 25 O.S. 1981, Section 301-314.

MINUTES

Regent Lewis moved approval of the minutes of the regular meeting held on January 10, 1996 as printed and distributed prior to the meeting. The following voted yes on the motion: Regents Bentley, West, Hall, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

ELECTION OF OFFICERS OF THE BOARD OF REGENTS

Regent Halverstadt moved that the following officers be elected for 1996-97: G. T. Blankenship, Chairman; Stephen F. Bentley, Vice Chairman; and Chris A. Purcell, Executive Secretary. The following voted yes on the motion: Regents Bentley, West, Hall, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

CAMERON UNIVERSITY

REPORT OF THE PRESIDENT OF THE UNIVERSITY

President Davis presented the following report:

Work Continues on Sciences Complex

With 90 percent of its exterior complete, the Cameron University Sciences Complex has become an imposing campus structure, dwarfing the neighboring School of Business and spanning the gap between Nance-Boyer Hall and Shepler Center. The remaining masonry work on the 100,000 square foot facility will be completed within two weeks, as will the roofing. The Dryvit portion of the exterior will be wrapped up by the end of the month. Another two months will be required for the glass contractor to finish closing in the project entirely, although it will be substantially dry by the end of March. Mechanical lines to connect the new facility with the central energy plant in Shepler Center are complete, and the remaining site utilities may be connected as early as mid-March.

Inside the building, walls and sheetrock are up in the physics wing and approximately 75 percent of the taping and bedding of those walls has been accomplished. Wall texture and the base coat of paint will be applied in the next couple of weeks so that installation of the casework can begin as scheduled on March 18. First floor classrooms have nearly all the metal studs up and more than half the sheetrock. Wall studs and sheetrock in the first floor of the biology wing should be substantially complete within two weeks.

The mechanical, electrical and fire protection rough-in on the second floor is approximately 90 percent complete. The framing contractor will begin installing wall studs and sheetrock in two to three weeks. Installation of pumps, mechanical equipment and the 72-inch stainless steel ductwork has begun in the third floor mechanical rooms.

According to the Critical Path Method of scheduling, the project is 65 percent complete. The Estimated Cash Flow Chart shows that no more than 55 percent of the funds budgeted for the project has been expended. Periods of extremely cold weather during the past two months have caused the anticipated completion date to be moved from late June to early July, still well in time for occupancy next fall. A copy of February's Project Status Report has been distributed to the Regents.

Hydraulic Study Supports Cameron Land Use

A hydraulic study of Wolf Creek conducted by the City of Lawton Engineering Department has concluded that allowing the creek to remain in its natural state as it crosses the Cameron University campus has negligible effect on flooding of upstream populated areas. The study was directed by the City Council on September 12, 1995 after some council members raised concern about upstream flooding as a result of Cameron's use of the

campus property in its natural state to support studies in biology, agriculture, environmental sciences, military sciences and recreation. A component of the suggested \$7.6 million "Optimum Plan" developed for Wolf Creek called for cutting a 100-foot wide ditch to substitute for the natural stream bed and removing trees and other plants as required to accommodate the new structure. The report, in pertinent part, stated:

"Straightening and widening the channel between Lee and Gore Boulevards only affect the water surface elevations on Cameron University property. The effect upstream on Gore Boulevard is less than half an inch during the 100-year event. However, with the straightening and construction of a 100-foot channel bottom width, the 100-year surface elevation will decrease almost 2.5 feet between Lee Boulevard and the railroad bridge on Cameron University property. The railroad bridge currently has a fence obstructing the channel during low flows. This obstruction has minimum effect on the area north of Gore Boulevard; however, it may raise the 100-year water surface elevation almost one-half foot in the immediate vicinity of the railroad bridge."

Since Cameron's current use of its campus, including Wolf Creek in its natural state, has no effect outside campus boundaries, the University will continue its current use of campus resources for academic and recreational purposes and will further continue its practice of safeguarding State resources by declining to build structures in areas prone to flooding.

Davis Student Union Addition

Students, faculty and staff are working with the Urban Design Group and Flintco to develop plans for the renovation and addition to the Clarence L. Davis Student Union. The Group anticipates a construction budget of \$3.5 to \$4.0 million, which will fund renovation of approximately 15,000 square feet of the existing building and the construction of an addition of approximately 25,000 square feet. Featured in the revised structure will be an area for student activities, meeting rooms, lounges, and expanded bookstore and dining facilities.

Doris Hall-Gulati Wins McMahon Competition

Doris Hall-Gulati, who plays clarinet with the Philadelphia Opera Company and four symphonies in Pennsylvania and Delaware, won first place honors in the 1996 McMahon Competition for instrumentalists on February 24, 1996. She will receive \$5,000, a week's residency to perform master classes at Cameron next year, and a solo recital. She was among 99 musicians from all over the world who entered this year's competition. The interactive event is sponsored by Cameron University and the Lawton Philharmonic Society and is made possible by a grant from the McMahon Foundation. The annual event rotates among pianists, instrumentalists, vocalists, and string musicians.

Eighty Students Named to "Who's Who"

The 1995 edition of "Who's Who among Students in American Universities and Colleges" will include the names of 80 students from Cameron University selected as national outstanding leaders. Selection criteria included academic achievement, community service, campus leadership and potential for continued success. Students are selected for "Who's Who" using similar criteria from more than 1,800 institutions of higher learning in all 50 states, the District of Columbia and several foreign nations.

History Papers Presented

Three Cameron University history majors presented papers at the Forty-eighth Annual Meeting of the Oklahoma Association of Professional Historians and the Annual Regional Conference of Phi Alpha Theta on February 16-17, 1996. Alyona Switzer placed second in the undergraduate American History category with a paper entitled "The Child Musicians of the American Civil War", Michael W. Rutledge presented a paper entitled "The Fenian Movement During the American Civil War", and Thomas K. Jones delivered a paper entitled "Was Whiskey Worth Fighting About?" Professor M. David Stevens, who accompanied the students and moderated a session at the conference, is the sponsor of the local chapter of Phi Alpha Theta.

Regional Science Fair

A record 146 students participated in the 38th Regional Science Fair February 23 and 24 on the Cameron Campus. Cameron's Fair is affiliated with the International Science and Engineering Fair and includes 13 counties in Southwest Oklahoma. Criteria for the student projects, which were evaluated by individuals from local industry and Cameron faculty and students, included scientific thought, thoroughness, creativity, clarity, skill, and dramatic value. The top 25 projects were certified to participate in the State Science and Engineering Fair and two were chosen to participate in this year's International Fair in Tucson, Arizona in May.

Percussion Ensemble Invited to Perform

The Cameron University Percussion Ensemble traveled to Nashville on February 29 to perform three concerts at the national convention of the Christian Instrumentalists and Directors Association. Students featured were Matt Gaskins, Josh Sampson, Travis Storck, Kenneth Schell, Darin Cash, Billy Ponder, and Curtis Lewis. Financial support of these concerts at Nashville was made by the "Friends of Cameron Percussion", a support group of individuals and businesses whose purpose is to promote and attend Cameron University percussion concerts and recitals, assist in student financial aid, and assist financially in purchasing new percussion instruments.

Cameron Speech Team Wins Again

Cameron University's forensics team won the first place debate sweepstakes at tournament held February 24 and 25 at East Central University in Ada. Ten universities from across Oklahoma competed in the tournament. The undefeated debate team included Patrick Oldenburgh, Loreley Leonard, Desi Martinez and Tiffany Williams.

ESTABLISHMENT OF ENDOWED LECTURESHIP

Mr. and Mrs. Harold Hackler of Duncan, who are adult students at Cameron University, have contributed \$25,000 to recognize superior instructors at the University. In recognition of this gift, President Davis recommends the establishment of the Harold and Elizabeth Hackler Teaching Excellence Lectureship and asks approval to seek matching funds from the Endowed Chairs Program of the State Regents. Once matched, the Lectureship corpus will be \$50,000 and annual earnings on it will be used to provide a modest stipend to an outstanding teacher with the balance being used to enhance the teaching skills of that professor.

President Davis recommended the Board of Regents approve the establishment of the Harold and Elizabeth Hackler Teaching Excellence Lectureship and the application for matching funds from the Oklahoma State Regents for Higher Education.

Regent Lewis moved approval of the recommendation. The following voted yes on the motion: Regents Bentley, West, Hall, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

MEMBERSHIP IN THE LONE STAR CONFERENCE

Cameron University has been extended an invitation to membership in the Lone Star Conference, a National Collegiate Athletic Association Division II league. The action came during a meeting of the Council of Presidents of the Lone Star Conference on February 29. Cameron has been a member of the NCAA since 1987 and was a member of the Lone Star Conference from 1987 through 1993, when its football program was discontinued. At the February 29 meeting, the Conference amended its constitution to allow membership by institutions which do not sponsor football teams.

Cameron would become a member of the North Division, which includes the University of Central Oklahoma, Northeastern State University and Southeastern Oklahoma State University in Oklahoma, and Harding University and Ouachita Baptist University in Arkansas. Members of the South Division will include Eastern New Mexico State University and Midwestern State University, West Texas A & M, Tarleton State University, Texas Woman's University, East Texas State University, Texas A & M Kingsville, Angelo State and Abilene Christian University, all in Texas.

Currently, Cameron is a member of the Oklahoma Intercollegiate Conference, which was reorganized last spring. Northeastern and Southeastern were members of the OIC until January when they moved to the Lone Star Conference to join UCO. Institutions remaining in

the OIC include Southwestern Oklahoma State University, Northwestern Oklahoma State University, Oklahoma Panhandle State University, East Central Oklahoma State University, Langston University and the University of Science and Arts of Oklahoma.

OIC institutions are members of the National Association of Intercollegiate Athletics (NAIA) and last summer applied for membership in the NCAA Division II. At a Conference meeting in January, the OIC voted to require all members to maintain dual membership in both the NCAA and NAIA. Cameron coaches, administrators and faculty representatives do not believe that pursuing NAIA membership is in the best interests of the University.

President Davis recommended the Board of Regents authorize Cameron University to accept an invitation to membership in the Lone Star Conference.

Regent Bentley moved approval of the recommendation. The following voted yes on the motion: Regents Bentley, West, Hall, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

STIPEND PLAN FOR CAMERON UNIVERSITY EMPLOYEES

The employee compensation plan for Cameron University for the 1995-96 academic year included two components. The first was a merit-based increase in permanent salary awarded at the beginning of the fiscal year. The second component was a one-time stipend for all eligible employees in an amount equal to three percent (3%) of salary. Action on the second component was delayed until the projections and planning objectives upon which the 1995-96 budget was based were accomplished. Projected enrollments have been realized, staffing efficiencies effected, and other budget strategies achieved. It is now fiscally prudent to recommend payment of the non-recurring stipends in an amount equal to three percent (3%) of salaries to eligible employees who were employed on August 22, 1994.

President Davis recommended payment of a one-time stipend equal to three percent (3%) of salary to all eligible Cameron University employees.

Regent Lewis moved approval of the recommendation. The following voted yes on the motion: Regents Bentley, West, Hall, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

QUARTERLY FINANCIAL ANALYSIS

Being reported this month is the Quarterly Financial Analysis for the quarter ended December 31, 1995. The following comments are submitted.

ALL FUNDS, CAMERON UNIVERSITY

STATEMENT OF REVENUES AND EXPENDITURES

1. At December 31, 1995, revenues from all funds were at \$15.0 million which were 53.2% of the budget.

Expenditures were at \$12.9 million or 40.1% of the budget. Overall, the budget's revenues and expenditures are close to the amounts anticipated.

**STATEMENT OF REVENUES AND EXPENDITURES - EDUCATION AND GENERAL
PART I - UNRESTRICTED**

1. Revenues - Revenues of \$10.4 million were reported and are 52.3% of the budget. This is comparable to last year's revenue of \$10.6 million and 54.6% of the budget. Tuition and fee income is down slightly from the previous year.
2. Expenditures - Expenditures of \$8.9 million are reported at 38.2% of the budget. This is compared to the prior year expenditures of \$9.1 million and 41.5% of the budget. Expenditures are in line with expectations.

**STATEMENT OF REVENUES AND EXPENDITURES - EDUCATION AND GENERAL
PART II - RESTRICTED:**

1. Revenues - Revenues of \$2.5 million were reported at 44% of the budget. This reflects a decrease of \$1.1 million from the previous year. This difference is attributed to the timing of the receipt of funds to cover financial assistance awards distributed to the students the first week of January, 1996.
2. Expenditures - Expenditures of \$2.6 million were reported at 46.0% of the budget. This is comparable to last year's expenditures of \$2.5 million at 43.2% of the budget. Most areas show a slight increase or decrease.

These minor fluctuations are in line with what was expected.

STATEMENT OF REVENUE AND EXPENDITURES - AUXILIARY ENTERPRISES

1. Revenues - Revenues for Auxiliary Enterprises are at their anticipated levels.
2. Expenditures - Expenditures for Auxiliary Enterprises are at their anticipated levels.

STATEMENT OF REVENUE AND EXPENDITURES - HOUSING SYSTEM

1. The Housing System had a deficit of \$57,989 budgeted at the beginning of the fiscal year. Cost allocations processes have been changed and some salary and operating savings implemented.

DISCRETIONARY RESERVES:

Discretionary reserves represent that portion of the University's resources which are not currently budgeted for expenditure or otherwise held for specific future uses.

As such, resources of this nature are available to fund future capital projects, operating needs, and/or unforeseen contingencies for any lawful purpose of the University.

E & G PART I

The E&G Part I discretionary reserves is estimated to be \$1,124,817 at June 30, 1996. It is customary to make adjustments to this reserve figure throughout the year.

E & G PART II

The E&G Part II really has no discretionary reserves. All of those reserves are needed for working capital for the programs the University runs, many of which are reimbursed in arrears and the working capital consumes the reserves.

AUXILIARY ENTERPRISES

Student Activity accounts are in the best reserve position in several years. It is necessary to maintain a fairly high working capital because the entire Student Activity allocations are made at the beginning of the fiscal year so the activities for the year can be planned and the dollars available for these expenditures.

Miscellaneous Auxiliary Funds have a very small discretionary reserve of approximately \$28,000.

The Housing System has no discretionary reserve although this is probably the area of the Auxiliary accounts that has the most budgetary pressures to bring revenues and expenditures in line with each other. Some progress has been made but there is still work to do in this area.

Facility Fee discretionary reserves are approximately \$1,200,000. Several projects on the Campus Master Plan will likely be funded from this source.

PLANT FUNDS

Section 13 and New College Funds currently have discretionary reserves of \$464,413. Private Sources discretionary reserve is \$141,869 at this time.

Renewals and Replacements - Auxiliary Enterprises Funds were initially created as an R & R fund for the Housing System. The current discretionary reserves are at \$790,815.

The Facility Fee Bond Fund has a discretionary reserve of \$334,157. Several projects on the Campus Master Plan will likely be funded from the above sources.

This report was presented for information and discussion. No action was required.

ACADEMIC PERSONNEL ACTIONS

APPOINTMENTS OR REAPPOINTMENTS:

Cornel Pewewardy, D.Ed., Assistant Professor, Department of Education, rate of \$16,000 for term of appointment that begins January 3, 1996 and ends May 13, 1996. Paid from 11426, Department of Education, pos. F268.

Brenda Honeycutt, M.S., Temporary Instructor, Department of Languages and Communication, annual rate of \$25,000 for 9/10 months, August 19, 1996 through May 18, 1997. Paid from 11486, Department of Languages and Communication, pos. F101.

March 6, 1996

24799

RESIGNATION:

David Pickthorn, Associate Professor, Department of Music, January 1, 1996.

President Davis recommended approval of the academic personnel actions shown above.

Regent Lewis moved approval of the recommendation. The following voted yes on the motion: Regents Bentley, West, Hall, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

LITIGATION

This item was included in the agenda for the purpose of meeting with Chief Legal Counsel for a report on pending and possible litigation. No report was given.

JOINT ITEM - CAMERON UNIVERSITY AND THE UNIVERSITY OF OKLAHOMA

ESTABLISHING AN OU/CU PARTNERSHIP TO OFFER BACCALAUREATE NURSING PROGRAM ON THE CAMERON UNIVERSITY CAMPUS

During the fall of 1994, discussions between President Don Davis and then Provost of the Health Sciences Center, Jay Stein, on the variety and quality of health science programs available in Southwest Oklahoma, led to consideration of consolidating nursing programs for delivery on the Cameron University campus. The concept which evolved called for the two universities to explore establishing a partnership in which The University of Oklahoma College of Nursing (OUCN) would offer its baccalaureate nursing curriculum at Cameron and Cameron would phase out its Associate Degree nursing program.

By action of the Board of Regents for The University of Oklahoma and Cameron University on December 8, 1994, The University of Oklahoma Health Sciences Center (HSC) and Cameron University were charged to develop plans for the consolidation of nursing programs to be delivered on the Cameron campus. Subsequent to that action, a "letter of intent" was forwarded to Oklahoma State Regents for Higher Education Chancellor Hans Brisch on February 10, 1995.

The plan which has been approved by President Davis and President Boren is to phase out the offering of the Associate Degree nursing program at Cameron University and offer the OUCN baccalaureate program there. Cameron would offer the two-year, lower-division non-nursing curriculum and would structure the requirements for the A.S. degree in interdisciplinary studies (science concentration) so that students could be awarded that degree upon completion of the sophomore year.

If this proposal is approved, Cameron will enroll its last class in the Associate Degree nursing program and its first class of pre-nursing students in the interdisciplinary Associate Degree in the fall semester of 1996. Because more than 70 students have been identified who are interested in the B.S.N. Degree and who can be prepared to enter the junior year of that

program in the fall of 1997, OUCN will begin offering its program that semester. This arrangement means that Cameron will graduate its last class in 1998 and OU will graduate its first class in Lawton in 1999. Thus, the commitment to area health care providers to guarantee an uninterrupted supply of RN's will be met.

Implementation of the partnership plan is contingent upon The University of Oklahoma Health Sciences Center and Cameron University identifying additional funding.

Presidents Davis and Boren recommended approval of a partnership plan for providing a baccalaureate nursing program in Southwest Oklahoma in which Cameron offers a two-year, lower-division non-nursing curriculum and the OU College of Nursing offers its baccalaureate nursing program on the Cameron Campus.

There was a discussion of the source of funding for this partnership plan. President Davis said in keeping with the principles of APRA (Academic Planning Resource Allocation), Cameron would like to redirect resources into other Cameron University programs while the State Regents look at growth monies to fund the nursing program The University of Oklahoma will be offering in Lawton. Dr. Davis said the State Regents have been encouraging the forming of partnerships to economize in higher education and he thinks that Board will feel positive about the plan. In response to a Regent's question as to why the Cameron University budget currently allocated to the Nursing Program is not being transferred with the program to the Health Sciences Center, President Davis responded it is administratively awkward for The University of Oklahoma to receive its funding through Cameron University. The State Regents would need to move the funding. Dr. Davis said following approval today, a funding request will be made to the State Regents, for example, a quality initiative grant. Regent Lewis said the concern is that the program is being established without long-term knowledge of the source of funding.

In response to a question about staffing the teaching personnel in Lawton, Dean of Nursing Patricia Forni responded that through distance technology faculty currently employed at the Health Sciences Center and Tulsa will be used and highly qualified individuals from the Lawton area will be employed.

Regent Hall moved approval of the recommendation. The following voted yes on the motion: Regents Bentley, West, Hall, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

THE UNIVERSITY OF OKLAHOMA

REPORT OF THE PRESIDENT OF THE UNIVERSITY

President Boren said he joins the whole University family in thanking Regent West for all he has given to the University and for the many years of personal friendship and counsel which has meant so much. He said he has watched with admiration Cooper's performance on the Board and that he chooses his words carefully and what he has to say is always worth listening to.

President Boren said he wished to focus his report today on a significant appointment the Board will be acting on at this meeting. It is well recognized that the next generation will live in an international environment. Our students are going to have to speak other languages because they will be selling their services and relating to people in other countries and cultures. The University is working towards creating combined Master's programs so graduates may develop expertise in particular international areas as they develop expertise in their professions. President Boren said to help in leading this effort he is pleased to announce Ambassador Edward J. Perkins' appointment as the William J. Crowe Chair in Geopolitics. Ambassador Perkins is one of the most distinguished people in the foreign service of the United States. He is in a wonderful position to bring additional resources to the faculty, guest lecturers and scholars and those who have had experience in foreign service. He has served as Ambassador to Liberia, to South Africa, to Australia and to the United Nations and we now welcome him to The University of Oklahoma.

REPORT OF THE CHAIRMAN OF THE BOARD OF REGENTS

Chairman Blankenship expressed appreciation to Regent West for his advice and counsel through the years and Regents Bentley, Hall, Halverstadt, and Lewis each commented on Regent West's outstanding service to The University of Oklahoma Board of Regents.

Chairman Blankenship said on a serious note, there is an article in the morning paper concerning requests by the Chairperson of the Republican Party that the Board of Regents should insist that the television advertisements by President Boren in opposition to State Question 669 should be pulled and it has been inferred that the Board should dress him down for that. Mr. Blankenship stated in part, "I would like to say that when someone becomes President of a University, be it a State University or a private university, he does not relinquish his rights as a citizen and this is not a partisan issue. This is a citizen's right and I happen to agree with his position. Even if I didn't, I would cheer his right to take that position."

President Boren responded that he appreciates those comments as well as comments that other members of the Board have made to him. He said he felt a strong sense of responsibility as an Oklahoman to speak out and express his deep concerns. Several prominent Republican leaders of the State Senate have spoken against this State Question and it is a bi-partisan effort to bring some common sense to the public discussion.

COLLEGE OF MEDICINE PROFESSIONAL PRACTICE PLAN CHANGES

The University of Oklahoma College of Medicine is confronted by national, State, and local trends in health care delivery of unprecedented nature as it approaches the 21st century. These trends relate to major restructuring of the nation's health care system, vigorous efforts to reduce Federal and State health care budgets, and significant changes in the manner in which health care is provided. The rapid growth of managed care plans in the area served by the College of Medicine Professional Practice Plan clinicians has occurred in response to these trends. Employers are demanding less expensive programs for their employees and integrated

health care networks which are tightly coupled and internally regulated are rapidly being formed. These new organizations promote both quality service and cost control thus capturing the market share once provided by independent or groups of physicians operating on a fee-for-service basis.

Critical elements of these highly competitive comprehensive plans include: (1) extensive use of primary care physicians, (2) emphasis on ambulatory care frequently in residential community settings, (3) prudent controls over utilization of services and facilities, (4) emphasis on prevention, (5) competitive pricing frequently on a capitation basis, and (6) the ability to react rapidly to employer demands and business opportunities in the health care marketplace. Currently, approximately 11% of the Oklahoma City market has been penetrated by managed care plans. Arthur Anderson consulting firm is projecting that 50% of the local market will be served by managed care plans by the year 2000. The College of Medicine Professional Practice Plan has anticipated these health care system changes and formed its own managed care program to serve AFDC Medicaid clients.

The State of Oklahoma has initiated efforts to control the cost of Medicaid health related programs by converting the AFDC Medicaid fee-for-service program to a capitated managed care plan carried out by four approved plans in the Oklahoma City area. Heartland, The University of Oklahoma College of Medicine Professional Practice Plan managed care program, is one of these four competing plans.

The University of Oklahoma College of Medicine must vigorously strive to keep pace with these developments. Hence, the College of Medicine clinical faculty is striving to become a patient-oriented multi-specialty clinical group providing services in a cost-conscious manner. These efforts have necessitated that the Professional Practice Plan develop an incentive-based faculty compensation plan which would encourage additional clinical practice productivity and appropriately reward primary care providers who have shifted their practices from fee-for-service to precapitated managed care programs. In addition, surveys were conducted to assess name recognition and marketability of the Professional Practice Plan as a medical practice group. Findings from these surveys provided compelling evidence that a name change for the Professional Practice Plan was essential. University Physicians Medical Group was strongly recommended to promote the College's clinical faculty as a large University-based group practice of outstanding clinicians and health care providers.

Contingent upon approval of the name change from the College of Medicine Professional Practice Plan to University Physicians Medical Group, the Regents' Policy Manual and College of Medicine Professional Practice Plan documents will be amended accordingly.

The University of Oklahoma College of Medicine must continually develop improved methods to compete in a managed care environment and to compensate its faculty appropriately. In an effort to provide faculty with an incentive-based compensation program, a new compensation plan has been developed by the College of Medicine personnel in conjunction with the consulting firm of Executive Consulting Group. The purpose of the plan is to provide a basis for establishing compensation and incentives for the clinical faculty of the College of Medicine. Under the new plan, faculty compensation will be comprised of three components: University Base, Clinical Supplement, and Incentives. The University Base salary will be determined by a number of factors, but will be based primarily on rank and specialty of the faculty. The Clinical Supplement will be based primarily on a faculty member's level of clinical income and support from grants and contracts. It is the intent of the plan that the University Base and Supplement, when combined, will make up approximately 60 percent of the faculty member's

total compensation. The balance of the faculty member's compensation, approximately 40 percent, will be in the form of Incentive payments. The proposed University of Oklahoma College of Medicine Faculty Compensation Plan, which was approved by the College's Practice Plan Advisory Council at its January 1996 meeting, is attached hereto as Exhibit A.

President Boren recommended the Board of Regents (1) approve the Faculty Compensation Plan of the College of Medicine Professional Practice Plan and (2) approve the change in name of the College of Medicine Professional Practice Plan to University Physicians Medical Group.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Bentley, West, Hall, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

APPOINTMENT OF BOND COUNSEL AND FINANCIAL ADVISOR - HSC

The Health Sciences Center is in need of Bond Counsel and Financial Advising services for the issuance of Revenue Bonds for the expansion of the Steam and Chilled Water Plant of a 4500-ton chiller. The Bond Counsel and Financial Advisor will participate with the staff of the University and the State Bond Advisor in the issuance of revenue bonds for this expansion. It is anticipated that the revenue bonds will be issued in July 1996 in one series, for an amount not to exceed \$9,000,000.

Request for Proposals for Financial Advisor were sent to 21 firms. Eight financial advisor firms responded as follows:

Von Feldt & Associates, Inc. Oklahoma City	\$10,000
Leo Oppenheim & Co. , Inc. Oklahoma City	9,500
Southwest Securities, Inc. Dallas	17,750
Mesirow Financial, Inc. Chicago	26,000
First Southwest Company Austin, Texas	15,000
Evensen Dodge, Inc. Minneapolis, Minnesota	19,000
Rauscher Pierce Refsnes, Inc. Oklahoma City	35,000
MarChristopher & Company Oklahoma City	16,500

Leo Oppenheim & Co., Inc. responded with the best and lowest proposal.

Request for Proposals for Bond Counsel were sent to 18 law firms. Five firms responded to the RFP for Bond Counsel as follows:

Floyd Law Firm Norman	\$ 4,450
Phillips McFall McCaffrey McVay & Murrah Oklahoma City	10,500
Hilborne & Weidman Tulsa	38,500
Johnston & Schaffer Oklahoma City	5,000
Lester & Bryant Oklahoma City	15,900

Floyd Law Firm responded with the best and lowest proposal.

It is recommended that Leo Oppenheim and Co., Inc. be appointed by the Board of Regents as Financial Advisor and Floyd Law Firm be appointed as Bond Counsel for these revenue bonds.

The appointment of Bond Counsel and Financial Advisor for this project does not result in any immediate cost to HSC. The Health Sciences Center will incur these costs only upon the closing of the revenue bond issue. Funds will be available from proceeds of the proposed bond issue.

President Boren recommended the Board of Regents appoint the firm of Leo Oppenheim & Co., Inc. to provide Financial Advising services and the firm of Floyd Law Firm to provide Bond Counsel services for the issuance of revenue bonds for the expansion of the Steam and Chilled Water Plant on the HSC campus.

Regent Lewis moved approval of the recommendation. The following voted yes on the motion: Regents Bentley, West, Hall, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

ENGINEER FOR THE 4500-TON CHILLER EXPANSION AT THE STEAM & CHILLED WATER PLANT - HSC

At the January, 1996 meeting, the Board of Regents selected Frankfurt-Short-Bruza to provide architectural and engineering services for the 4500-ton Chiller Addition at the Steam and Chilled Water Plant and authorized the administration to negotiate the terms of the contract and fees. The project consists of the addition of a 4500-ton chiller, the removal of an old 1,000-ton chiller and the addition of an enclosure to house two new cooling towers. Also, a central plant and campus distribution master plan will be undertaken to examine both short-term and long-range issues which will affect the operations and growth of the plant.

The architectural and engineering fee proposed is 6.25 percent of the cost of construction for the chiller design, bid and construction phase services. The total project cost will be revised following a review by the project engineer and input from the financial advisor. The current construction cost is estimated to be \$6,114,313 and the fee would be \$382,144. Master planning services will be performed on an hourly basis by Affiliated Engineers, Inc. under contract to Frankfurt-Short-Bruza, with a fee not to exceed \$150,000. The fees are appropriate given the specialized nature of the project and the complexity of the mechanical and electrical systems.

The project will be funded using tax-exempt revenue bonds. A concurrent resolution will be submitted to the Legislature to authorize the issuance of bonds. Current plans anticipate selling bonds at the July meeting with bond funds available for the project by early September. Design work will commence upon execution of the contract and construction bids will be presented to the Board at the September meeting for award of construction.

The President recommends that the Board of Regents approve the architectural and engineering fees and authorize the administration to design and bid the project.

President Boren recommended that the Board of Regents (1) approve architectural and engineering fees for Frankfurt-Short-Bruza in the amount of 6.25 percent of construction cost plus reimbursable and other expenses for the design of the 4500-Ton Chiller Addition and \$150,000 for the master plan for the Steam and Chilled Water Plant and (2) authorize the administration to design and bid the project.

Regent Hall moved approval of the recommendation. The following voted yes on the motion: Regents Bentley, West, Hall, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

FIVE MILLION DOLLAR GIFT FROM ANONYMOUS DONOR FOR THE ESTABLISHMENT OF THE UNIVERSITY OF OKLAHOMA HONORS COLLEGE

An anonymous friend of the University has donated five million dollars to establish The University of Oklahoma Honors College. The Honors College will offer students at the University an academic environment equal to that of the nation's finest private universities. In addition, the Honors College will enrich the interdisciplinary environment of the University. One of the most exciting benefits of the Honors College is that it will be a truly interdisciplinary institution, placing the University at the forefront of the national trend in higher education that promotes thinking creatively across disciplinary lines in order to create real solutions to today's problems.

An Honors College Dean, who will be named later, will occupy a position of University leadership on par with other Norman Campus deans. The College will seek to fill the position with a dynamic and respected figure who will be an effective recruiter of Honors College faculty and students, an able administrator, and preferably, a master teacher who will teach at least one honors course each semester.

The supporter wishes to remain anonymous. The gift will be given in annual installments of one million dollars for five years beginning in 1996.

President Boren stated that although this agenda item is presented for information, he feels the Board should vote to accept this gift with appreciation and recognition of acceptance of the gift should be provided to the donor.

Regent Halverstadt moved the Board of Regents accept with extraordinary gratitude this \$5,000,000 gift. The following voted yes on the motion: Regents Bentley, West, Hall, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

PAUL S. CARPENTER COLLECTION COMMITTEE

At the June 1986 meeting, the Board of Regents accepted the bequest of the late Helen Lottinville to establish the Paul S. Carpenter Collection in the Fine Arts. Mrs. Lottinville's will provided that the Collection should be administered by a committee consisting of the Director of The University of Oklahoma Libraries, who serves as Chair of the Committee; one full professor from each of the customarily recognized disciplines in the Fine Arts; namely, Art, Music, and Drama; one full professor representing the humanistic disciplines of languages and literatures; and one full professor from History. The committee is appointed by the President of the University by and with the consent of the Board of Regents and the following members of the faculty are proposed:

George A. Bogart, Professor of Art
R. Edward Gates, Professor of Music
Michael C. Buchwald, Professor of Drama
David W. Levy, David Ross Boyd Professor of History
Dragan D. Milivojevic, Professor of Modern Languages, Literatures,
and Linguistics

President Boren recommended that the members of the faculty as proposed be appointed to serve with the Dean of Libraries as the Committee for the administration of the Paul S. Carpenter Collection in the Fine Arts for three-year terms beginning March 1, 1996.

Regent Lewis moved approval of the recommendation. The following voted yes on the motion: Regents Bentley, West, Hall, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

PROPOSALS, CONTRACTS, AND GRANTS

A list of awards and/or modifications in excess of \$100,000 or that establish or make policy for the University, or that otherwise involve a substantial or significant service to be performed by the University was included in the agenda. Comparative data for fiscal years 1994 and 1995, current month and year-to-date, was also included.

The Provisions of Goods and Services policy (amended December 4, 1992) provides that new contracts and grants in excess of \$100,000 must be referred to the Board of Regents for ratification. In addition, in those cases where a contract, grant, document, or arrangement involved would establish or make policy for the University, or otherwise involve a substantial or significant service to be performed by the University, that contract, arrangement, or document shall be referred to the Board of Regents for approval.

JANUARY 1996 SUMMARY:

Norman Campus and Health Sciences Center Combined Data

- Research expenditures and awards continue to show increases of 21% (\$37.1 million vs. \$30.5 million) and 3% (\$40.2 million vs. \$38.9 million), respectively. Additionally, proposal activity has increased 32% from last year (\$178.3 million vs. \$134.6 million).
- Total expenditures are up 14% from last year at \$63.8 million, awards are up 13% with \$72.9 million, and proposal activity is up 43% (\$229.9 million vs. \$160.3 million).

Norman Campus

- Faculty based research expenditures increased 28% over last year (\$20.5 million vs. \$16.0 million). Awards increased 14% over last year (\$20.4 million vs. \$17.8 million) while proposal activity increased 48% from last year (\$146.7 million vs. \$99.4 million).
- College of Continuing Education expenditures are up 4% from last year (\$9.9 million vs. \$9.5 million), awards are up 90% at \$19.3 million, and proposal activity is up 302% at \$46.4 million.

Health Sciences Center

- Research expenditures are up 14% over last year (\$16.6 million vs. \$14.5 million). However, awards are down 6% (\$19.7 million) and proposal activity is down 10% (\$31.6 million).
- Total expenditures are up 12% over last year (\$32.2 million vs. \$28.7 million). However, awards are down 10% from last year (\$31.9 million vs. \$35.5 million), and proposal activity is down 14% (\$35.6 million vs. \$41.5 million).

DECEMBER 1995 SUMMARY:

Norman Campus and Health Sciences Center Combined Data

- Research expenditures and awards continue to show an increase of 16% (\$30.9 million vs. \$26.6 million) and 5% (\$37.4 million vs. \$35.6 million), respectively. However, proposal activity has shown a 16% decrease from last year (\$95.0 million vs. \$112.6 million).
- Total expenditures are up 10% from last year at \$53.9 million, awards are up 2% with \$61.4 million, and proposal activity is up 8% (\$145.4 million vs. \$134.2 million).

Norman Campus

- Faculty based research expenditures increased 20% over last year (\$17.0 million vs. \$14.2 million). Awards increased 13% over last year (\$18.6 million vs. \$16.5 million) while proposal activity decreased 18% from last year (\$69.8 million vs. \$84.6 million).
- College of Continuing Education expenditures are up 6% from last year (\$8.8 million vs. \$8.3 million), awards are up 11% at \$11.2 million, and proposal activity is up 298% at \$45.6 million.

Health Sciences Center

- Research expenditures are up 12% over last year (\$13.9 million vs. \$12.4 million). However, awards are down 1% (\$18.7 million) and proposal activity is down 10% (\$25.2 million).
- Total expenditures are up 8% over last year (\$27.0 million vs. \$25.1 million). However, awards are down 7% from last year (\$30.3 million vs. \$32.5 million), and proposal activity is down 15% (\$28.7 million vs. \$33.8 million).

President Boren recommended the Board of Regents ratify the awards and/or modifications for December 1995 and January 1996 as submitted.

Regent Hall moved approval of the recommendation. The following voted yes on the motion: Regents Bentley, West, Hall, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

SALE OF PROPERTY KNOWN AS SHIN'ENKAN IN BARTLESVILLE, OKLAHOMA

An item had been included in the agenda on acceptance of a bid on the real property located at 2919 Price Road in Bartlesville. This item was pulled from consideration prior to the Board of Regents' meeting.

BIDS FOR EMPLOYEE LONG-TERM DISABILITY INSURANCE

The University currently offers two Long-Term Disability (LTD) options for faculty and staff. Option 1 insures 66-2/3 percent of income with a maximum benefit of \$4,000 per month. Option 2 insures 50 percent of income with a maximum benefit of \$2,000 per month. Our current LTD carrier, ITT Hartford, notified us last year of a 16 percent increase in premiums. While that rate was negotiated and ultimately reduced to 12 percent, the administrative decision was made at that time to bid the program for 1996-97.

The Request for Proposal was sent to 29 companies. Seven bids were received. A summary of the bids and proposed rates was included in the agenda.

Due to the combination of benefits, rates, and rate guarantee presented, the bid from Aetna was determined to be the best offer. The rates proposed to continue the current employee-paid program are five percent less for Option 1 and four percent less for Option 2 with a three-year rate guarantee. Option 1 rates will reduce from \$1.11 to \$1.05 per \$100 of salary per month and Option 2 rates will reduce from \$.56 to \$.54 per \$100 of salary per month.

Aetna also proposed an alternate program which offered lower rates for Option 2 if all employees participated and would have made Option 1 less expensive for those employees who elected it. This plan would have an E&G cost for Norman Campus of \$126,000 and Health Sciences Center of \$86,000. The cost to other units would be \$68,000 on Norman Campus and \$23,000 for Health Sciences Center. It was decided not to recommend this plan due to budget constraints.

The administration recommends acceptance of this bid from Aetna to continue the current long-term disability program for three years effective July 1, 1996.

President Boren recommended that the Board of Regents approve the award of a three-year contract for Long-Term Disability coverage to Aetna effective July 1, 1996 with final contract language subject to and contingent upon approval by University Legal Counsel.

Regent Lewis moved approval of the recommendation. The following voted yes on the motion: Regents Bentley, West, Hall, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

BENEFITS CONTRACT RENEWALS

Due to the continued success of the managed care program, the Blue Cross Blue Shield administered self-insured program can be maintained for 1996-97 with an 11 percent increase in rates. No benefit changes are recommended.

Long-term disability insurance was bid this year, and an agenda item which includes that recommendation has been considered at this meeting.

Prudential has offered to continue the PruCare Plus contract with an overall average decrease in premium of 4.57 percent.

Delta Dental rates will increase 7 percent according to the two-year contract approved last year.

CNA has confirmed that they can continue the accidental death and dismemberment insurance at current rates.

Aetna will continue life insurance with no increase due to the experience of our plan.

CNA rates for long-term care will remain the same for the third year of a three-year initial rate guarantee.

A schedule of rates for each of the programs was included in the agenda.

President Boren recommended the University's contract with Blue Cross Blue Shield be renewed with modifications as presented, effective July 1, 1996.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Blankenship, Bentley, West, and Halverstadt. Regents Hall and Lewis abstained. The Chair declared the motion approved.

PURCHASE OF HIGH RESOLUTION X-RAY DIFFRACTOMETER

Funding has been provided to the University Department of Physics and Astronomy by NSF under an EPSCOR Agreement (Account #125-4663) for the purchase of a High Resolution X-ray Diffractometer. This instrument will be used in conjunction with the output of the Molecular Beam Epitaxy system purchased several years ago. The diffractometer will characterize the thin films produced by molecular beam epitaxy or liquid phase epitaxy. The HRXRD is needed to routinely determine the composition of ternary compounds, the lattice mismatch of heteroepitaxial layers, epitaxial layer quality, thickness information, and superlattice parameters.

Bids have been received as follows:

Phillips Electronics Instruments Company Bellaire, Texas	\$110,000 (meets spec)
Bede Scientific, Inc. Denver, Colorado	\$137,350 (meets spec)
Blake Industries, Inc. Scotch Plains, New Jersey	\$102,500 (does not meet spec)
This bid does not meet the specification requirements for system expandability and availability of simulation software.	

The Phillips Electronic Instruments Company bid was the low bid meeting the specification requirements.

Funding for the diffractometer will be handled as follows:

\$100,000	Account #125-4663
\$ 10,000	Account #125-4142 and #125-4434

President Boren recommended the Board of Regents approve the award of a purchase order for a High Resolution X-ray Diffractometer in the amount of \$110,000 to Phillips Electronic Instruments Company.

Regent Hall moved approval of the recommendation. The following voted yes on the motion: Regents Bentley, West, Hall, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

SELECTION OF ARCHITECTS AND ENGINEERS

State law related to the selection of consultants for public work states that "Preference shall be given to firms whose principal place of business is located within the State." Also guidelines provided by the Department of Central Services refer to State law and reinforce the goal of preference for Oklahoma firms. However, neither the State law nor the guidelines set forth how or to what extent an agency or institution is to give this preference. Current Board of Regents' policy states that the consultants' principal place of business will be one of the several considerations when evaluating the consultants' qualifications.

It has long been the goal of the Regents to give appropriate consideration to Oklahoma firms for University projects. In order to achieve this goal and to fully comply with State law, it is proposed that a five percent preference be given to in-State firms. This would be accomplished by multiplying the final rating of each in-State firm by a factor of 1.05. In some cases firms located in Oklahoma propose to team with an out-of-state firm which would bring special skills or experience to the particular project. It is therefore necessary to define what will qualify a firm or team of firms for consideration as an in-State firm. It is proposed that two criteria be considered in making the determination: first, the firm with which the contract will be executed must have a principal place of business and substantial continuing presence in Oklahoma; and second, a majority of the work effort on the project would be accomplished by the in-State firm. Both of these factors would have to apply in order for a consultant to receive preference as an in-State firm.

Current Regents' policy states that proposed fee agreements will be presented to the Board for approval and award of contract. In recent practice, at the time when the Board determines the ranking of the firms the administration has requested approval by the Board for the President or his designee to negotiate the terms of the contract and the fee and to execute the contract. Consultant fees represent a relatively small part of total project costs and often there can be significant delays associated with scheduling items for action at Board meetings. For these reasons, it is proposed that the Board of Regents formally establish that the President or his designee will be charged with responsibility for negotiating contract terms and consultant fees.

The current Regents' policy for Selection of Architects and Consultants with recommended modifications (additions are highlighted and deletions are lined through) was included in the agenda.

President Boren recommended the Board of Regents modify current Regents' policy related to the process of selecting firms to provide professional architectural and engineering services (1) to provide a five percent preference to in-State firms and (2) to establish that the President or his designee will be charged with responsibility for the negotiation of the terms of contracts and fees for the professional services.

Vice President Farley said following the January Board meeting it was decided to attempt to quantify how preference would be given to in-State firms in accordance with the Statute. The administration now proposes a formula that in-State firms be given a preference and it be applied to the numerical computations of the evaluations. The guidelines for determining if firms are in-State or not are that they have principal residence in Oklahoma and that they do more than one half of the work.

Regent Blankenship asked if a national firm with a substantial local office would qualify. Dr. Farley responded affirmatively.

Regent Halverstadt expressed concern with changes in the policy language which would remove the Regents from the chain of approval. He said that is not consistent with the Board's responsibility for oversight and approval of University activities.

Regent Halverstadt moved approval of the President's recommendation with the following amendments to the Policy:

In Policy item #8, add back the sentence, "The fee agreement shall be subject to approval of the Board of Regents."

Policy item #9 shall remain in the Policy reading, "The proposed fee agreement will be presented to the Board of Regents for approval and award of contract."

President Boren commented he understands the concern the Regents might have that if some irregularity or impropriety turned up later, the Board of Regents might be questioned as to what their oversight was over the process and it would be appropriate to adopt Regent Halverstadt's amendment in terms of general policy. If, for example, there is a contract situation where an architect or engineer has been selected and time is of the essence for some reason, that could be explained to the Board members on an individual basis at that time. The Board could, as an exception, authorize the President to execute the documents with the requirement that the President report back at the next Regents' meeting as to his action. But in terms of the general policy, the administration would be required to present to the Board an exceptional reason why the general policy would need to be waived on the project.

There was discussion on the language "principal place of business in Oklahoma" and a definition. Dr. Farley stated a company must have an office located in Oklahoma and information may be obtained from the State Board of Public Affairs on the number of people the firm employs and at what locations. President Boren suggested amending the sentence in Policy item #6(a) to read "the firm with which the contract will be executed must have a principal place of business and a substantial continuing presence in Oklahoma".

Regent Halverstadt restated his motion to approve the policy with the two amendments previously stated in addition to President Boren's language being added to Policy item #6(a).

The following voted yes on the motion: Regents Bentley, West, Hall, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

The new Policy as approved is as follows:

SELECTION OF ARCHITECTS AND CONSULTANTS POLICY

The Campus Planning Council on the Norman Campus shall have responsibility for review of major physical planning and architectural design on the Norman Campus and shall advise the University President.

The Director of Architectural and Engineering Services will work with the Campus Planning Council on matters of physical planning and architectural design as set forth above.

An objective of The University of Oklahoma is to develop the best possible campus environment, within the limits of available resources, to enhance implementation of its programs of teaching, research, and service to the State of Oklahoma. To this end, the Board of Regents hereby establishes this procedure to be followed in the selection of professional consultants which shall supersede all previous policies in this area. The procedure covers three areas of concern:

1. Soliciting names and screening qualifications of interested firms.
2. Interviewing and screening three to five firms identified during the solicitation process with a report to the Board of Regents for its actions.
3. Providing for the selection of architects, engineers and other consultants in an emergency.

SELECTION PROCESS

When the President of the University decides that the University requires the services of a licensed architectural, registered engineering or registered land surveying firm, the provisions of this policy will be followed. The basic sequence of actions will be as follows:

1. Architectural and Engineering Services, when authorized by the Vice President for Administrative Affairs on either campus, will forward a letter to the State Department of Central Services requesting the names of all firms who have established a consultant file with the State of Oklahoma. The letter will contain information which shall define the scope of the proposed project, and identify or describe the various project components, phases and time tables and sources of funds.
2. Upon receipt of the list of appropriate firms by Architectural and Engineering Services it will send letters of notification to all firms on the list. The letters will solicit a timely expression of interest in performing consultant services for the project and shall contain the following information: (a) description and scope of the project; (b) estimated construction cost; (c) time schedule for the project; (d) funds available, including, federal, State or other sources; (e) specification of the last date for submitting a notice of interest in performing the proposed services to the University; and (f) other pertinent data.
3. The University will advise the State Department of Central Services of the firms which respond within 30 days of the postmark date of the letter of notification, and request them to forward copies of the information that each consultant has on file there.
4. An interview committee will be established by the Vice President for Administrative Affairs on each campus to interview the responding firms. This committee will normally consist of the following persons:

Norman Campus Interview Committee:

- (a) Representative of the Provost; (b) Representative of the Director of Architectural and Engineering Services; (c) Representative of the Director of Physical Plant; (d) Other appointees as directed by the Vice President for Administrative Affairs (Norman Campus).

Health Sciences Center Interview Committee:

(a) Representative of the Provost; (b) Representative of the Director of Capital Planning; (c) Representatives of the Director of Operations; (d) Other appointees as directed by the Vice President for Administrative Affairs, HSC.

Normally, the chair of the committee will be designated by the appropriate Vice President for Administrative Affairs who may also augment the committee to permit comprehensive representation.

5. The interview committee shall review the consultant files forwarded and select a minimum of three (3) and a maximum of five (5) firms for more detailed consideration and interview. Where possible, the maximum should be selected. In making these selections the committee shall consider, among other things: (a) factors of the Consultant Interview Evaluation form; (b) specialized experience in type of work proposed; (c) capacity of consultant to perform the services on time; (d) past performance by the consultant; and (e) consultant's principal place of business.
6. The interview committee will conduct interviews of the firms selected for more detailed consideration and develop a numerical rating of the qualifications of each firm. If out-of-state firms are under consideration, all in-State firms will be given a five percent preference by multiplying their final numerical rating by a factor of 1.05. For the purpose of determining whether a firm or a team consisting of both in-State and out-of-state firms can be qualified as an in-state firm, the following criteria are to be used: (a) the firm with which the contract will be executed must have a principal place of business *and a substantial continuing presence* in Oklahoma, and (b) a majority of the work effort on the project must be accomplished by the in-state firm(s). A report of the results will be forwarded to the University President for action by the Board of Regents to rank and select consultants.
7. Following action by the Board of Regents, a full report of the selection process will be forwarded by the Chairman of the Board of Regents to the Office of the Governor for review.
8. Normally following review by the Governor, the University President or his designee will negotiate a contract with the first choice consultant. However, if the University cannot reach agreement with the first choice consultant, negotiations shall be terminated and the University shall negotiate, in a similar pattern, with the remaining consultants in descending rank order until an agreement is reached. *The fee agreement shall be subject to approval of the Board of Regents.* The President or his designee is authorized to execute the consultant contract.
9. *The proposed fee agreement will be presented to the Board of Regents for approval and award of contract.*

EMERGENCIES

Where a sudden unexpected happening or unforeseen occurrence arises whereby it is impossible for the University to observe this policy because of the time factor and if public health or safety is endangered or where a condition or situation arises which, if allowed to

continue, would lead to economic loss to the State or further damage to State property, the President may declare an emergency giving reasons therefore, and upon notifying the Board of Regents and the Director of the State Department of Central Services, enter into a consultant contract up to \$10,000.00.

NORMAN CAMPUS UTILITIES MASTER PLAN

At the December 1995 meeting of the Board of Regents, the Board authorized the University administration to start the process of selecting an engineering consultant to provide master planning and design services for the upgrade of campus utility equipment and systems.

In accordance with Oklahoma Statutes and with established procedures for the selection of architectural and engineering consultants, the interview committee met on February 12, 1996 and selected for interview five firms from a list of 10 organizations which expressed interest in being considered for the project.

On February 19, 1996 the interview committee conducted interviews to consider the qualifications of the five firms and to review the University's requirements for the project. The interviews and the review process were conducted in accordance with the provisions of Oklahoma State law and the policies of the Board of Regents. The following qualifications of each firm were considered.

1. Professional reputation for design and engineering
2. Experience with similar design projects
3. Qualifications of the firm's professional staff
4. Scope of services offered
5. Amount of work in progress
6. Previous University projects completed
7. Financial standing and stability
8. Size of firm
9. Ability to design on time and within budget

The interview committee obtained information from the consultants, the files of the State of Oklahoma Department of Central Services, and other sources. Selected facts about each firm obtained from these sources were evaluated. Based upon the information obtained during the interviews and a detailed review and evaluation of each firm's qualifications, the interview committee evaluated the firms and ranked them from highest to lowest in the following manner:

1. Frankfurt-Short-Bruza Associates, P.C., Oklahoma City
2. Stanley Consultants, Inc., Muscatine, Iowa
3. C. H. Guernsey & Company, Oklahoma City
4. The Benham Group, Oklahoma City
5. Black and Veatch Special Projects Corporation, Overland Park, Kansas

Evaluation of the Firms Under Consideration for the Norman Campus Utilities Master Plan Project:

	<u>Frankfurt- Short-Bruza Associates, P.C. Oklahoma City</u>	<u>Stanley Consultants, Inc. Muscatine, Iowa</u>	<u>C. H. Guernsey & Company Oklahoma City</u>	<u>The Benham Group Oklahoma City</u>	<u>Black and Veatch Special Projects Corp. Overland Park Kansas</u>
Utility Master Plan Design Experience	132	130	126	98	108
Quality of Design	130	130	110	92	102
Cost Analysis and Control	66	66	48	57	47
Adherence to Time Limits	62	58	61	58	51
Volume of Changes	63	65	47	54	47
Financial Stability	<u>67</u>	<u>68</u>	<u>60</u>	<u>62</u>	<u>65</u>
Subtotal	520	517	452	421	420
In-State Preference (x1.05)	x1.05		x1.05	x1.05	
Total Points	546	517	475	442	420

The interview committee was composed of the following persons:

M. Ben Kinder, Director, Physical Plant, Chairman
 Richard A. Bilas, Brock Chair and Director, Institute for Energy
 Economics and Policy
 Donald C. Carter, Energy Conservation Engineer, Physical Plant
 Kenneth N. Jorgenson, Assistant Director, Physical Plant
 Chris C. Mason, Power Plant Manager, Physical Plant
 Nandkumar Nayar, Associate Professor of Finance and Harold S. Cooksey
 Lecturer of Risk Management, College of Business Administration
 R. David Nordyke, Staff Architect, Architectural and Engineering Services
 Kurt F. Ockershauser, Associate Chief Legal Counsel

Upon authorization of the Board of Regents, the administration will initiate the process to negotiate the terms of a contract and fees with the highest ranked firm. If negotiations with this firm are unsuccessful, the administration will continue this process with each firm in rank order.

President Boren recommended the Board of Regents (1) rank in the order as presented the engineering firms which are under consideration to provide the professional services required to develop a master plan and project documents for the upgrade of campus utility equipment

and systems, (2) authorize Frankfurt-Short-Bruza Associates, P.C. of Oklahoma City, the highest ranked firm, to serve as the engineering consultant, (3) authorize the University administration to negotiate the terms of a contract and a fee starting with the highest ranked firm, and (4) authorize the President or his designee to execute the consultant contract.

Regent Hall moved approval of the recommendation. The following voted yes on the motion: Regents Bentley, West, Hall, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

SELECTION OF ARCHITECTS AND ENGINEERS FOR SMALL PROJECTS

In May and June of 1992, the Board of Regents selected consulting architects and engineers to perform limited professional services in connection with small projects. The agreements with the selected firms will terminate on July 9, 1996. It is now time to select a new group of consultants for the purpose of providing professional services on special projects.

In some instances, architects, engineers, and land surveyors are needed to assist the professional staff of Architectural and Engineering Services by conducting technical studies or providing plans and specifications for special projects with little advance notice when time is a critical factor. At other times, utility easement documents or topographic surveys are needed. Also, geotechnical engineering and construction material testing services are required on most construction projects. Under the provisions of Oklahoma State Law, architects, engineers, surveyors and other consultants for small construction projects must be selected following the same procedures and in the same manner as architects and engineers for major projects.

A need exists at this time to select a group of consultants which can provide professional services for the Norman Campus and for the Health Sciences Center Campuses in Oklahoma City and Tulsa. The following types of consultants are needed: (1) architectural, (2) civil engineering and surveying, (3) mechanical and electrical engineering, (4) structural engineering, and (5) geotechnical engineering and construction material testing. It is proposed to select one architectural consultant to provide professional services for the Health Sciences Center Tulsa Campus and to select two architectural consultants to provide professional services for both the Norman Campus and the Health Sciences Center Oklahoma City Campus. It is also proposed that two civil engineering and surveying consultants and one each of the other consultant types be selected to provide services to all three campuses.

The consultants are to be appointed initially for a three-year period under the following conditions:

1. The use of these consultants will be limited to small projects which have a total fee for professional services of \$35,000 or less.
2. The consultants for small projects will be selected in accordance with the policies of the Board of Regents and the requirements of the normal interview process and selection procedures.
3. The consultants for small projects will be selected for service during a three-year-long period of time with an option to extend the period for two years if agreed upon by the University administration and the respective firm. The fact that a firm has provided services occasionally for small projects will not eliminate it from consideration for major projects.

4. As is the case with other architectural and engineering consultants, the work of the consultants for small projects will be administered by the departments of Architectural and Engineering Services in Norman and Oklahoma City, and by the Associate Dean for Administration on the Tulsa campus.
5. The consultants for small projects will be compensated based upon an hourly rate schedule for principals and other personnel, plus reimbursement for expenses, using professional services contract terms for each type of work. Hourly rate schedules will be established for each firm following selection.

The administration will provide a quarterly report to the Board indicating work completed by each architect or engineer during the period.

President Boren recommended the Board of Regents authorize the administration to proceed with the selection of consultant architects and engineers to provide professional services for small projects for the Norman Campus and for the Health Sciences Center campuses in Oklahoma City and Tulsa.

Regent Lewis moved approval of the recommendation. The following voted yes on the motion: Regents Bentley, West, Hall, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

ALLOCATION OF 1995-96 SECTION 13 AND NEW COLLEGE FUNDS AND MODIFICATIONS TO CAMPUS MASTER PLAN

In June 1995, the Board of Regents approved a plan to use a total of \$2,975,000 in 1995-96 Section 13 and New College Funds for a group of Norman Campus projects and for debt payment and issue cost for revenue bonds to partially fund four high priority capital improvement projects. At that time it was anticipated that approximately \$1.2 million would be required for the bond debt service and issue cost. Since that time, the bonds have been issued and a favorable interest rate was obtained. As a result, the amount of \$892,302 in Section 13 and New College Funds was utilized for this purpose. This amount is \$307,698 less than originally was expected.

It is proposed that the current Section 13 and New College Funds project titled Academic and Administrative Space Renovation and Emergency Repairs be reduced by \$100,302 for a new total project budget of \$374,698. This project includes accessibility improvements (\$50,000), asbestos removal (\$50,000), energy conservation projects (\$50,000 to be used to match DOE grant funds), Henderson-Tolson Center renovation (\$21,000), and small academic and administrative space renovation and other emergency projects (\$203,698). It is proposed to utilize \$224,000 to construct two bay greenhouses and related facilities on the South Campus. It is also proposed to apply \$184,000 of the Section 13 funds to the Nielsen Hall Addition project and to redirect \$184,000 of the ODFFA bond funds from the Nielsen Hall project to add to the University Golf Course Improvements project along with a transfer of \$126,000 from vending/bookstore reserves for modifications to the clubhouse. In order to

attempt to coincide with the opening of the course, it will be necessary for the administration to proceed with bidding the project and award of a contract to the lowest and best bidder. Included in the ODFA bond issue was \$500,000 for Golf Course Improvements. This was not added to the Campus Master Plan and must now be done.

The following is a summary of the proposed 1995-96 Section 13 and New College Funds allocation for Norman Campus projects:

1. Renovation and Equipment for New Faculty		\$400,000
2. Instructional and Research Equipment		300,000
3. Computer Equipment		600,000
4. Academic and Administration Space Renovation and Emergency Repairs:		
a. Accessibility Improvements	50,000	
b. Asbestos Removal	50,000	
c. Energy Conservation	50,000	
d. Henderson-Tolson Center	21,000	
e. Small Academic/Administrative Renovations and Other Emergencies	<u>203,698</u>	374,698
5. Greenhouses Construction		224,000
6. Nielsen Hall Addition		184,000
7. Debt Service and Issue Costs		<u>892,302</u>
		<u>\$2,975,000</u>

It will be necessary to amend the Campus Master Plan of Capital Improvement Projects for the Norman Campus to modify the Academic and Administrative Space Renovation and Emergency Repairs, Nielsen Hall Addition, and Golf Course Improvements projects and to add a new project for Greenhouses Construction.

President Boren recommended the Board of Regents approve (1) the revised allocation of 1995-96 Section 13 and New College Funds, (2) a transfer of \$126,000 from vending and bookstore reserves to the golf course improvements project, (3) the required modification of the University's Campus Master Plan of Capital Improvement Projects for the Norman Campus as described, and (4) authorize the administration if necessary to receive bids and award a construction contract to the lowest and best bidder for the golf course clubhouse modifications.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Bentley, West, Hall, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

PURCHASE OF MAIN FRAME COMPUTER SYSTEM AND RELATED COMPONENTS

After an extensive study and analysis the University is taking action to replace the outdated IBM 3081K main frame computer system. The acquisition to replace the system will consist of the following components:

1. Main Frame Processor. Must meet or exceed the capabilities of an IBM Model 9672-R22.

2. Communications Processor. Replace the existing IBM 3745 communications infrastructure and install a numerical communications front end processor.
3. Tape Sub System and Disk Storage Systems. These systems must have built in hardware backup over multiple drives with alternative capabilities for optical storage technologies.
4. Production Printers. The printing system must be a digital production machine capable of sharing printing services with both a main frame and networked workstation environment. It must contain a color capability to print the OU logo on applicable forms and documents. The system should also provide interfaces to OU Printing Services to allow downloading of major printing projects.
5. Terminal Devices. Existing dumb terminals will be replaced by new terminals to provide more computing capabilities when working with system files.
6. Program Management of Migration/Conversion of Hardware, Software and Data Systems. Proposals will be included to provide the management of migration and conversion of all systems.

The above system will be bid in both a "bundled" package consisting of the above six components with one price and an unbundled package consisting of separate line item pricing for each component. The University would expect a deep educational discount from IBM on the bundled package. Any such proposal must be more favorable than the unbundled line item pricing received from IBM third-party resellers and other companies who could meet the specifications.

All system components must have extensive upgrading capabilities to the new technologies expected to be available in future years. The system components will be phased in over several years as requirements dictate and funds are allocated. The mainframe and system components requiring immediate replacement will be used as a trade-in against the initial purchase.

Bids will be sent to IBM and component third-party suppliers. It is planned to submit award recommendations at the Regents' April meeting.

This was reported for information only.

QUARTERLY REPORT OF PURCHASES

Regents' policy authorizes the President or his designee to approve purchases for \$100,000 or less when a low responsive bid is accepted and other purchases for \$75,000 or less. The Board of Regents is provided a quarterly report of these purchases approved by the President or his designee between the old and new levels requiring Board action.

The reports covering the period October 1, 1995 through December 31, 1995 for the Norman Campus and Health Sciences Center were included in the agenda.

This report was presented for information.

REGENTS' FUND SEMI-ANNUAL FINANCIAL REPORT

In accordance with University of Oklahoma Board of Regents' policy (8.11.7), presented herewith is the Regents' Fund semi-annual financial report as of December 31, 1995, and for the six months then ended. The report is intended to be comprehensive and reports on all the financial activity within the Regents' Fund since the June 30, 1995 report.

The Regents' Fund semi-annual Financial Report as of December 31, 1995, and for the six months then ended was presented for Board review and discussion. Highlights from these financial statements are included hereto as Exhibit B. A copy of the Comprehensive Financial Report was distributed to the Regents with the agenda.

The Regents' Fund semi-annual Financial Report as of December 31, 1995 and for the six months then ended was presented for information and discussion.

RESOLUTION - J. COOPER WEST

President Boren recommended approval of the following Resolution:

WHEREAS, J. Cooper West was appointed to The University of Oklahoma Board of Regents in 1989 by Governor Henry Bellmon and has twice been elected Vice Chairman of the Board;

WHEREAS, he is a member of the OU Associates and has provided generous support for the OU Golf Course renovation, the Henry Bellmon Chair, the College of Engineering Dean's Council and the Kerr Library Endowment;

WHEREAS, during his seven years of service on the Board of Regents, The University of Oklahoma reached all-time highs in research grants and contracts, private fund-raising, and the enrollment of National Scholars;

WHEREAS, The University of Oklahoma also experienced the completion or beginning of a number of capital improvement projects, including construction of the Family Medicine Center at the Health Sciences Center and skysuites at Oklahoma Memorial Stadium and initiation of projects to build a Student Center and Biomedical Research Center for the Health Sciences Center Campus and the Sam Noble Oklahoma Museum of Natural History on the Norman Campus;

WHEREAS, when Cameron University came under the governance of The University of Oklahoma Board of Regents, Regent West enthusiastically embraced the new role, becoming a Cameron President's Partner and serving as chair of the Cameron Committee of the Board of Regents;

WHEREAS, during Regent West's service, Cameron University has established more endowed chairs and lectureships than any other regional university in Oklahoma, initiated unprecedented cooperative programs in the health sciences with OU, and implemented new techniques in the design and construction of the Cameron Sciences Complex, a state-of-the-art teaching and research facility and the largest capital project in Cameron's 88-year history;

WHEREAS, he is a dedicated alumnus of Northwestern Oklahoma State University and a devoted friend of both The University of Oklahoma and Cameron University;

WHEREAS, he and his wife, Gladys, raised three fine children who all attended OU;

WHEREAS, he leaves a legacy of support and leadership that will benefit future generations of students at Cameron University and at The University of Oklahoma;

NOW THEREFORE BE IT RESOLVED that the Board of Regents governing The University of Oklahoma and Cameron University expresses profound appreciation to J. Cooper West for the wisdom and dedication with which he served these Universities and hopes he will continue to be a familiar face at University events for many years to come.

Regent Bentley moved approval of the recommendation. The following voted yes on the motion: Regents Blankenship, Bentley, Hall, Halverstadt, and Lewis. Regent West abstained. The Chair declared the motion approved.

AFFILIATION AGREEMENT - UNIVERSITY OF OKLAHOMA RESEARCH CORPORATION

An affiliation agreement with The University of Oklahoma Research Corporation (the "Corporation") was originally approved by the Board of Regents at their June 21-22, 1994, meeting. However, a new board of directors of the Corporation has been formed and at their last meeting they reviewed and revised the affiliation agreement. The new board made only two changes to the previously approved agreement: (1) they changed the name listed on the affiliation agreement from "Oklahoma R & D Corporation" to its legal name "University of Oklahoma Research Corporation" and (2) they modified the term of the affiliation agreement (reflected in paragraph 20 of the agreement) from an automatic sunset on June 30, 1998 to an automatic renewal each fiscal year, unless a written notice to terminate the agreement is provided at least sixty (60) days prior to the end of the fiscal year.

As with the previous agreement, this revised agreement, attached hereto as Exhibit C, is an enabling document which sets forth terms under which the Corporation may augment and facilitate the research, teaching, and service missions of the University. Its structure accommodates the needs of both the Health Sciences Center and the Norman Campus, and is designed and governed so as not to become an entity which competes with the University. Revenues which are surplus to the Corporation, after payment of operating expenses, are specifically designated to be held in trust for the promotion of University programs.

The University currently has pending several opportunities to commercialize technologies which have been derived from its research efforts. Maximum financial benefits will accrue to the University and maximum economic benefits will accrue to the community and the State if the Corporation is enabled by this agreement to be a mechanism for technology transfer activities for the University.

President Boren recommended the Board of Regents approve the revised affiliation agreement with The University of Oklahoma Research Corporation.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Bentley, West, Hall, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

ADDITION OF WOMEN'S SOCCER

The Big 12 Conference has identified soccer as one of the conference recognized sports emphasized for women. With the addition of soccer at The University of Oklahoma, 11 Big 12 institutions will participate in Varsity Women's Soccer. In Oklahoma and the surrounding areas, recruitable women student-athletes participate in significant numbers in high school, club and amateur women's soccer leagues. The University of Oklahoma currently has a club program which competes against other clubs and varsity collegiate programs.

Under federal guidelines of Title IV, an institution must effectively accommodate the athletic interests and abilities of women students. Currently, sufficient interests and abilities exist to support a viable varsity team in the sport of women's soccer with a reasonable expectation of competition within our conference and region. The Athletics Council has reviewed this issue and at its December meeting also recommended the addition of Varsity Women's Soccer.

President Boren recommended the Board of Regents approve the addition of Women's Soccer as a varsity intercollegiate sport at The University of Oklahoma for competition beginning Fall semester 1996.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Bentley, West, Hall, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

1996-97 STUDENT ACTIVITY FEE BUDGET - NORMAN CAMPUS

The Student Activity Fee Committee comprised of the President of The University of Oklahoma Student Association, Chair of Student Congress, Chair of Graduate Student Senate and the Vice President for Student Affairs, prepared the 1996-97 budget. Funding proposals were received and considered from those Student Services areas traditionally funded from Student Activity Fee resources as provided for in Regents' policy. Total budget figures are based upon projections developed from enrollment and collections factored over the last three years.

The slight growth in this budget has been distributed into several areas representing the student priorities of Career Planning and Placement co-op programs, preservation of Counseling and Testing Services accredited counseling intern program, minor variations in the Union Bond payment, annualizing Student Support Services Interactive Theater Company partnership with Fine Arts, and commitment of funds to the Camp Crimson summer orientation program. In addition \$26,379 has been budgeted for four percent salary increases for those staff members who are supported by the Student Activity Fee budget. Salary increase money will only be allocated on the condition that the University implements a Universitywide salary program this year. If there is no raise program, these funds will revert to the Student Activity Fee reserve.

A three-year budget summary and proposed distribution of Student Activity Fees for 1996-97 is as follows:

March 6, 1996

24824

	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>
Counseling and Testing	\$ 214,510	\$ 214,510	\$ 236,769
Career Planning and Placement	30,722	31,722	33,208
Student Services	281,287	294,397	333,492
<i>The Oklahoma Daily</i>	132,793	132,793	141,735
Recreational Services	224,862	224,862	231,521
Campus Transportation	175,000	175,000	175,000
Number Nyne Crisis Center	12,216	12,216	12,216
UOSA	425,000	425,000	425,800
Facility Bond	150,000	150,000	150,000
Union Bond	493,813	495,500	496,062
Reserve	<u>59,797</u>	<u>44,000</u>	<u>66,951</u>
Grand Total	\$2,200,000	\$2,200,000	\$2,302,754

President Boren recommended the Board of Regents approve the 1996-97 Student Activity Fee budget and distribution of funds as proposed by the Student Activity Fee Committee and reviewed by UOSA.

Regent Lewis moved approval of the recommendation. The following voted yes on the motion: Regents Bentley, West, Hall, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

REGENTS' AWARD FOR OUTSTANDING JUNIORS

To honor and encourage excellence in leadership and service, the Board of Regents presents to approximately 12 OU juniors each year the Regents' Award for Outstanding Juniors. These awards are given to students on the basis of leadership, service to the University, involvement in campus activities, and satisfactory academic progress. Recipients must have completed 72 credit hours and submit a one-page essay on leadership and teamwork. The recipients receive a certificate and a gold ring with the OU seal engraved on it. In addition, the names of each year's honorees are engraved on a permanent plaque located in the Oklahoma Memorial Union on the Norman Campus and in the Robert M. Bird Health Sciences Library in Oklahoma City. The winners are selected by a committee appointed by the President comprised of three students, two faculty, and two staff and will be recognized at the April Regents' meeting.

The names of the students selected are:

Norman Campus

Brian Canfield
Anil Gollahalli
Toya Hall
Joseph Loy
Ella Christine "Christy" McClure
Amy Christine Norris

John T. Owen
Kevin Scott
Roxana G. Serran
Chikage M. Windler

Health Sciences Center

Stephanie Kay Atkinson
Susan L. Cates

President Boren recommended the Board of Regents approve the students selected to receive the 1996 Regents' Award for Outstanding Juniors.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Bentley, West, Hall, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

REGENTS' AWARD FOR SUPERIOR STAFF

The Regents' Award for Superior Staff was developed to recognize the outstanding contributions made by OU staff members whose job performance, service activities, and dedication have enhanced the mission of The University of Oklahoma. Two \$1,000 awards are given annually during spring staff recognition activities: one to a Norman Campus staff member and one to a Health Sciences Center staff member.

To qualify for a Regents' Award for Superior Staff, a staff member must have consistently demonstrated a superior job performance and/or outstanding service to the University or to outside community or professional activities on behalf of the University. The outstanding job performance and/or superior service should reflect perspective, initiative, and efforts that transcend the boundaries of a staff member's designated work responsibilities. The recipients are selected by a committee for each campus which is appointed by the President.

The names of the staff members selected are as follows:

Norman Campus

Sue Mobley
Administrative Secretary, College of Engineering Student Services

Health Sciences Center

Rosetta M. Fisher
Senior Administrative Manager, College of Public Health

President Boren recommended the Board of Regents approve the staff members selected to receive the 1996 Regents' Award for Superior Staff.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Bentley, West, Hall, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

AFFIRMATIVE ACTION PLANS

The 1996 Affirmative Action Plans required by regulations enforced by the U. S. Department of Labor, Office of Federal Contract Compliance Programs, are submitted for information. Contained in the document are (1) plans under Executive Order 11246, which cover all ethnic minorities and women; (2) plans under the Rehabilitation Act of 1973, which cover all employees who have one or more disabilities; and (3) plans under the Vietnam Era Veterans Readjustment Assistance Act of 1974, which cover disabled and Vietnam Era veterans.

Mr. Jerry Jensen, University Equal Opportunity and Affirmative Action Officer, reviewed the following summaries of the Plans:

NORMAN CAMPUS

The faculty reports use employment data from institutions that belong to the National Association of State Universities and Land Grant Colleges (NASULGC), as well as national data on degrees conferred. The staff reports use national, state and county availability data as appropriate.

Faculty Distribution

The "Faculty Workforce Distribution Report" indicates the University has a lower representation of women than availability data and a higher representation of minorities than availability data.

Faculty Hires, Turnovers, Promotions

The "New Faculty Hires Report" for academic year 1994-95 reflects a hiring rate for women and minorities that is higher than the availability rate.

The University of Oklahoma Norman Campus was successful in hiring 18 women (36.7% of Tenured/Tenure Track hires) and 6 minorities (12.2% of Tenured/Tenure Track hires) in tenured or tenure-track positions. Retention rates for women and minorities continue to be lower than those of the total tenured/tenure-track faculty. Efforts to increase and retain these groups will continue to be a priority.

Of the 44 faculty members promoted last year, 11 (25%) were women and six (13.6%) were minorities. Efforts to increase promotion among these groups will continue to be priority issues to be addressed through programs implemented previously and through enhanced monitoring.

Staff Distribution

The "Staff Workforce Distribution Report" indicates the University has a slightly higher representation of women and a slightly lower representation of minorities than expected by their presence in the labor force.

Staff Hires, Turnovers, Promotions

The "New Staff Hires Report" reveals that the University's overall hiring rate for women is above and for minorities is below what would be expected from availability data.

An analysis shows while promotion rates for women are generally acceptable, those for minorities appear to be somewhat problematic. In four of the six job groups we need to increase our efforts to retain minorities. They are the Executive/Administrative/Managerial, Clerical/ Secretarial, Technical/Paraprofessional, and Service/Maintenance job groups. Those areas which reveal potential problems will be the focus of enhanced efforts during this program year.

Programs

The programs which the Norman Campus has implemented to recruit, retain, and advance minorities and women in employment have been relatively successful considering the range of employment opportunities on campus. Given the level of commitment demonstrated by University leadership and the dedication of employee groups, the affirmative action programs will continue to guide enhanced efforts to increase the representation of minorities and women in the workforce.

HEALTH SCIENCES CENTER

The faculty reports use national data which represent the availability of females and minorities in health-related disciplines. The staff reports use availability data from the State of Oklahoma and various counties, as appropriate.

Faculty Distribution

The "Faculty Workforce Distribution Report" indicates that eight of the nine faculty groups at The University of Oklahoma Health Sciences Center (OUHSC) have a higher representation of total minorities than national availability data for the relevant disciplines. Although only three of the faculty groups have a higher representation of women than national availability data, five of the remaining groups are very close to national data. While overall representation of minorities is commendable, there are shortages of black and Hispanic faculty which need to be addressed.

Faculty Hires, Turnovers, Promotions

The "New Faculty Hires Report" indicates that the OUHSC's hiring rate of women faculty for 1995 is higher than national availability data in six of the nine faculty groups. Three of the faculty groups have a hiring rate greater than national availability data. Hiring rates were lowest in the Hispanic and American Indian groups.

The University of Oklahoma Health Sciences Center was successful in adding 36 new women and 13 new minorities to the various faculty ranks during the academic year. Three of the 36 women hired, and two of the 13 minorities hired, were in tenure-eligible positions. The hiring rate for minorities in positions not eligible for tenure is a problem area. Efforts to increase and retain these groups must and will continue to be a priority.

Of the 27 faculty members promoted last year, 14 (51.9%) were women and five (18.5%) were minorities. Efforts to increase retention among these groups will continue to be a priority issue through programs implemented previously and through enhanced monitoring.

Staff Distribution

The "Staff Workforce Distribution Report" indicates the OUHSC has a higher representation of women and minority staff than expected by their presence in the labor force except for the areas of Service/Maintenance for women and Skilled Crafts for women and minorities.

Staff Hires, Turnovers, Promotions

The "New Staff Hires Report" indicates that the OUHSC's hiring rates for women and minorities is higher than expected except for the areas of Service/Maintenance for women and Skilled Crafts for women and minorities.

An analysis of the hires/applicants ratios reflects a need to focus attention on hiring minority applicants in the Secretarial/Clerical and Other Professionals job groups. An analysis of promotion and termination rates reveals no problem areas.

Programs

The programs which the OUHSC has implemented to recruit, retain, and advance minorities and women in employment have been somewhat successful when appropriately budgeted and considering the range of employment and promotion opportunities. Of the two groups of employees, women continue to have a wider margin of success in most employment categories in comparison to that experienced by minorities—as illustrated by the hiring rate data. This is an ongoing concern, and given the level of commitment and cooperation demonstrated by the OUHSC leadership and the dedication of employee groups, the affirmative action programs will continue to guide enhanced efforts to increase the number of women and minorities in the work force.

The 1996 Affirmative Action Plans were presented for review, discussion, and information. No action was required.

REPORT OF ASSOCIATES AND ACADEMIC EXCELLENCE COMMITMENTS

ASSOCIATES FUNDS:

Following is the commitment of funds of The University of Oklahoma Associates for the period July 1 through December 31, 1995:

National Merit Scholarships	\$389,550
Reach for Excellence Reception/Dinner	62,789
OU Fine Arts Cabaret	10,000

The following are expenditures of Associates funds that were restricted by donors to the various colleges on the Norman Campus for the same period of time:

COLLEGE OF ARCHITECTURE

No expenditures to report this quarter.

March 6, 1996

24829

COLLEGE OF ARTS AND SCIENCES

Faculty Development	\$ 787
Outreach Activities	1,125
Student Support	<u>30,620</u>
Total	<u>\$32,532</u>

COLLEGE OF BUSINESS ADMINISTRATION

Student Support	\$2,000
Transfers to OU Foundation funds	<u>6,540</u>
Total	<u>\$8,540</u>

COLLEGE OF EDUCATION

No expenditures to report this quarter.

COLLEGE OF ENGINEERING

No expenditures to report this quarter.

COLLEGE OF FINE ARTS

Student Support	\$ 675
Guest Artist	<u>500</u>
Total	<u>\$1,175</u>

COLLEGE OF GEOSCIENCES

Geosciences Day	\$1,600
Outreach Activities	<u>3,762</u>
Total	<u>\$5,362</u>

GRADUATE COLLEGE

No expenditures to report this quarter.

COLLEGE OF LAW

Faculty Professional Development	\$ 4,646
Student Support	10,768
Affirmative Action Activities	88
Enrichment Program	2,946
Miscellaneous	<u>477</u>
Total	<u>\$18,925</u>

COLLEGE OF LIBERAL STUDIES

No expenditures to report this quarter.

LIBRARY

Library Materials - Western History Collections	\$285
Total	<u>\$285</u>

MUSEUM OF ART

No expenditures to report this quarter.

March 6, 1996

24830

EXECUTIVE AFFAIRS

Academic and Research Support	\$ 10,927
Outreach Activities	62,789
Scholarships/Fellowships	<u>389,550</u>
Total	<u>\$463,266</u>

STUDENT AFFAIRS

Staff Development	\$ 146
Student Support	<u>3,009</u>
Total	<u>\$3,155</u>

UNIVERSITY AFFAIRS

No expenditures to report this quarter.

ACADEMIC EXCELLENCE FUND:

Following is the commitment of funds of The University of Oklahoma Academic Excellence Fund for the period July 1 through December 31, 1995:

Awards and Honors	\$3,112
Scholarships	<u>1,000</u>
Total	<u>\$4,112</u>

This report was presented for information. No action was required.

ACADEMIC PERSONNEL ACTIONS

Health Sciences Center:

LEAVES OF ABSENCE:

Susan E. Brackett, Associate Professor of Fixed Prosthodontics, short term disability leave of absence with pay, June 12, 1995 through August 12, 1995; returned to work on a part-time basis, August 12, 1995 through June 30, 1996.

G. Fräns Currier, Professor of Orthodontics, sabbatical leave of absence with half pay, July 1, 1996 through June 30, 1997. To review, analyze, and give a coordinated development to the educational materials so that predoctoral and graduate programs are more concise, clear and efficient. No previous sabbatical leaves of absence. Appointment date: August 1, 1980.

APPOINTMENTS OR REAPPOINTMENTS:

Gillian M. Air, Ph.D., Professor of Biochemistry and Molecular Biology, annual rate of \$103,000 for 12 months (\$17,166.66 per month), May 1, 1996 through June 30, 1996. Paid from A0009491, PPP-Dean's Fund Biochemistry, pos. 095710

Elliott Ross, M.D., Professor of Neurology, annual rate of \$77,000 for 12 months (\$6,416.67 per month), July 1, 1996 through June 30, 1997. Paid from VA Medical Center, pos. 154900.

March 6, 1996

24831

Richard D. Havel, M.D., Assistant Professor of Family and Preventive Medicine, annual rate of \$60,000 for 12 months (\$5,000.00 per month), January 1, 1996 through June 30, 1996. Paid from 2218-2, Family and Preventive Medicine, pos. 181379. Transferred from Norman Campus.

Kenneth R. Hart, D.O., reappointed Clinical Associate Professor of Occupational Medicine, Department of Family Medicine, Tulsa, annual rate of \$19,800 for 12 months (\$1,650.00 per month), .32 time, December 1, 1995 through June 30, 1996. Paid from C2194601, Development of a Center for Environmental Health, pos. 248650.

Amy Hughes, Clinical Assistant Professor of Family and Preventive Medicine and Physician Associate Program, annual rate of \$45,000 for 12 months (\$3,750.00 per month), January 3, 1996 through June 30, 1996. Paid from 2218-2, Family and Preventive Medicine, pos. 184800.

Nancy L. Jacobsen, D.D.S., Clinical Assistant Professor of Removable Prosthodontics, annual rate of \$40,000 for 12 months (\$3,333.34 per month), January 1, 1996 through June 30, 1996. Paid from 10339630, Restorative Dentistry, pos. 020800.

CHANGES:

Amy L. Aulthouse, Assistant Professor of Anatomical Sciences, changed from tenure track faculty to consecutive term faculty, December 1, 1995 through June 30, 1996.

Dorothy Belknap, Associate Professor of Nursing; title Division Director, Acute Care Nursing Division, deleted; salary changed from annual rate of \$60,814 for 12 months (\$5,067.87 per month) to annual rate of \$54,814 for 12 months (\$4,567.87 per month), January 1, 1996. Paid from 20069640, Nursing, pos. 068750.

Dolores Bigfoot, Assistant Professor of Research, Department of Pediatrics, salary changed from annual rate of \$35,190 for 12 months (\$2,932.50 per month), .75 time, to annual rate of \$46,925 for 12 months (\$3,910.41 per month), full time, January 1, 1996 through June 30, 1996. Paid from C2215901, Indian Health Service Training of Trainers, pos. 164751.

Richard S. Blauvelt, Adjunct Assistant Professor of Pediatrics and Chief Operating Officer, Professional Practice Plan, College of Medicine, salary changed from annual rate of \$100,000 for 12 months (\$8,333.33 per month) to annual rate of \$65,000 for 12 months (\$5,416.66 per month), January 1, 1996 through March 31, 1996. Position being phased out. Paid from A0000570, PPP Central Administration, pos. 295101.

Cynthia A. Bradford, Assistant Professor of Ophthalmology, changed from tenure track faculty to consecutive term faculty, January 1, 1996 through June 30, 1996.

Terence L. Carey, Clinical Associate Professor of Pediatrics, Tulsa, salary changed from annual rate of \$4,000 for 12 months (\$333.34 per month), .08 time, to annual rate of \$5,200 for 12 months (\$433.34 per month), .10 time, January 1, 1996 through June 30, 1996. Paid from A0020598, PPP TMC Cystic Fibrosis Clinic, pos. 265475.

Robert Y. L. Chu, Associate Professor of Radiological Sciences; given additional title Acting Graduate Liaison and Director of Medical Physics, Department of Radiological Sciences, January 1, 1996.

Sherri Durica, title changed from Instructor to Clinical Assistant Professor of Medicine, salary changed from annual rate of \$42,135 for 12 months (\$3,511.25 per month), full time, to annual rate of \$48,000 for 12 months (\$4,000.00 per month), .80 time, January 1, 1996 through June 30, 1996. Paid from A0000074, PPP Medicine, pos. 141655.

Michael C. Foster, Assistant Professor of Family Medicine, Tulsa; changed from tenure track faculty to consecutive term faculty, January 1, 1996 through June 30, 1996.

David Garrison, Associate Professor of Physical Therapy, Adjunct Associate Professor of Allied Health Education and of Occupational Therapy; given additional title Interim Chair of Allied Health Education, February 1, 1996.

Peggy Hines, Clinical Assistant Professor of Pediatrics, salary changed from annual rate of \$48,859 for 12 months (\$4,071.58 per month), .70 time, to annual rate of \$55,840 for 12 months (\$4,653.33 per month), .80 time, September 1, 1995 through June 30, 1996. Paid from 22169620, Pediatrics, and A0000079, PPP Pediatrics, pos. 168475.

Barbara J. Holmberg, title changed from Associate in Obstetrics and Gynecology to Associate in Surgery, Breast Health Center, salary changed from annual rate of \$38,534 for 12 months (\$3,211.17 per month) to annual rate of \$47,000 for 12 months (\$3,916.67 per month), January 15, 1996 through June 30, 1996. Paid from C5187301, Genetic Counseling Program, pos. 209140.

Farhat Husain, Assistant Professor of Neurology, changed from tenure track faculty to consecutive term faculty, December 1, 1995 through June 30, 1996.

Deborah A. Johnson, Clinical Assistant Professor of Pharmacy Practice, annual rate of \$24,000 for 12 months (\$2,000.00 per month); changed from full time to .50 time, August 15, 1995 through June 30, 1996. Correction of original appointment from full time to .50 time, Paid from C2319102, Provide Clinical Pharmacy/Pharmacology Service, pos. 294230.

John C. Kramer, Clinical Professor of Pediatrics, Tulsa, salary changed from annual rate of \$6,000 for 12 months (\$500.00 per month), .10 time, to annual rate of \$8,400 for 12 months (\$700.00 per month), .13 time, January 1, 1996 through June 30, 1996. Paid from A0020598, PPP TMC Cystic Fibrosis Clinic, pos. 256470.

Kai Lau, Professor of Medicine; title Chief of Nephrology, Department of Medicine, deleted, January 4, 1996.

Mark Naylor, Richard and Adeline Fleischaker Professor of Dermatology Research and Assistant Professor of Dermatology; salary corrected from annual rate of \$107,794 for 12 months (\$8,997.00 per month) to annual rate of \$70,514.88 for 12 months (\$5,876.24 per month), January 29, 1996 through June 30, 1996. Budget correction of VA base. Paid from 22609620, Fleischaker Endowed Chair in Dermatology, pos. 124550.

Osvaldo Perurena, Assistant Professor of Neurology, changed from tenure track faculty to consecutive term faculty, December 1, 1995 through June 30, 1996.

John D. Randolph, Clinical Associate Professor of Surgery, salary changed from annual rate of \$53,577 for 12 months (\$4,464.75 per month), .81 time, to annual rate of \$10,000 for 12 months (\$833.33 per month), .15 time, January 7, 1996 through June 30, 1996. Change in VA appointment. Paid from B0537101, University Hospital Reimbursement, pos. 208810; C2351501, Cardio-Vascular Surgery; and VA Medical Center.

Mildred M. Randolph, Clinical Assistant Professor of Pathology, salary changed from annual rate of \$65,944 for 12 months (\$5,495.33 per month), full time, to annual rate of \$32,972 for 12 months (\$2,747.66 per month), .50 time, January 1, 1996 through June 30, 1996. Paid from 40009600, Division of Animal Resources, pos. 401100.

Elias Srouji, Professor of Pediatrics, salary changed from annual rate of \$64,603 for 12 months (\$5,383.59 per month), full time, to annual rate of \$42,638 for 12 months (\$3,553.16 per month), .66 time, January 1, 1996 through June 30, 1996. Paid from 22169620, Pediatrics Department; C1270201, Sub Account to C1270001 Training Program in Communication Disorders; and B0334001, Children's Memorial Hospital Reimbursement, pos. 165100.

RESIGNATIONS AND/OR TERMINATIONS:

Teresa McCurdy, Associate in Neurology, January 19, 1996 (with accrued vacation through March 6, 1996).

Marilyn Nehls, Assistant Professor of Pediatrics, December 27, 1995 (with accrued vacation through February 12, 1996).

Ruben Saez, Associate Professor of Medicine, December 31, 1995 (with accrued vacation through February 14, 1996).

RETIREMENTS:

Lee Holder, Dean Emeritus, College of Allied Health; Professor and Chair of Allied Health Education; Adjunct Professor of Communication Sciences and Disorders and of Health Administration, January 31, 1996 (with accrued vacation through March 14, 1996); named Dean Emeritus, College of Allied Health, and Professor Emeritus of Allied Health Education.

Edward Kuekes, Associate Professor of Psychiatry and Behavioral Sciences, December 29, 1995; appointed Clinical Associate Professor of Psychiatry and Behavioral Sciences, without remuneration, December 29, 1995.

Norman Campus:

LEAVES OF ABSENCE:

Roy Knapp, Mewbourne Professor of Petroleum and Geological Engineering, short term disability leave of absence with pay, August 16, 1995 through December 31, 1995.

Thomas M. Miller, Associate Professor of Psychology, short term disability leave of absence with pay, January 1, 1996 through May 15, 1996.

Joyce Shealy, Assistant Professor of Voice, School of Music, short term disability leave of absence with pay, January 1, 1996 through May 15, 1996.

George L. White, Assistant Professor of Dance, short term disability leave of absence without pay, January 1, 1996 through May 15, 1996.

Richard Williams, Professor of Instructional Leadership and Academic Curriculum, short term disability leave of absence with pay extended, January 1, 1996 through June 30, 1996.

APPOINTMENTS OR REAPPOINTMENTS:

Paul F. Cook, Ph.D., Grayce B. Kerr Centennial Chair in Biochemistry, August 16, 1996 through May 15, 1997, and Professor of Chemistry and Biochemistry with tenure, annual rate of \$100,000 for 9 months (\$11,111.11 per month), August 16, 1996. Paid from 122-7362, Grayce B. Kerr Centennial Chair, and 122-7221, Chemistry and Biochemistry, pos. 06746.

Edward J. Perkins, William J. Crowe, Jr. Chair in Geopolitics, August 16, 1996 through May 15, 2001, and Professor of Political Science with tenure, annual rate of \$100,000 for 9 months (\$11,111.11 per month), August 16, 1996. Paid from 122-7016, William Crowe Chair in Geopolitics, and 122-7243, Political Science, pos. 08549.

Monte Paul Tull, Ph.D., Visiting Associate Professor of Electrical Engineering, annual rate of \$55,000 for 9 months (\$6,111.11 per month), January 1, 1996 through May 15, 1996. Paid from 122-7231, Electrical Engineering, pos. 08622.

Sandra Ashford, reappointed Adjunct Assistant Professor of Aerospace and Mechanical Engineering, salary changed from annual rate of \$11,250 for 9 months (\$1,250.00 per month), .25 time, to annual rate of \$22,500 for 9 months (\$2,500.00 per month), .50 time, January 1, 1996 through May 15, 1996. Paid from 122-7208, Aerospace and Mechanical Engineering, pos. 02538.

Ulrich Reimann-Phillip, reappointed Visiting Assistant Professor of Botany and Microbiology, salary remains at annual rate of \$42,367 for 12 months (\$3,530.55 per month), February 22, 1996 through June 30, 1996. Paid from 122-7282, Botany and Microbiology, and 125-6851, Insect Resistance in Corn, pos. 04330.

Ali Setoodehnia, Ph.D., Adjunct Assistant Professor of Electrical Engineering, annual rate of \$20,000 for 9 months (\$2,222.22 per month), .50 time, January 1, 1996 through May 15, 1996. Paid from 122-7231, Electrical Engineering, pos. 08623.

Debra A. Bemben, Ph.D., Assistant Professor of Health and Sports Sciences, annual rate of \$33,000 for 9 months (\$3,666.67 per month), August 16, 1996 through May 15, 1997. Paid from 122-7279, Health and Sport Science, pos. 06702.

Ronald Keith Gaddie, Ph.D., Assistant Professor of Political Science, annual rate of \$37,000 for 9 months (\$4,111.11 per month), August 16, 1996 through May 15, 1997. Paid from 122-7243, Political Science, pos. 08576.

Ann-Marie E. Szymanski, Assistant Professor of Political Science, annual rate of \$34,500 for 9 months (\$3,833.33 per month), August 16, 1996 through May 15, 1997. If Ph.D. not complete by August 16, 1996, title to be changed to Acting Assistant Professor and salary changed to \$32,500 for 9 months. Paid from 122-7243, Political Science, pos. 03985.

Younane Abousleiman, reappointed Senior Research Associate, Energy Center Director's Office, salary remains at annual rate of \$51,408 for 12 months (\$4,284.00 per month), January 1, 1996 through June 30, 1996. Paid from 195-6386, NSF Center, pos. 00444. Paid from grant funds; subject to availability of funds.

John W. Conway, reappointed Research Associate, Cooperative Institute for Mesoscale Meteorological Studies, salary remains at annual rate of \$40,326 for 12 months (\$3,360.50 per month), January 1, 1996 through June 30, 1996. Paid from 125-6570, CIMMS: Task II, pos. 04689. Paid from grant funds; subject to availability of funds.

Kimberly L. Elmore, reappointed Research Associate, Cooperative Institute for Mesoscale Meteorological Studies, salary remains at annual rate of \$45,000 for 12 months (\$3,750.00 per month), January 1, 1996 through June 30, 1996. Paid from 125-6570, CIMMS: Task II, pos. 02061. Paid from grant funds; subject to availability of funds.

Dezhang Lin, reappointed Senior Research Associate, Energy Center Director's Office, salary remains at annual rate of \$56,560 for 12 months (\$4,713.33 per month), January 1, 1996 through June 30, 1996. Paid from 195-6386, NSF Center, pos. 04210. Paid from grant funds; subject to availability of funds.

Caren Marzban, reappointed Research Associate, Cooperative Institute for Mesoscale Meteorological Studies, salary remains at annual rate of \$40,326 for 12 months (\$3,360.50 per month), January 1, 1996 through June 30, 1996. Paid from 125-6570, CIMMS: Task II, pos. 00538. Paid from grant funds; subject to availability of funds.

Erik Rasmussen, reappointed Research Associate, Cooperative Institute for Mesoscale Meteorological Studies, salary remains at annual rate of \$52,546 for 12 months (\$4,378.00 per month), January 1, 1996 through June 30, 1996. Paid from 125-6570, CIMMS: Task II, pos. 04542. Paid from grant funds; subject to availability of funds.

Alexander Ryzhkov, reappointed Senior Research Associate, Cooperative Institute for Mesoscale Meteorological Studies, salary remains at annual rate of \$50,400 for 12 months (\$4,200.00 per month), January 1, 1996 through June 30, 1996. Paid from 125-6570, CIMMS: Task II, pos. 03323. Paid from grant funds; subject to availability of funds.

Leonid N. Germanovich, reappointed Senior Research Scientist, Energy Center Director's Office, salary remains at annual rate of \$64,080 for 12 months (\$5,340.00 per month), January 1, 1996 through June 30, 1996. Paid from 195-6386, NSF Center, pos. 00550. Paid from grant funds; subject to availability of funds.

John V. Cortinas, Jr., reappointed Postdoctoral Fellow, Cooperative Institute for Mesoscale Meteorological Studies, salary remains at annual rate of \$43,793 for 12 months (\$3,649.41 per month), January 1, 1996 through June 30, 1996. Paid from 125-6570, CIMMS: Task II, pos. 04462. Paid from grant funds; subject to availability of funds.

Louisa J. Hampton, reappointed Geologist III, Oklahoma Geological Survey, salary remains at annual rate of \$10,750 for 12 months (\$895.83 per month), .25 time, January 1, 1996 through June 30, 1996. Paid from 362-7120, Oklahoma Geological Survey Research, pos. 03651.

Carl Hatlelid, reappointed Special Project Consultant, Computational Geosciences, salary remains at annual rate of \$30,000 for 12 months (\$2,500.00 per month), .50 time, November 1, 1995 through June 30, 1996. Paid from 125-4269, Radar Precipitation Interface, and 125-4685, EPSCOR Management Support, pos. 08403. Paid from grant funds; subject to availability of funds.

CHANGES:

Mikael Adolphson, title changed from Acting Assistant Professor to Assistant Professor of History, salary changed from annual rate of \$32,000 for 9 months (\$3,555.56 per month) to annual rate of \$34,000 for 9 months (\$3,777.78 per month), August 16, 1996 through May 15, 1997. Paid from 122-7248, History, pos. 05086.

Hugh H. Benson, Associate Professor of Philosophy; given additional title Chair of Philosophy, July 1, 1996 through June 30, 2000; salary changed from annual rate of \$36,174 for 9 months (\$4,019.33 per month) to annual rate of \$55,000 for 12 months (\$4,583.33 per month), July 1, 1996. Changed from 9-month to 12-month faculty. Paid administrative stipend of \$4,155 while serving as Chair. Paid from 122-7278, Philosophy, pos. 00637.

Keith N. Bystrom, Professor of Law and Director of Clinical Legal Education; given additional title Interim Associate Dean, College of Law; salary temporarily changed from annual rate of \$86,668 for 12 months (\$7,222.33 per month) to annual rate of \$100,000 for 12 months (\$8,333.33 per month), January 1, 1996 through June 30, 1996. Paid administrative stipend of \$1,111.11 per month while serving as Interim Associate Dean. Paid from 272-7201, College of Law; 272-7321, Clinical Legal Education, pos. 04443, and 272-7003, Law Center Administration, pos. 08493.

Trent E. Gabert, Professor of Health and Sports Sciences, salary changed from annual rate of \$69,183 for 12 months (\$5,765.25 per month) to annual rate of \$56,604 for 9 months (\$6,289.33 per month), August 16, 1996. Changed from 12-month to 9-month faculty. To be off payroll July 1, 1996 to August 15, 1996. Paid from 122-7279, Health and Sports Science, pos. 01036.

C. Peter Goplerud III, Professor of Law; titles Dean, College of Law, and Director of Law Center, deleted, July 1, 1996; salary changed from annual rate of \$137,660 for 12 months (\$11,471.67 per month) to annual rate of \$103,245 for 9 months (\$11,471.67 per month), August 16, 1996. Changed from 12-month to 9-month faculty. Paid from 272-7003, Law Center Administration, pos. 04248, and 272-7201, College of Law, pos. 04054.

Barbara G. Hillyer, Professor of Human Relations and of Women's Studies; given additional title Interim Chair of Human Relations; salary temporarily changed from annual rate of \$47,685 for 9 months (\$5,298.33 per month) to annual rate of \$64,000 for 12 months (\$5,333.33 per month), January 1, 1996 through June 30, 1996. Paid administrative stipend of \$5,718 while serving as Interim Chair. Paid from 122-7286, Human Relations, and 122-7587, CCE Academic Support Human Relations, pos. 04354.

Michael J. Jordan, Professor of Architecture; reappointed Associate Dean for Academic Affairs, College of Architecture, August 16, 1995 through May 15, 1998. Paid administrative stipend of \$5,500 while serving as Associate Dean.

Alexandra H. Karriker, Associate Professor of Modern Languages, Literatures, and Linguistics; reappointed Director, Film and Video Studies, July 1, 1996 through June 30, 2000; salary changed from annual rate of \$39,106 for 9 months (\$4,345.11 per month) to annual rate of \$50,000 for 12 months (\$4,166.67 per month), July 1, 1996. Paid administrative stipend of \$1,549 while serving as Director. Paid from 122-7268, Modern Languages, Literatures, and Linguistics, pos. 00071.

Paul A. Kramer, title changed from Acting Assistant Professor to Assistant Professor of Political Science, salary changed from annual rate of \$32,500 for 9 months (\$3,555.56 per month) to annual rate of \$34,500 for 9 months (\$3,833.33 per month), August 16, 1996 through May 15, 1997. Paid from 122-7243, Political Science, pos. 04200.

Wilbur J. Scott, Professor of Sociology; given additional title Interim Chair of Sociology, salary changed from annual rate of \$45,382 for 9 months (\$5,042.44 per month) to annual rate of \$70,200 for 12 months (\$5,850.00 per month), July 1, 1996 through June 30, 1997. Paid administrative stipend of \$12,756 while serving as Interim Chair. Paid from 122-7289, Sociology, pos. 00404.

Everett V. Smith, title changed from Acting Assistant Professor to Assistant Professor of Educational Psychology, salary changed from annual of \$35,000 for 9 months (\$3,888.88 per month) to annual rate of \$38,000 for 9 months (\$4,222.22 per month), January 1, 1996 through May 15, 1996. Paid from 122-7345, Educational Psychology, pos. 00088.

Edwin Tucker, reappointed Adjunct Professor and Senior Research Associate in Chemistry and Biochemistry, salary changed from annual rate of \$55,200 for 12 months (\$4,600.00 per month) to annual rate of \$58,200 for 12 months (\$4,850.00 per month), April 1, 1996 through August 30, 1996. Paid from 122-7221, Chemistry and Biochemistry, pos. 01090, and 125-4349, Halon Alt. in Firefighting System, pos. 01215. Paid from grant funds; subject to availability of funds.

Bedford M. Vestal, Associate Professor of Zoology; title changed from Interim Dean to Associate Dean, College of Liberal Studies, January 1, 1996.

RESIGNATIONS AND/OR TERMINATIONS:

Gregory G. Brunk, Associate Professor of Political Science, May 16, 1996.

Bonita Daly, Assistant Professor of Accounting, May 15, 1996.

Changjun Liu, Visiting Research Associate in Chemical Engineering and Materials Science, February 13, 1996.

RETIREMENTS:

William Audas, Adjunct Assistant Professor of Business Administration and Director, J. C. Penney Leadership Center, March 8, 1996.

Wayland W. Bowser, Professor of Architecture, May 16, 1996; named Professor Emeritus of Architecture.

Harold W. Conner, Associate Professor of Architecture, May 16, 1996; named Professor Emeritus of Architecture.

Robert L. Jones, Professor of Architecture, December 31, 1995; named Professor Emeritus of Architecture.

Julian P. Kanter, Curator, Political Commercial Archive, and Adjunct Professor of Communication, resignation status changed to retirement, November 15, 1995.

President Boren recommended approval of the academic personnel actions shown above.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Bentley, West, Hall, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

President Boren reported the following death:

Norman H. Boke, George Lynn Cross Research Professor Emeritus of Botany and Microbiology, on February 8, 1996.

SENIOR VICE PRESIDENT AND PROVOST, NORMAN CAMPUS, SEARCH COMMITTEE

President Boren recommended the following individuals be appointed to the Search Committee for the Senior Vice President and Provost, Norman Campus:

Academic

Dean David Woods, College of Fine Arts, Chair of Committee
Dean John Snow, College of Geosciences
Dean George Henderson, College of Liberal Studies

Faculty Senate Members

Trent Gabert, College of Arts and Sciences
Kathleen Guzman, College of Law
Wilbur Stolt, University Libraries
Calvin Stoltenberg, College of Education
Bret Wallach, College of Geosciences

Additional Faculty Members

Tom Boyd, Philosophy
Ellen Greene, Classics
Ed O'Rear, Chemical Engineering and Materials Science
Daniel Wren, Business Administration
Roger Frech, Chemistry and Biochemistry

Student

Charles McIlwain

Staff

Cindy Eckart, Oklahoma Center for Continuing Education

Outside Members

John Snodgrass, Vice Chair, Ardmore
Linda Rogers, Ponca City
Max Weitzenhoffer, Norman and New York City
Nancy Davies, Enid
Jack Graves, Tulsa
Doug Cummings, Oklahoma City
Jim Hall (Alternate), Oklahoma City

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Bentley, West, Hall, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

DISTINGUISHED PROFESSORSHIP - REGENTS' PROFESSOR

In a letter to members of the Board of Regents dated February 14, 1996, President Boren reported his expectation of presenting at the March meeting a recommendation for a Regents' Professorship.

To qualify for a Regents' Professorship, the nominee must exhibit "...outstanding service to the University, to the academic community, or to an academic or professional discipline through extraordinary achievement in academic administration or professional service." As outlined in the Faculty Handbook, recommendations for appointment as Regents' Professor may be made to the President of the University by any academic unit, administrative officer, or by any faculty member. In accordance with University policy, this nomination for a Regents' Professorship is being presented to the Board of Regents by the President after conferring with the Chairman of the Board of Regents, Chair of the appropriate Faculty Senate, and the University Council on Faculty Awards and Honors. Appointment as a Regents' Professor includes a one-time award of \$6,000 and a permanent salary increase of \$6,000 starting in the subsequent fiscal year.

President Boren recommended Kenneth C. Crawford, Professor of Meteorology, Director, Oklahoma Climatological Survey, and State Climatologist, be appointed a Regents' Professor effective April 26, 1996.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Bentley, West, Hall, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

DISTINGUISHED PROFESSORSHIPS - GEORGE LYNN CROSS AND DAVID ROSS BOYD

In a letter to members of the Board of Regents dated February 14, 1996, President Boren reported his expectation of presenting at the March meeting the recommendations for the new distinguished professorships.

The policy for the George Lynn Cross and David Ross Boyd Professorships provides that in the year of designation each individual will receive a one-time cash award of \$6,000 and a permanent salary increase of \$6,000 starting in the subsequent fiscal year. Funds for these cash awards will be provided by The University of Oklahoma Associates.

President Boren recommended that the following individuals be appointed to the distinguished professorships indicated to be effective with the 1996-97 academic year and that the Board of Regents authorize the use of Associates' funds for the cash award to each faculty member.

George Lynn Cross Research Professorship

Linda Demetry Cowan, Professor of Biostatistics and Epidemiology
Lynda L. Kaid, Professor of Communication
Robert F. Lusch, Professor of Marketing and of Accounting
Lora E. Rikans, Professor of Pharmacology and Toxicology

David Ross Boyd Professorship

J. Thomas May, Professor of Health Administration and Policy
Richard L. Nostrand, Professor of Geography

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Bentley, West, Hall, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

PRESIDENTIAL PROFESSORSHIPS

In letters to members of the Board of Regents dated February 14 and 19, 1996 President Boren reported his expectation of presenting at the March meeting the recommendations for the new Presidential Professorships.

The policy for the Presidential Professorships provides that each individual is awarded the professorship for a four-year term. Assistant and Associate Professors receive \$5,000 per year and Professors receive \$10,000 per year. Funds for these cash awards will be provided by The University of Oklahoma Associates.

The following faculty have been recommended:

Sandra and Brian O'Brien Presidential Professorship - Carolyn Bremer, Music
Samuel Roberts Noble Foundation Presidential Professorship - David Carnevale,
Political Science
McCasland Foundation Presidential Professorship - Fred Carr, Meteorology
Samuel Roberts Noble Foundation Presidential Professorship - Richard L.
Cifelli, Zoology
Robert Glenn Rapp Foundation Presidential Professorship - Andrew Cooperstock,
Music
Samuel Roberts Noble Foundation Presidential Professorship - John Fagan,
Electrical Engineering
John Mertes, Jr. Presidential Professorship - Dipanker Ghosh, Accounting
Edith Gaylord Harper Presidential Professorship - Richard Henry, Physics and
Astronomy
Samuel Roberts Noble Foundation Presidential Professorship - John H. Holliman,
Pathology
Samuel Roberts Noble Foundation Presidential Professorship - Allen Hertzke,
Political Science
Samuel Roberts Noble Foundation Presidential Professorship - Anant Kukreti,
Civil Engineering and Environmental Science
Edith Gaylord Harper Presidential Professorship - Michael McNerney, Botany
and Microbiology
Samuel Roberts Noble Foundation Presidential Professorship - Allen Knehans,
Nutritional Science
Ada Lois Sipuel Fisher Presidential Professorship - Joyce Dickey Palomar, Law
Samuel Roberts Noble Foundation Presidential Professorship - J. Thomas Pento,
Pharmacology and Toxicology
Janet and Kenneth Smalley Presidential Professorship - Daniel Resasco, Chemical
Engineering and Materials Science
Sandra and Brian O'Brien Presidential Professorship - Farland Stanley, Classics
Samuel Roberts Noble Foundation Presidential Professorship - James Thompson,
Zoology

President Boren recommended that the individuals included in his letters of February 14 and 19, 1996 to the Board of Regents be appointed to the Presidential Professorships indicated to be effective with the 1996-97 academic year and the Board of Regents authorize the use of Associates' funds for the cash award for each faculty member.

Regent Lewis moved approval of the recommendation. The following voted yes on the motion: Regents Bentley, West, Hall, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

REGENTS' FACULTY AWARDS

In letters to members of the Board of Regents dated February 14 and 19, 1996 President Boren reported his recommendations for the 1996 Regents' Awards. The regulations for these awards provide that each individual will receive a cash award of \$2,000. The funds for these cash awards will be provided by The University of Oklahoma Associates.

President Boren recommended the Board of Regents approve the following 1996 Regents' Awards for the individuals included in his letters of February 14 and 19, 1996 to the Regents. He also recommended that the Board authorize presentation of the Health Sciences Center Regents' Awards at the April 22 Health Sciences Center General Faculty meeting and the Norman Campus Regents' Awards at the Faculty Tribute Ceremony on April 24.

Regents' Award for Superior Teaching

C. Leroy Blank, Chemistry and Biochemistry
Dan Kiacz, Art
Lance L. Lobban, Chemical Engineering and Materials Science
Willis L. Owen, Biostatistics and Epidemiology

Regents' Award for Superior Research and Creative Activity

Michael S. Gilmore, Ophthalmology and Microbiology and Immunology
Peter J. Lamb, Meteorology

Regents' Award for Superior Professional and University Service

Andy R. Magid, Mathematics

Regent Hall moved approval of the recommendation. The following voted yes on the motion: Regents Bentley, West, Hall, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

**ADMINISTRATIVE AND PROFESSIONAL PERSONNEL ACTIONS
INTERNAL AUDITING REPORT
LITIGATION**

Regent Lewis moved the Board meet in executive session for the purpose of discussing personnel-related issues as well as pending or potential audit issues and litigation. The following voted yes on the motion: Regents Bentley, West, Hall, Halverstadt, and Lewis. The Chair declared the motion unanimously approved. The executive session began at 12:04 p.m. in the Bush-Crowe Room and concluded at 1:06 p.m. The Regents reconvened in regular session at 1:07 p.m.

INTERNAL AUDITING REPORT

This item was discussed in executive session with Mr. Glen Earley, Director of Internal Auditing.

ADMINISTRATIVE AND PROFESSIONAL PERSONNEL ACTIONS

Health Sciences Center:

CHANGES:

Sandra Cahill, Nurse Clinician, Department of Orthopaedic Surgery, salary changed from annual rate of \$41,839 for 12 months (\$3,486.61 per month) to annual rate of \$43,930.95 for 12 months (\$3,660.91 per month), January 1, 1996. Reorganization increase. Paid from A0007791, Dean's Fund-Orthopaedic Surgery, and A0000077, PPP Orthopaedic Surgery, pos. 158900.

Wes Roberts, title changed from Manager of Systems Support to Manager of Computer Resources, Information Technology, October 31, 1995. Managerial Staff.

James R. Stalcup, Physician's Assistant II, Department of Orthopaedic Surgery, salary changed from annual rate of \$47,940 for 12 months (\$3,991.99 per month) to annual rate of \$50,337 for 12 months (\$4,194.75 per month), February 1, 1996. Probationary increase. Paid from A0000077, PPP Orthopaedic Surgery, and A0007791, Dean's Fund-Orthopaedic Surgery, pos. 159675.

RESIGNATIONS AND/OR TERMINATIONS:

Michael Barbouche, Director, Oklahoma Health Care Authority, Department of Family Medicine, November 30, 1995 (with accrued vacation through December 18, 1995).

Sal Marotta, Campus Network Manager, Computer Network Services, January 2, 1996 (with accrued vacation through February 9, 1996).

Kwai W. Pang, Associate Director, Administrative Computing, Information Technology, July 31, 1995 (with accrued vacation through August 23, 1995).

RETIREMENTS:

Ramon L. Busick, Manager, Information Systems, Research and Education Computing, January 31, 1996 (with accrued vacation through March 29, 1996).

Norman Campus:**APPOINTMENTS OR REAPPOINTMENTS:**

Joe A. Dickinson, Assistant Football Coach, Athletic Department, annual rate of \$65,000 for 12 months (\$5,416.67 per month), January 4, 1996. Professional Staff. Paid from 117-1121, Athletic General Operations, pos. 01105.

Josefa Gal-Chen, reappointed Scientific Programmer/Analyst, Cooperative Institute for Mesoscale Meteorological Studies, salary remains at annual rate of \$43,790 for 12 months (\$3,649.15 per month), January 1, 1996 through June 30, 1996. Professional Staff. Paid from 125-6570, CIMMS: Task II, pos. 00151. Paid from grant funds; subject to availability of funds.

Charles T. Hillis, Staff Physician, Goddard Health Center, annual rate of \$95,238 for 12 months (\$7,936.50 per month), January 17, 1996. Professional Staff. Paid from 147-9107, Goddard Health Center, pos. 02764.

George A. Horn, Senior Buyer, Purchasing Department, annual rate of \$42,000 for 12 months (\$3,500.00 per month), March 11, 1996. Professional Staff. Paid from 132-7004, Purchasing, pos. 04794.

Denver Johnson, Assistant Football Coach, Athletic Department, annual rate of \$65,000 for 12 months (\$5,416.67 per month), January 20, 1996. Professional Staff. Paid from 117-1121, Athletic General Operations, pos. 05079.

Pete W. McGinnis, Assistant Football Coach, Athletic Department, annual rate of \$60,000 for 12 months (\$5,000.00 per month), January 10, 1996. Professional Staff. Paid from 117-1121, Athletic General Operations, pos. 00600.

Marc S. Nadler, reappointed Senior Systems Support Programmer, Cooperative Institute for Mesoscale Meteorological Studies, salary remains at annual rate of \$45,365.27 for 12 months (\$3,780.43 per month), January 1, 1996 through June 30, 1996. Professional Staff. Paid from 125-6570, CIMMS: Task II, and 125-6655, RDASC, TASK III, pos. 00102. Paid from grant funds; subject to availability of funds.

John F. Ross, reappointed Contract Coordinator, Postal Contract, College of Continuing Education Academic Programs, salary changed from annual rate of \$44,492 for 12 months (\$3,707.67 per month) to annual rate of \$45,841 for 12 months (\$3,820.00 per month), December 16, 1995 through December 16, 1997. Administrative Staff. Paid from 125-4752, Postal Contract, pos. 905.65, and 122-7550, CCE Academic Program Administration, pos. 03083. Paid from grant funds; subject to availability of funds.

Gregory Stumpf, reappointed Senior Scientific Programmer/Analyst, Cooperative Institute for Mesoscale Meteorological Studies, salary remains at annual rate of \$44,292.51 for 12 months (\$3,691.04 per month), January 1, 1996 through June 30, 1996. Professional Staff. Paid from 125-6570, CIMMS: Task II, pos. 00261. Paid from grant funds; subject to availability of funds.

Kevin Thomas, reappointed Senior Scientific Programmer/Analyst, Cooperative Institute for Mesoscale Meteorological Studies, salary remains at annual rate of \$42,971 for 12 months (\$3,580.88 per month), January 1, 1996 through June 30, 1996. Professional Staff. Paid from 125-6570, CIMMS: Task II, pos. 00719. Paid from grant funds; subject to availability of funds.

David C. Thurmond, Assistant Football Coach, Athletic Department, annual rate of \$60,000 for 12 months (\$5,000.00 per month), January 12, 1996. Professional Staff. Paid from 117-1121, Athletic General Operations, pos. 00630.

Richard H. Winder, Assistant Football Coach, Athletic Department, annual rate of \$80,000 for 12 months (\$6,666.67 per month), January 19, 1996. Professional Staff. Paid from 117-1121, Athletic General Operations, pos. 00628.

Bill Young, Assistant Football Coach, Athletic Department, annual rate of \$80,000 for 12 months (\$6,666.67 per month), January 8, 1996. Professional Staff. Paid from 117-1121, Athletic General Operations, pos. 00125.

CHANGES:

Sharon R. Black, promoted from Systems Analyst to Senior Systems Analyst, Computing and Telecommunication Services, salary increased from annual rate of \$35,067.96 for 12 months (\$2,922.33 per month) to annual rate of \$41,900 for 12 months (\$3,491.66 per month), February 1, 1996. Professional Staff. Paid from 134-7110, Computing and Telecommunication Services, pos. 01793.

Peter R. Correia, Associate Director, Tulsa Continuing Education Office, salary changed from annual rate of \$47,268 for 12 months (\$3,939.00 per month) to annual rate of \$50,500 for 12 months (\$4,208.33 per month), March 1, 1996. Administrative Staff. Counteroffer. Paid from 122-7537, CCE Tulsa Continuing Education and National Resource Center for Youth Services, and 195-6093, Tulsa Payroll Clearing Account, pos. 00025.

Roy Dejoie, title changed from Assistant Professor to Adjunct Assistant Professor of Management Information Systems, without remuneration; given additional title Director, J. C. Penney Leadership Center, salary remains at \$58,000 (\$4,833.33 per month), changed from 9-month faculty to 12-month staff, January 15, 1996 through June 30, 1996. Changed from Academic to Administrative Staff. Paid from 122-7213, Business Administration Instruction, pos. 01249, and 122-7636, J. C. Penney Chair in Business Leadership, pos. 08468.

Theta M. Dempsey, promoted from Interim Administrator to Administrator, Parking and Transit, salary increased from annual rate of \$40,581 for 12 months (\$3,381.75 per month) to annual rate of \$51,000 for 12 months (\$4,250.00 per month), February 1, 1996. Administrative Staff. Paid from 137-9110, Parking Administration, and 137-9201, CART, pos. 04832.

Loren J. Ellis, College Development Officer/Director, College of Business Administration, salary changed from annual rate of \$47,674 for 12 months (\$3,972.83 per month) to annual rate of \$55,000 for 12 months (\$4,583.33 per month), March 1, 1996. Administrative Staff. Retention. Paid from 122-7376, Business Administration Dean, pos. 01354.

Donald R. Geis, title changed from Assistant Dean of Development to Assistant Dean of External Relations, College of Engineering; title Development Officer, College of Engineering, deleted; salary changed from annual rate of \$58,813 for 12 months (\$4,901.08 per month), full time, to annual rate of \$11,520 for 12 months (\$960.00 per month), .20 time, April 1, 1996. Administrative Staff. Paid from 122-7378, Engineering Dean, pos. 02771.

Fred Gipson, title changed from Chief Legal Counsel to Senior Counsel and Special Assistant to the President, March 5, 1996. Executive Officer.

Joseph Harroz, Jr., title changed from Vice President for Executive Affairs and Associate Legal Counsel to General Counsel, March 5, 1996. Executive Officer.

Nicholas S. Hathaway, title changed from Special Assistant to the President to Executive Assistant to the President, salary changed from annual rate of \$38,250 for 12 months (\$3,187.50 per month) to annual rate of \$48,000 for 12 months (\$4,000.00 per month), March 5, 1996. Changed from Administrative Staff to Executive Officer.

Larry Hicks, promoted from Electrician I to Manager, Technical Trades, Physical Plant, salary increased from annual rate of \$28,309 for 12 months (\$13.61 per hour) to annual rate of \$41,000 for 12 months (\$3,416.67 per month), December 22, 1995. Changed from Hourly to Managerial Staff. Paid from 132-7701, Building Operations and Maintenance, pos. 01991.

Charles D. Hope, title changed from Assistant Football Coach to Classification Pending, Athletic Department, January 9, 1996 through June 30, 1996.

Jay Liang, promoted from Senior Systems Programmer to Manager, Technical Projects, Environmental Computing Applications Systems, College of Geosciences, salary increased from annual rate of \$39,780 for 12 months (\$3,315.00 per month) to annual rate of \$45,000 for 12 months (\$3,750.00 per month), January 1, 1996. Changed from Professional Staff to Managerial Staff. Paid from 122-7474 and 125-4618, Environmental Computing Applications Systems, pos. 00652. Paid from grant funds; subject to availability of funds.

Stephen G. Mack, title changed from Senior Buyer to Director-Designate of Purchasing, Purchasing Department, salary changed from annual rate of \$45,000 for 12 months (\$3,750.00 per month) to annual rate of \$65,000 for 12 months (\$5,416.67 per month), March 1, 1996; title changed to Director of Purchasing, April 1, 1996. Changed from Professional Staff to Administrative Officer. Paid from 132-7004, Purchasing Department.

Bill Mosiello, Assistant Baseball Coach, Athletic Department, salary changed from annual rate of \$12,000 for 12 months (\$1,000.00 per month) to annual rate of \$42,000 for 12 months (\$3,500.00 per month), February 1, 1996. Professional Staff. Paid from 117-1121, Athletic General Operations, pos. 00998.

Gary M. Nord, title changed from Assistant Football Coach to Classification Pending, Athletic Department, January 4, 1996 through June 30, 1996.

Kurt F. Ockershauser, title changed from Associate Chief Legal Counsel to Associate General Counsel, March 6, 1996. Administrative Officer.

Ronald D. Steiner, title changed from Administrative Assistant to Classification Pending, Athletic Department, January 19, 1996 through June 30, 1996.

Michael C. Swabek, title changed from Assistant Football Coach to Classification Pending, Athletic Department, January 20, 1996 through June 30, 1996.

Jon Tenuta, title changed from Assistant Football Coach to Classification Pending, Athletic Department, January 12, 1996 through June 30, 1996.

March 6, 1996

24846

Christ Vagotis, title changed from Assistant Football Coach to Classification Pending, Athletic Department, January 16, 1996 through June 30, 1996.

Kurt J. Van Valkenburgh, title changed from Assistant Football Coach to Classification Pending, Athletic Department, January 7, 1996 through June 30, 1996.

RESIGNATIONS AND/OR TERMINATIONS:

Richard D. Havel, Chief of Medical Staff, Goddard Health Center, December 31, 1995. Transferring to the Health Sciences Center.

Vernon G. Ruhle, Assistant Baseball Coach, Athletic Department, January 31, 1996.

Howard L. Schnellenberger, Head Football Coach, Athletic Department, December 18, 1995 (with accrued vacation through December 31, 1995).

RETIREMENT:

Earl K. Whitman, Director of Purchasing, Purchasing Department, March 31, 1996.

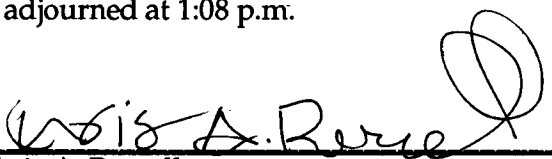
President Boren recommended approval of the administrative and professional personnel actions shown above.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Bentley, West, Hall, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

LITIGATION

This item was discussed in executive session.

There being no further business, the meeting adjourned at 1:08 p.m.


Chris A. Purcell
Executive Secretary of the Board of Regents

I. COMPENSATION PLAN PURPOSE AND OBJECTIVES

A. Purpose

The purpose of the plan is to provide a basis for establishing compensation and incentives for the clinical faculty of the University of Oklahoma College of Medicine (COM).

B. Objectives

The compensation plan shall strive to achieve the following objectives:

- Be uncomplicated and understandable to participants.
- Provide adequate compensation to attract and retain faculty.
- Ensure fairness among faculty.
- Establish a structure to set compensation.
- Provide incentive to encourage clinical productivity.
- Provide for incentives to control expenses, improve quality, and strengthen the fiscal position of the department, professional practice plan, and COM.
- Create discretionary funds for program and faculty development.
- Provide funds for support of the COM.
- Be responsive to changes in the market.

II. APPLICABILITY

The compensation plan will:

- Apply to all full-time and part-time clinical faculty.
- Apply to all sources of collected revenue generated within a faculty member's scope of employment with the college, including, but not limited to, the following:
 - Patient care fees and all other professional practice revenue wherever earned by the faculty members.
 - Professional consultation.
 - Medical legal consultation.
 - Honoraria.
 - Compensation for supervision of professional services.

The following are not included within the scope of this compensation plan.

- Prizes and awards.
- Faculty members' interest in:
 - Royalties.
 - Copyrights.
 - Patent rights.
- Nonprofessional income.
- Compensation received as a result of military duty.
- Income earned while on a sabbatical or leave that has been approved by the Regents.

III. OVERVIEW OF FACULTY COMPENSATION STRUCTURE

A. Introduction

- Faculty compensation will comprise three components:
 - University base.
 - Clinical supplement.
 - Incentives.

- Funds available to compensate faculty are derived from several sources:
 - COM and hospital support.
 - Grant and contract support.
 - Professional fee revenues.
 - Fee-for-service (FFS).
 - Capitation and package price contracts.

B. University Base Compensation

- Paid to all full-time faculty as part of employment with the college and to part-time faculty for specific services provided to the college.
- The University base will be determined by a salary structure that considers rank and specialty.
- The University base will be recommended by the department chair and approved by the COM Dean and Board of Regents.
- The University base for department chairs will be determined by the COM Dean and approved by the Board of Regents.

C. Supplemental Compensation

- Supplemental compensation will be based upon a faculty member's level of clinical income and support from grants and contracts.
- The supplement will be paid to the extent clinical income or other support is available.
- It is the intent of this plan that the University base and supplement will make up approximately 60 percent of total compensation. However, this plan recognizes that some departments will require a higher percentage of compensation to be earned through incentives.
- Plans for distributing the supplement will be set by the department chair with the approval of the COM Dean and with the review and advice of the Professional Practice Plan (PPP) Management Committee.
- Supplemental compensation plans for department chairs will be approved by the COM Dean.

D. Incentive Compensation

- Faculty will be eligible for additional compensation in the form of an incentive.
- It is the intent of the plan that incentives will constitute approximately 40 percent of a faculty member's total compensation, excluding benefits (University base, supplement, and incentive). However, this plan recognizes that some departments will require a higher percentage of compensation to be earned through incentives.
- Formulas for determining incentives will be set by the department chair with the approval of the COM Dean and review and advice of the PPP Management Committee.

IV. DESCRIPTION OF THE PROFESSIONAL PRACTICE PLAN FUNDS FLOW
(EXHIBITS I AND II)

A. Overview

- Funds available to support faculty clinical compensation, incentives, and department clinical expenses will be derived from professional fee revenue.
- Professional fee revenue shall include:
 - FFS.
 - Specialty contract revenue.
 - Capitated revenue.

B. Fee-for-Service/Specialty Contracts

Faculty-generated FFS and/or specialty contract revenue will be credited to the department where the faculty member is assigned, regardless of the site of service.

C. Capitation Distribution

1. Overview

Distribution of capitated funds to clinical departments will be based upon the following elements:

- Reinsurance.
- Out-of-area/outside physician payments.
- Hospital risk pool.
- Primary care distribution.
- Specialist/ancillary distribution.
- Proceduralist distribution.
- Primary care/specialist/ancillary risk pool distribution.
- Specialist/ancillary referral risk pool distribution.

2. Reinsurance

Based upon an assessment of individual capitation contracts, capitation revenue will be reduced by the cost of reinsurance purchased to insure part of the risk associated with capitated patient care.

3. Out-of-Area/Outside Clinicians

- A portion of the capitation revenue will be budgeted for FFS payments to outside clinicians and out-of-area services. The amount budgeted will be based upon an assessment of the health care services to be provided under the provider contract.
- Outside clinician payments will be for services not available on campus.
- Out-of-area clinician payments will fund medically necessary services required by a plan's member outside the plan's service area.
- Annually, the financial results of the contracts will be determined and excess funds will be redistributed to departments.

4. Allocation of Capitated Revenue

- Capitated funds, net of reinsurance, outside clinician payments, and out-of-area clinician payments, will be distributed to departments based upon a formula approved by the PPP Management Committee that will primarily consider:
 - Subcapitated primary, specialty, and ancillary services.
 - Case rates for proceduralists (for example, labor/delivery, transplantation).
- Selection of a distribution formula will be based upon an assessment of contract terms.

5. Hospital Risk Pool

- Funds from hospital risk pools established by managed care companies will be part of the overall funds flow.
- Funds available in this pool will be distributed based upon formulas that consider the incentives used to calculate the risk pool (for example, inpatient utilization).
- The distribution formula for the risk pool fund will be determined by the PPP Management Committee, based upon analysis of each contract.

6. Primary Care/Specialist/Ancillary Risk Pool

- This risk pool is established to ensure that primary care clinicians have appropriately referred or have not overreferred or underreferred to specialists and ancillary services.
- Funding of this pool is from a portion of the primary care capitation.
- Distribution will be based upon prospective identified criteria such as:
 - Medical necessity.
 - Returned patient statistics.
- Appropriate utilization results in the total pool distributed to primary care.
- Inappropriate utilization results in all or a portion distributed to specialists/ancillary departments.

7. Specialist/Ancillary Referral Risk Pool

- A specialist risk pool will be established to ensure that specialists have appropriately referred or have not overreferred or underreferred to other specialists or for ancillary services.
- Distribution is based upon prospectively identified criteria such as:

- Ancillary protocols.
- Returned patient statistics.

- Appropriate utilization results in funds reallocated to contributing specialists or to ancillary departments.

- Inappropriate utilization results in all or part of the pool distributed to affected specialists or ancillary departments.

D. COM Contribution

- Funds subject to the COM contribution will include:
 - Patient care fees and other professional practice revenue wherever earned by the faculty members.
 - Professional consultation.
 - Honoraria.
 - Medical legal consultation.
 - Compensation for supervision of professional services.

- College support will be funded as a percentage of professional fee cash collections. The percentage is initially established as 6.8 percent.

- All clinical departments will contribute based upon this percentage.

- The contribution amount will support the academic enrichment of the college and will comprise two components:
 - Core college support.
 - Incremental college support.

- Core support will be set at \$3,200,000 and will be annually adjusted for inflation.

- The core support will be funded regardless of changes in professional fees. If necessary, contribution percentages will be increased to ensure core support funding.
- Incremental support will be funded from dollars earned above the core support.
- The college share of incremental funds will represent 50 percent of the amount above the core support.
- The remaining funds (50 percent of incremental support) will be distributed to a group practice investment fund.

E. Group Practice Investment Fund

- An investment fund will be established to provide support for:
 - Clinical program development.
 - Infrastructure support.
 - Primary care.
 - Other professional services required by the clinical practice.
 - Other activities benefiting the clinical group practice.
- Funding for the investment fund will be derived from the following:
 - The group's share of incremental COM contribution.
 - An assessment on clinical income.
- The assessment will initially be established at 0.5 percent of cash collections. Changes to the percentage will require approval from the PPP Management Committee.
- Distribution from the group practice investment fund will be determined by the PPP Management Committee.

F. Department/Division/Professional Practice Plan Expenses

- Each department and division will be responsible for its share of allocated professional practice plan expenses.
- Each department/division will also be responsible for its share of direct expenses, which may include:
 - Faculty supplements and benefit.
 - Staff salaries and benefits.
 - Temporary help.
 - Malpractice.
 - Rent.
 - Capital equipment.
 - Faculty academic funds.
 - Other.

G. Net Income Available for Distribution

- Net income available for distribution will be distributed into two accounts:
 - Faculty expenses/incentive.
 - Department/division reserves.
- The allocation of available funds between these pools will be recommended by the department chair and approved by the COM Dean with review and advice from the PPP Management Committee.

H. Faculty Expense/Incentives

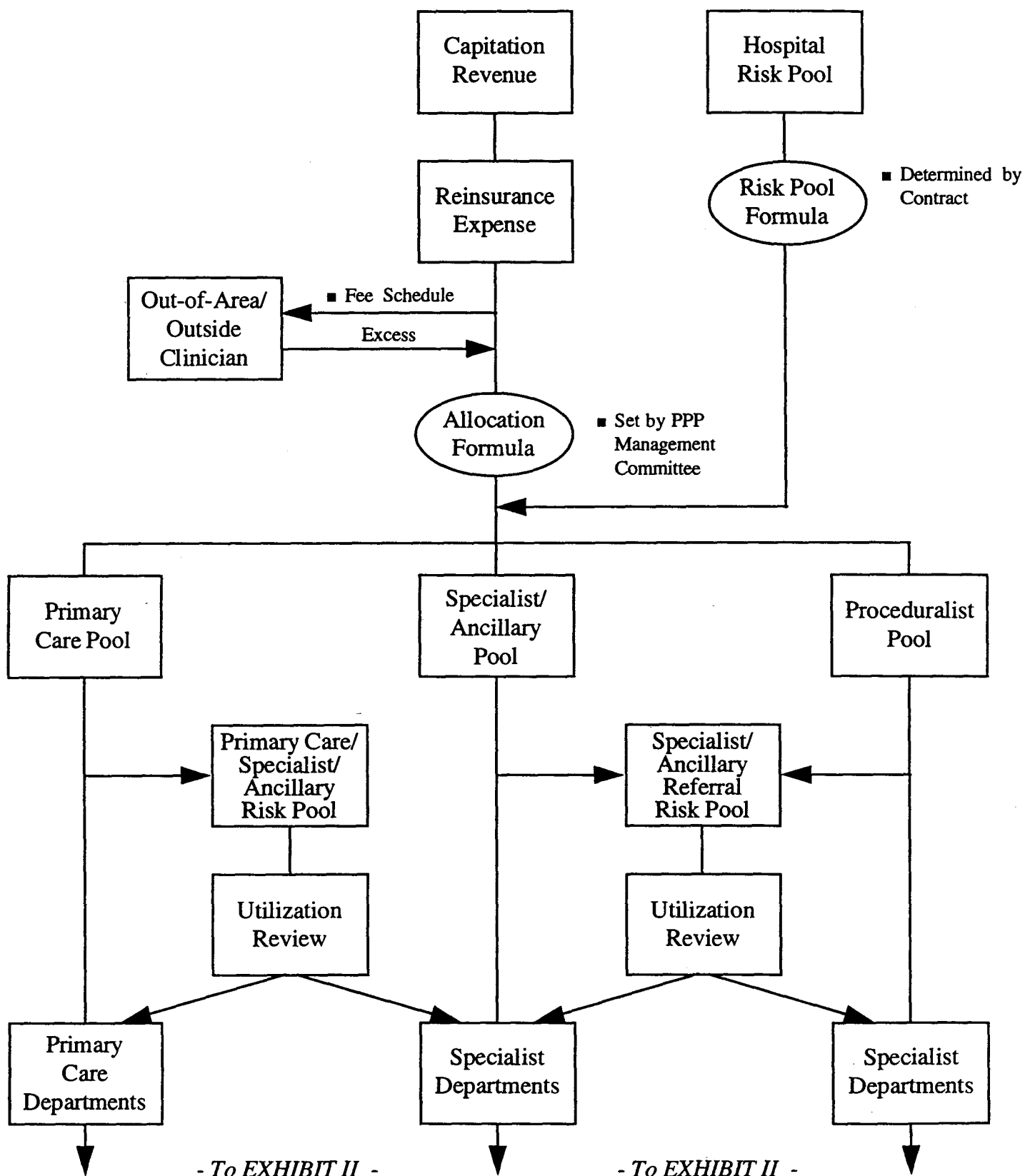
- Available faculty expense/incentive funds will be split into three pools, as follows:
 - “Q” percent - production pool.
 - “R” percent - managed care pool.
 - Fifteen percent - discretionary pool.

- Distribution of funds to the production pool and managed care pool will be adjusted annually based upon the respective proportion of the department's capitated managed care revenue and non-managed care revenue.
- The production pool and managed care pool will represent 85 percent of the incentive pool. The discretionary pool will represent up to 15 percent of the incentive pool. Distribution of discretionary pool funds will be determined by the department chair.
- Each department shall develop its own specific incentive distribution formula. Examples of formulas are included in APPENDIX A.
- An individual faculty member's share of available income will be based upon his/her performance related to the formulas selected.
- Faculty may use the allocated funds to pay for expenses, such as:
 - Dues.
 - Travel.
 - Malpractice.
 - Discretionary expenses.
 - Other.
- Residual funds will be available as incentives.

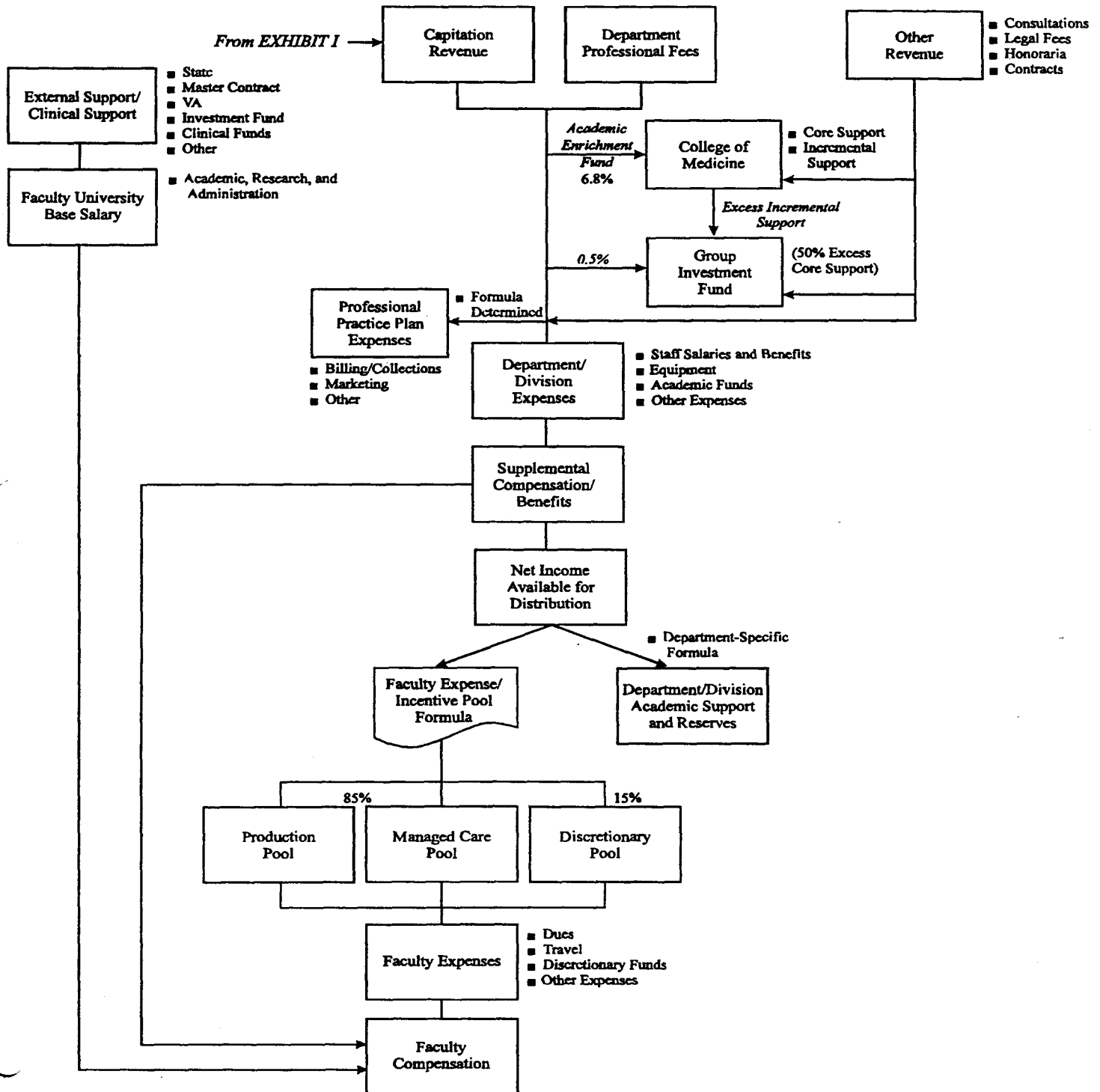
I. Department/Division Reserves

- The allocation of funds to reserves will be established individually by department as outlined in Section IV.G.
- To ensure the overall financial strength of the departments, a portion of net income allocated to the department will be required to be set aside to establish expense reserves at a minimum equivalent to 3 months' operating costs.
- Distribution of funds in excess of the expense reserves will be determined by the department chair.

UNIVERSITY OF OKLAHOMA COLLEGE OF MEDICINE Capitation/Risk Pool Distribution



UNIVERSITY OF OKLAHOMA COLLEGE OF MEDICINE Department/Division Funds Flow



UNIVERSITY OF OKLAHOMA COLLEGE OF MEDICINE
FACULTY COMPENSATION PLAN
INCENTIVE DISTRIBUTION FORMULAS

The following are potential incentive formulas for distribution of available funds.

A. Production Pool

1. Production methodologies:

- Percentage of gross charges.
- Percentage of net charges.
- Percentage of cash collections.
- Relative value units.
- Contribution margin calculated as net patient revenue less clinical component of compensation.

2. Clinician availability:

- On-call coverage.
- Extended-hours coverage.
- Off-campus availability.

B. Managed Care Pool

1. Patient satisfaction:

- Patient satisfaction survey outcomes/rank.
- Referring clinician survey outcomes/rank.

2. Patient contact hours:

- Number of patients per hour.
- Number of patients per session.
- Number of patients per clinic.

3. Managed care lives:

Number of managed care lives over target.

4. Cost control:

Savings over cost targets.

C. Discretionary Pool

1. Referral development:

- Outreach program development.
- Referring clinician surveys.

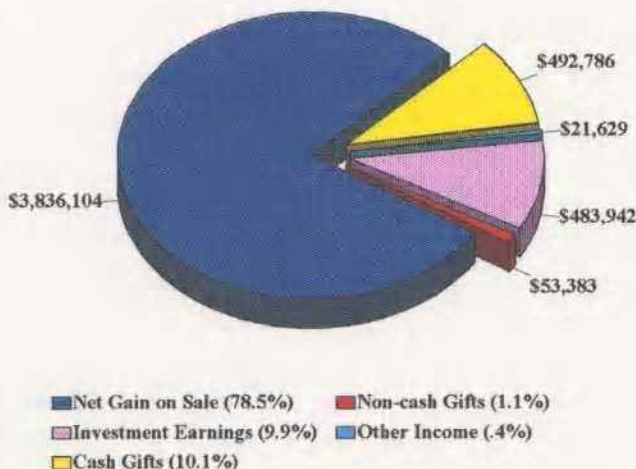
2. Clinical practice administration:

Assigned time for administrative activities.

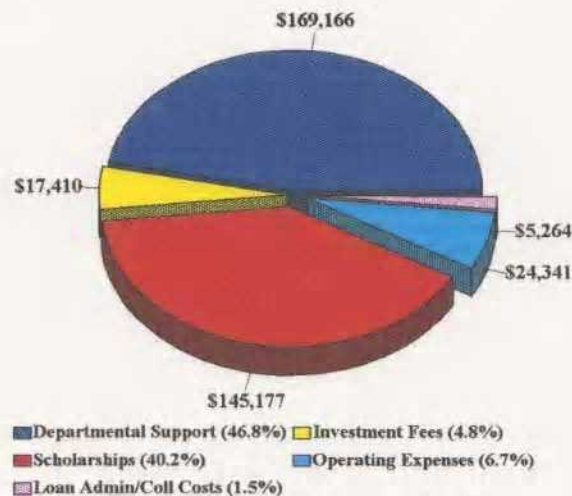
I. Book Value

During the six months ended December 31, 1995, the Regents' Fund recognized revenues of \$4,887,844 and expended \$361,358 resulting in a net increase to fund balance of \$4,526,486. This increase resulted primarily from the Board approved transfer of Consolidated Investment Fund equity and fixed income securities to The Common Fund (which generated a net gain on sale of \$3,570,388), cash gifts, and investment earnings exceeding related expenditures.

FY96 Revenues



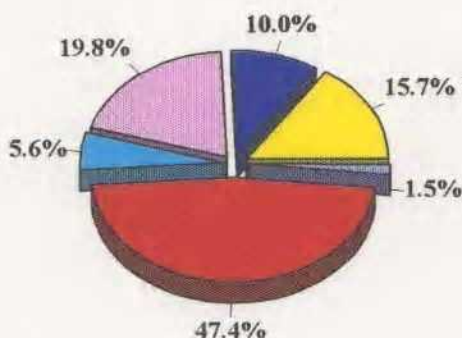
FY96 Expenditures



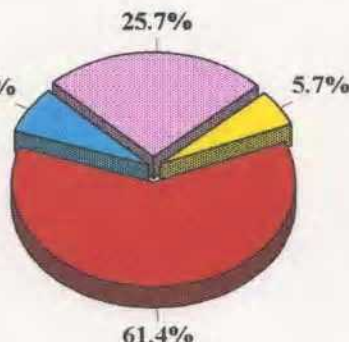
II. Market Value

Cash and investments held by the Regents' Fund at December 31, 1995, had a market value of \$22,207,967, up \$1,827,638 (8.97%) from June 30, 1995 and \$4,035,775 (22.21%) from December 31, 1994. The asset allocations of the Regents' Fund, Consolidated Investment Fund (CIF), and Short Term Investment Fund (STIF) are more fully summarized below.

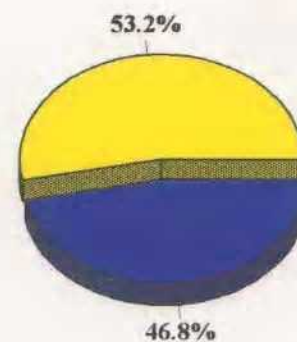
Total Fund



CIF



STIF

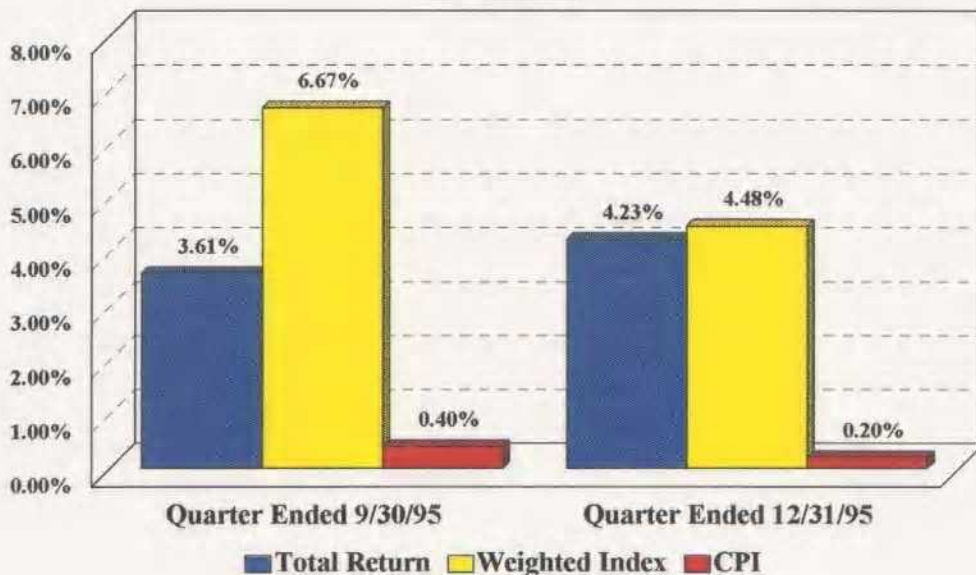


- Cash and Cash Equivalents
- Certificates of Deposit
- Bond Fund
- Intermediate Cash Fund
- Equity Fund
- Other Investments

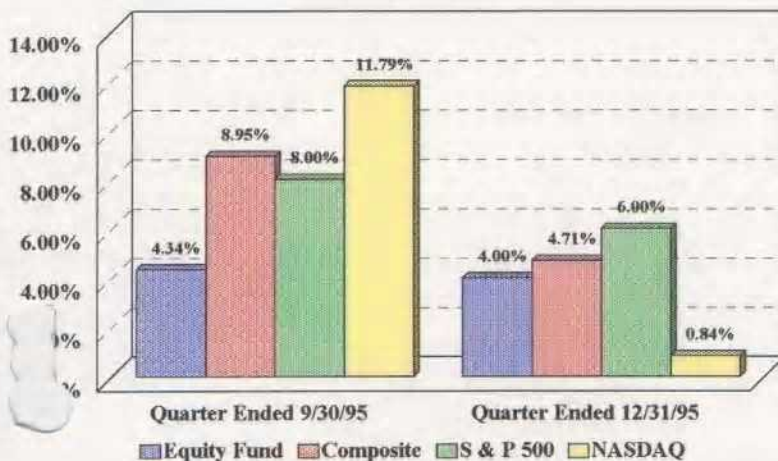
III. CIF Performance

The total return on the CIF for the six months ended December 31, 1995, is illustrated below. This return is illustrated by quarter due to the Regents' decision, in June 1995, to transfer the investment management of the CIF to The Common Fund. This transfer was accomplished during August and September, with the total CIF being in The Common Fund on October 1, 1995, the start of the second quarter of fiscal 1995-96. During the first quarter of fiscal 1995-96, the investments in the CIF through the previous investment manager were being liquidated and transferred. For this reason, the first quarter total return on the CIF is significantly below the benchmark indices. The second quarter returns, the first quarter to be completely under the management of The Common Fund, are much more in line with the benchmark indices. The **second quarter** CIF total return of 4.23% lagged the weighted index return of 4.48% by only 25 basis points. The equity fund return of 4.00% trailed the composite index by 71 basis points. The Bond fund return of 4.50% trailed the Lehman Brothers Government/Corporate bond index by only 20 basis points, and it lead the 91 day Treasury Bill return by 310 basis points. For more detailed information related to returns, please see page 5 of the Regent's Fund Comprehensive Financial Report.

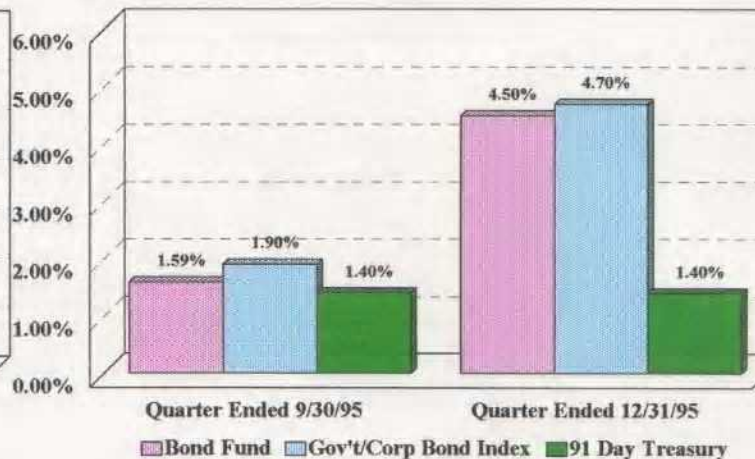
Total Fund



Equity Fund



Bond Fund



AGREEMENT

This Agreement is entered into by and between the Board of Regents of the University of Oklahoma, hereinafter "OU," and the University of Oklahoma Research Corporation, a not for profit corporation organized under the laws of Oklahoma, hereinafter "CORPORATION."

WHEREAS, OU is a constitutional agency of the State of Oklahoma created to serve as a comprehensive University, and;

WHEREAS, CORPORATION is a not for profit corporation formed to promote, encourage and aid scientific, social and/or educational investigation and research, and;

WHEREAS, CORPORATION was formed for the benefit of OU; and,

WHEREAS, OU's three basic missions are teaching, research, and service; and,

WHEREAS, the parties wish to cooperate with each other in order to maximize the ability of OU and its employees to perform research and to market the results of that research.

IN CONSIDERATION of the mutual benefits and the covenants set forth below, the parties agree as follows.

1. OU and CORPORATION agree to cooperate to their mutual benefit to inform each other of opportunities for joint activities or of opportunities of possible interest to the other. OU agrees to provide information to CORPORATION on OU grants, contracts and proposals in areas of specific interest to CORPORATION and CORPORATION will do the same for OU so that unproductive duplication of effort can be avoided. CORPORATION agrees to seek out, obtain, and enter into contracts with public and private entities for sponsored research, development, training and technology transfer to complement OU activities in these areas. CORPORATION will conduct proprietary and classified research for external sponsors as appropriate.
2. CORPORATION may enter into subcontracts with OU for OU faculty and staff to perform such sponsored contracts or may contract with faculty or staff members within the Norman Campus consulting policy, or as may be allowed by the University Physicians Medical Group at the Health Sciences Center.
3. Prior to entering into contracts with government or private entities CORPORATION shall submit the contract to the appropriate OU Sponsored Research Office for review and approval.
4. In managing and performing work, CORPORATION shall comply with all OU policies regarding experimentation with human subjects, laboratory animals, recombinant DNA, and ionizing radiation. OU agrees to provide timely access to CORPORATION to the appropriate OU Institutional Review Board, Institutional Animal Care and Use Committee, Institutional Bio-Safety Committee, and Radiation Safety Committee.

5. In managing and performing work, CORPORATION shall comply with OU policies regarding scientific misconduct, conflict of interest, drug free workplace, and discrimination, including sexual and racial harassment. OU agrees to provide at cost access for CORPORATION to OU support services in these areas.

6. In return for adequate consideration, OU may assign any portion of its interest in intellectual property, whether or not patentable, to CORPORATION, either as part of a subcontract for sponsored research as set out in paragraphs 1. and 2. of this agreement or in any other manner as agreed by the parties. Any such assignment shall be subject to OU's patent and copyright policies.

7. In any subcontract for sponsored research interest entered into between OU and CORPORATION, OU shall retain on behalf of its faculty the right to present scholarly publications and presentations as set out in OU's copyright policy. The subcontracts may include reasonable provisions for protecting proprietary information belonging to CORPORATION or its contract.

8. CORPORATION shall not apply for grants or enter into contracts on behalf of OU or otherwise obligate OU in any way except with OU's express consent. OU shall not apply for grants or enter into contracts on behalf of CORPORATION or otherwise obligate CORPORATION in any way except with CORPORATION's express consent.

9. CORPORATION agrees to own stock, enter into joint venture or other cooperative relationships, or maintain any other form of equity interest in related or unrelated entities as allowed by law in order to further the purposes of this agreement.

10. CORPORATION agrees that it will not, without the prior written consent of OU, make any changes in or repeal its Certificate of Incorporation, or adopt any plan of merger or consolidation with another corporation, reorganize, restructure or dissolve CORPORATION, or authorize, agree or complete the sale, lease, exchange or mortgage of all or substantially all the property and assets of CORPORATION.

11. If needed by CORPORATION, OU agrees to make available to CORPORATION such space as it has reasonably available. In the event OU does make such space available, the parties shall enter into a written lease with rent set at a fair market value for such space.

12. CORPORATION may contract with OU for the services of OU professional, administrative and support employees. CORPORATION shall reimburse OU on a monthly basis the direct costs of salary, benefits, and employer taxes for the effort spent directly or indirectly by employees on behalf of CORPORATION; the cost of utilities, space, services and supplies; and for indirect costs the percent of the direct costs as charged to auxiliary service units.

13. CORPORATION shall reimburse OU monthly for other expenditures incurred by OU as a result of the activities of CORPORATION.

In no event shall this payment be less than five percent of gross revenues each fiscal year unless this requirement is waived in writing by OU.

14. CORPORATION shall insure the premises used by it on OU property for loss or damage by

fire or other hazards. CORPORATION shall take out and continuously maintain in effect insurance against liability for bodily injury to or death of persons and for damage to or loss of property occurring on or about the premises leased to the CORPORATION by OU or in any way related to the operation of CORPORATION.

15. CORPORATION does agree to and does indemnify and hold harmless OU, its Regents and agents and employees from any and all claims, demands, suits, or liabilities of any nature whatsoever, for or on account of any of the acts or omissions in or about the leased premises or elsewhere by CORPORATION or any of its agents, employees, contractors, or the persons affiliated in any nature with it, and does agree to reimburse OU and other persons covered by this paragraph for all expenses incurred by it, or them as a result of such actions, including reasonable attorneys fees and other costs of defense.

16. CORPORATION shall, within on hundred twenty (120) days following the close of its fiscal year, submit a detailed annual report of the work and financial condition of CORPORATION to the President of the University of Oklahoma for presentation to the Board of Regents. The report shall separately state activity attributable to research performed by Health Sciences Center faculty and staff and that performed by Norman campus faculty and staff.

17. Also within on hundred twenty (120) days of the close of its fiscal year, CORPORATION shall submit a copy of the annual audit of CORPORATION. The audit shall include an opinion by the auditors as to whether the terms of this affiliation agreement have been complied with by CORPORATION.

18. The CORPORATION's Trustees shall, upon a two thirds majority of OU's Board of Regents, cause CORPORATION to be dissolved and its assets distributed to OU, for the use and benefit of OU.

19. This agreement shall not be amended except with the written consent of both parties.

20. The term of this agreement shall be from the date it is signed by both parties through June 30, 1995. Unless one or both parties notify the other in writing at least sixty (60) days prior to the end of the fiscal year, this contract shall automatically be renewed each fiscal year.

21. CORPORATION, after paying the necessary costs of its operation, shall hold any balance in trust, and shall use such balance from time to time and in such manner as the Trustees of the CORPORATION shall see fit for the promotion of academic programs at OU.

BOARD OF REGENTS OF THE
UNIVERSITY OF OKLAHOMA

UNIVERSITY OF OKLAHOMA
RESEARCH CORPORATION

By: _____

By: _____

Date: _____

Date: _____