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THE UNIVERSITY OF OKLAHOMA BOARD OF REGENTS
JULY 15, 1996

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THE UNIVERSITY OF OKLAHOMA

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**MINUTES OF A REGULAR MEETING
THE UNIVERSITY OF OKLAHOMA BOARD OF REGENTS
JULY 15, 1996**

A regular meeting of the Board of Regents governing The University of Oklahoma and Cameron University was called to order in Lecture Room 299 of the Robert M. Bird Health Sciences Library on the Oklahoma City Campus of the University on July 15, 1996 beginning at 9:33 a.m.

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

Absent: Regents C. S. Lewis III, Robin Siegfried, and Mary Jane Noble.

Others attending all or a part of the meeting included Mr. David L. Boren, President of The University of Oklahoma, Interim Provost Nancy L. Mergler, Provost Joseph J. Ferretti, Vice Presidents Jerry B. Farley, Mark E. Lemons, David L. Maloney, and Eddie C. Smith, Joseph Harroz, Jr., General Counsel, 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, 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 9:30 a.m. on July 12, 1996, both as required by 25 O.S. 1981, Section 301-314.

CAMERON UNIVERSITY

REPORT OF THE PRESIDENT OF THE UNIVERSITY

President Davis presented the following report:

Sciences Complex Opening Postponed

The drywall contractor on Cameron University's Sciences Complex has failed to meet a July 10 deadline for completion of their portion of the project, pushing the estimated date for substantial completion of the project to mid-September. The delay means the facility will not be ready for occupancy when the fall term begins the third week in August. Classes will begin in the existing Physical Science and Biology buildings and be moved into the new facility during fall break. Liquidated damages for the delay are being assessed against the tardy contractor and are being withheld from contract payments.

Degrees Awarded in Germany

The first four students to complete Cameron's Master's program in Europe were awarded degrees in ceremonies held July 7 at Schwetzingen, Germany. Each was awarded a Masters of Education in Early Childhood Education.

The program is a partnership effort between Cameron and The University of Oklahoma. Discussions are underway to expand Cameron's participation in the overseas programs to other disciplines.

Grants Boost Cameron's Upward Bound, Open Doors Programs

Residents in Lawton will benefit from two grants awarded Cameron University to assist young people in their pursuit of postsecondary learning. Cameron was recently awarded \$226,757 for its Upward Bound program and \$222,834 for Open Doors during the 1996-97 academic year. The grants will be used to provide support services to economically disadvantaged students attending Lawton Public Schools to help them prepare for their post-secondary education.

Fifty high school students are currently participating in the Upward Bound program, which deals specifically with college preparation. Students attend Saturday classes every two weeks and actually live on campus for five weeks during the summer. The program provides tutoring, counseling, development of academic and social skills and career planning assistance.

The Open Doors program currently has 725 participants, ranging from the sixth grade to age 27. These students are exposed to a wide range of post-secondary choices from college to trade school.

Services offered through the program include preparation for college entrance exams, workshops on improving self-esteem and decision-making skills, career counseling, and tips to improve test and study habits. Parent workshops are offered through both programs to give adults the assistance they need to help their children in the decisions they face in post-secondary education.

Prostate Cancer Coalition Formed

Sean Connery, Roger Moore, Bob Dole, King Hussein, David Brinkley, Richard Petty, Stan Musial, Michael Crichton, Johnny Unitas and Retired General Norman Schwarzkopff share the distinction of being among the most talented in their respective fields, whether it is acting, sports, politics, the media, literature or the military. But they also share another distinction. All 10 are among millions of men who have been diagnosed with prostate cancer.

Dr. Gary Huckabay, a Professor of Mathematical Sciences, is familiar with their situation. Nearly three years ago he was diagnosed with prostate cancer. Surgery followed in November, 1993 and Dr. Huckabay has been cancer-free since. Instead of writing himself off as one of the lucky ones and being content as a member of the Math Department's faculty, Dr. Huckabay has developed an impressive resource on the Internet's World Wide Web devoted to prostate cancer. The site, "Prostate Pointers," contains research articles, educational sites, support groups, mailing lists

and news of medical advancements in the fight against prostate cancer, which follows only lung cancer as the leading killer of American men. Dr. Huckabay developed the website approximately a year ago as a way to share information with other prostate cancer patients.

AGREEMENT FOR THE PURCHASE OF NATURAL GAS

After receiving bids, Cameron University has contracted with the lowest and best bidder, Boyd Rosene and Associates, Inc., a private company, for the purchase of natural gas from July 1, 1996 through June 30, 1997 at a cost of \$2.11 per MMBTU, for a total estimated cost of \$223,000.00.

President Davis recommended the Board of Regents approve the new agreement with Boyd Rosene and Associates, Inc. for the purchase of natural gas for the period of July 1, 1996 through June 30, 1997, and further recommended that a purchase order be issued for the purchase of the monthly acquisitions during this period.

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

REVENUE BONDS FOR STUDENT UNION

Pursuant to authorization granted by the Board of Regents in May 1993, Cameron has developed plans for the expansion of the Davis Student Union. To finance the project, Cameron will issue revenue bonds to be retired from student use fees.

House Concurrent Resolution 1059, adopted by the Oklahoma House of Representatives and Senate during the 1996 legislative session, authorizes the Board of Regents to issue up to \$5 million in revenue bonds for the construction and renovation of a new student union facility at Cameron. In order to proceed with the bond financing, it is now necessary to prepare Request for Proposals for Bond Counsel and a Bond Financial Advisor, to obtain the State Bond Advisor's approval of the Request for Proposals, and to distribute the RFPs to qualified firms.

It is, therefore, requested that the Board of Regents authorize Cameron to proceed with the development and issuance of Request for Proposals for these services and prepare a recommendation for appointment for consideration by the Board following the receipt and evaluation of the proposals.

President Davis recommended that the Board of Regents authorize Cameron University to solicit proposals for Bond Counsel and Bond Financial Advisor for the purpose of preparing the required documents for the issuance of up to \$5 million Student Union Facility Revenue Bonds. Proposals will be reviewed and evaluated with a recommendation to be made to the Regents after evaluation of the proposals.

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

COURSE CHANGES

The Oklahoma State Regents for Higher Education confer upon each institution the authority to delete, modify and add courses, but require that the changes be communicated to them for information only. The course deletions and additions set forth, a copy of which was included in the agenda, have been recommended by the cognizant academic departments and schools, the Graduate Council when appropriate, the Curriculum Committee, and the Provost. They are being forwarded to The University of Oklahoma/Cameron University Board of Regents for information only.

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

ACADEMIC PERSONNEL ACTION

APPOINTMENT OR REAPPOINTMENT:

Thomas J. Tauer, Ph.D., Assistant Professor, Department of Biological Sciences, annual rate of \$34,000 for 9/10 months, August 19, 1996 through May 18, 1997. Paid from 11577, Department of Biological Sciences, pos. F242.

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

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

LITIGATION

An item was included in the agenda for a report on pending and possible litigation. No report was given.

THE UNIVERSITY OF OKLAHOMA

RESOLUTION - JAMES G. HARLOW, JR.

President Boren recommended approval of the following Resolution:

WHEREAS, James G. Harlow, Jr. represented his alma mater, The University of Oklahoma, with dedication and dignity throughout a long and distinguished career as Chairman and Chief Executive Officer of Oklahoma Gas and Electric Company;

WHEREAS, his life was committed to making a tangible difference in his profession, in the affairs of his City and State, and in the furtherance of higher education in general and The University of Oklahoma in particular;

WHEREAS, he served The University of Oklahoma Foundation, Inc. as a twenty-three-year member of the Board of Trustees, including more than a decade as its Chairman during which time the Foundation received approximately \$176.7 million in private gifts to benefit the University and increased its total assets from \$79 million in 1986 to \$220 million in 1996;

WHEREAS, he enriched the University's academic programs as a leader in the institution's successful \$155 million 1990 Centennial Campaign and, at the time of his death, was serving as Chairman of the \$200 million Reach for Excellence Campaign;

WHEREAS, he honored a family history of dedication to the University by funding additions to the History of Science Collections in memory of his father and pharmacy scholarships in memory of his father-in-law and was responsible for the establishment of the endowed OG&E Professorship of Electrical Engineering;

WHEREAS, his selfless record of community service through the leadership of dozens of civic, cultural, philanthropic and educational organizations earned him The University of Oklahoma Distinguished Service Citation and a place of honor in the Oklahoma Hall of Fame;

WHEREAS, despite his demanding schedule and responsibilities, he always found time to be a devoted husband to Jane, his wife of thirty-nine years, and a loving father and grandfather to their two sons and their granddaughter;

NOW THEREFORE BE IT RESOLVED that the Regents of The University of Oklahoma express profound appreciation for the legacy of leadership, commitment and contributions made to the University and to the people of the State of Oklahoma by James G. Harlow, Jr.

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

Mrs. Harlow was present to accept the Resolution. President Boren said Jim Harlow was dedicated to this institution and his memory will always be with us at the University.

REPORT OF THE PRESIDENT OF THE UNIVERSITY

President Boren reported the University received a \$3,000,000 grant from the Department of Defense which will assist in developing improved short-range weather forecasting models for use in ships around the world. Also, beginning this week a product developed by the new storm prediction center is alerting people all over the country to potentially hazardous weather conditions which will lead to a decrease in loss of life and injuries.

In spite of the hot weather, SummerWind performances were attended by over 30,000 people during the week.

President Boren said the OU Press continues to be recognized around the world as one of the finest at any university. In the past nine years, 108 honors have been bestowed on the Press, with the most recent from the

Texas Historical Society for a book on the history of stockmen and hunters in early day Texas. This is the eleventh consecutive year the Press has broken the record previously set in terms of book sales and this really is a remarkable achievement.

ACCEPT GIFT AND RENAME OU GOLF COURSE

The OU Golf Course, which opened in 1951, was designed by Perry Maxwell, the late Ardmore resident who ranks among America's greatest golf course architects. In 1994, the Board of Regents initiated the renovation of the course to modernize and enhance the quality of play. The design of the new course is by noted golf course architect Robert E. Cupp of Atlanta. Mr. Cupp was *Golf World's* first-ever Designer of the Year and worked for many years as a senior designer for Jack Nicklaus.

President Boren said the new course will give OU's golf teams state-of-the-art practice facilities and a home for competitive play that will allow them to maintain and enhance their national reputation. The course will be capable of hosting major intercollegiate tournaments, such as the NCAA regional and national championships. The course is expected to be open and ready for play in late summer 1996.

The private fund-raising goal was \$2.5 million and as of one week ago almost \$1.5 million had been raised and President Boren said he is now happy to formally announce that a \$1,000,000 gift has been received from Jimmie and Marie Austin of Seminole which will virtually complete the fund-raising drive.

The Austins are great citizens of the Seminole community and no one has done more over the years for the school system in particular. They are the kind of people who have contributed again and again and Jimmie Austin has served on virtually every community board in the area.

This gift is in keeping with the family's generosity and tremendous generosity to The University of Oklahoma as well. Mr. Austin has been a long-time supporter of our athletic programs financially and by his encouragement and his presence at many of our athletic activities.

President Boren recommended that in response to the generous gift of \$1 million, the Board act to officially name the newly renovated and improved golf course The Jimmie Austin OU Golf Course in his honor.

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

ACADEMIC ENRICHMENT - HEALTH SCIENCES CENTER

The amount of sophisticated computer-based educational material appropriate for medical students has increased significantly over the past several years. CD-ROM based multimedia materials, and more recently, World Wide Web pages specifically designed to meet the educational needs of medical students and residents are routinely being used by OU medical students to supplement the more traditional lecture and laboratory-based instruction.

To further promote the use of computer-based instructional materials, the Health Sciences Center will initiate a major project to provide state-of-the-art computer facilities in the Basic Sciences Education Building and equip the student modules with upgraded desk-top computers and plug-in connectors that will allow students on campus to access the local network as well as the World Wide Web. In addition, the project will provide funding for the basic science departments which are actively engaged in developing pages on the World Wide Web to support specific courses in the curriculum for the first year medical education program. The computer-based educational materials are expected to be fully operational by the Spring 1997 semester. It is the intent that the computer-based instructional pilot program will be expanded to the other colleges of the Health Sciences Center over the next few years.

Three second-year medical students, Suzanna Lambert, Jack Collier and Malcolm Buford, demonstrated examples of the computer-based instructional programs currently available to students and those which are being developed to augment the curriculum.

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

MINUTES

Regent Halverstadt moved approval of the minutes of the regular meeting held on June 19, 1996 as printed and distributed prior to the meeting. The following voted yes on the motion: Regents Blankenship, Bentley, Hall, and Halverstadt. The Chair declared the minutes unanimously approved.

SEARCH COMMITTEE - DEAN, COLLEGE OF PHARMACY

The Dean of the College of Pharmacy announced in April 1996 that he was resigning to accept a position as Dean of the College of Pharmacy at Virginia Medical College effective June 30, 1996. Regents' policy regarding search committees for Deans provides that the committee shall have faculty, student and staff representation. The President of the University shall appoint faculty, student and staff members from nominations selected by the Faculty Senate, Student Association and Staff Senate, respectively. In all cases, there shall be twice as many nominees as there are positions.

Chair

O. Ray Kling, Vice Provost for Academic Affairs and Dean of the Graduate College

Faculty from the College of Pharmacy

Roger Hornbrook, Pharmacology and Toxicology
J. Thomas Pento, Pharmacology and Toxicology
Elgene Jacobs, Pharmacy Practice
Michael Burton, Pharmacy Practice
Lora Rikans, Pharmacology and Toxicology
David Bourne, Medicinal Chemistry and Pharmaceutics
Loyd V. Allen, Medicinal Chemistry and Pharmaceutics

Faculty Senate

Gary E. Raskob, Biostatistics and Epidemiology

Staff Senate

Caylon Coleman, College of Medicine

Pharmacy Student Association

Kasey Thompson

Pharmacy Advisory Board

Gerald Heller, President and CEO, May's Drug Store, Tulsa, Oklahoma

Tom Noles, Consultant Pharmacist, Edmond, Oklahoma

President Boren recommended that the Board of Regents approve the appointment of the members of the College of Pharmacy Dean Search Committee as presented.

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

UNIVERSITY PHYSICIANS MEDICAL GROUP BILLING COMPLIANCE POLICY

Changes to and clarifications of federal standards for Medicare billing practices and teaching physicians were adopted in December 1995 and became effective July 1, 1996. In preparing for these changes, President Boren asked the University Physicians Medical Group, in a February 1996 memorandum, to develop a compliance plan that would meet the requirements of the federal standards.

The proposed policy, which has been reviewed and approved by the UPMG Management Committee, includes provisions directly responsive to each of the four areas identified in President Boren's memorandum and required by the new standards. In addition to requiring internal billing, the policy includes requirements for annual training related to the federal rules, establishes a compliance office and procedures for compliance audits, and includes sanctions and corrective actions that may be imposed if physicians are determined to be out of compliance with the federal standards or this policy. A similar policy is being drafted for the Professional Practice Plan at the College of Medicine-Tulsa.

President Boren recommended that the Board of Regents approved the proposed University Physicians Medical Group Billing Compliance Program policy as follows:

UNIVERSITY PHYSICIANS MEDICAL GROUP BILLING COMPLIANCE POLICY

Policy Statement:

The University of Oklahoma and the University Physicians Medical Group recognize their responsibility to insure that all billing practices, particularly those involving the Medicare and Medicaid programs, are in compliance with State and federal laws and regulations, including HCFA and DHS rules and regulations.

Establishment of Billing Compliance Program:

Effective implementation and administration of a billing compliance program requires oversight by a central office to monitor compliance, provide education and training opportunities, and enforce the provisions of the program through the imposition of sanctions when necessary. The UPMG billing compliance program will be under the direction of the UPMG Chief Financial Officer and the UPMG Management Committee.

Policy:

INTERNAL BILLING

1. To provide the University and the UPMG with maximum control over claims made in the name of University employees, unless an exception is approved as described in this policy, all professional fee billing services will be performed by the UPMG Billing Office.

(a) The UPMG Billing Office shall refuse to file claims if it appears from the billing or patient records that the service being billed was not documented or rendered in compliance with State or federal rules, statutes, or regulations.

(b) Exceptions to the internal billing requirement should not be made unless internal billing is not practical due to personnel, economic, or contract-specific factors. Exceptions will be made only by the Executive Dean upon the recommendation of the CFO of the UPMG and are expected to be granted only in narrowly defined circumstances.

(c) The Executive Dean, with advice of the CEO, shall approve external billing arrangements only where the University has expressly contracted with the billing agent for the right to have access to and review of the external billing agent's records and to audit any claims filed to determine compliance with University policies and State and federal laws and regulations. The contract also shall expressly provide that the external billing agent will be responsible for any sanctions imposed by governmental agencies resulting from differences between the information provided to the billing agent by the University and the documents prepared and submitted for payment by the billing agent.

BILLING COMPLIANCE

2. All professional fee billing services, whether performed internally or externally, will be in compliance with University policy and State and federal rules and regulations, including the Final Rule on "Medicare Program; Revisions to Payment Policies and Adjustments to the Relative Value Units Under the Physicians Fee Schedule for Calendar Year 1996" (60 Federal Register 63124) and any amendments thereto. Special care should be taken to ensure compliance with requirements regarding teaching physicians, residents, and fellows.

(a) Individuals performing billable professional services are responsible to ensure that all patient and billing records are completed in compliance with the above Federal Register rule and other applicable State and federal rules and regulations and any statutes, rules, and regulations that may be enacted later.

- Individuals who believe they are exempt from this rule shall file with the UPMG Management Committee a written exemption request that sets forth the facts that they believe make them exempt. The Management Committee will make a recommendation to the Executive Dean and the CFO, who will render a decision upon advice of University Legal Counsel. Until such written exemption has been received, the individuals must operate under the Federal Register rule.
- There shall be no distinction between billing practices for Medicare, Medicaid, private-, or self-pay patients. Requests for exceptions to this requirement must be made in writing to the CFO. Decisions will be made by the CFO upon advice of the UPMG Management Committee and University Legal Counsel.

(b) On at least an annual basis, the CFO will review the patient and billing records of each individual providing billable services for compliance with the requirements of this policy. Individuals whose records are found to be out of compliance shall be subject to corrective actions and/or sanctions, as described below.

(c) In addition, the CFO shall perform compliance reviews of departments or sections at the request of University Legal Counsel. The CFO also may conduct unannounced spot checks. The results of these reviews shall be reported only to University Legal Counsel and shall be considered confidential. The CFO shall establish and maintain a Compliance Office to assist in such purposes. The compliance officer and any other Compliance Office staff shall report directly to the CFO.

(d) In addition to its regular audits, the University's Internal Auditing Department will periodically (1) review the adequacy of this policy for compliance with Medicare and Medicaid laws and regulations and (2) review the processes used to assure compliance with this policy. In addition, Internal Auditing will perform systematic tests of patient and billing records to determine actual compliance with this policy and with Medicare and Medicaid laws and regulations not provided for by this policy, if any. At the request of University Legal Counsel, Internal Auditing also will conduct unannounced spot checks of billing practices. The results of reviews required by University Legal Counsel shall be considered confidential and shall be reported only to University Legal Counsel.

TRAINING/EDUCATION

3. All individuals billing for professional services, including those providing the service and those performing the billing service, must attend a mandatory University-conducted training/education session at least once every 12 months, effective July 1996.

(a) The CFO will attempt to schedule training sessions in such a manner as to reasonably accommodate the schedules of those required to attend.

(b) Providers who fail to attend the scheduled mandatory session will be required to schedule, pay for, and attend an individual training session through the UPMG during the 12-month period. Individuals who fail to do so will have their billing privileges suspended until the required training session has been completed. Billing staff members who fail to attend the scheduled mandatory session will be disciplined according to the Staff Discipline policy.

COMPLIANCE ASSISTANCE

4. The UPMG, through the office of its CFO, will establish a billing inquiry hotline for individuals with questions about billing practices or concerns about billing compliance issues.

(a) The compliance officer shall respond to billing inquiries and follow up on all reports of non-compliance promptly. The assistance of University Legal Counsel should be sought in noncompliance investigations. Information obtained by the compliance officer shall be reported solely to the CFO and University Legal Counsel.

(b) Upon request, the compliance officer shall take reasonable steps to protect the identity of the individual reporting non-compliance; however, complete confidentiality cannot be guaranteed in all situations.

SANCTIONS/CORRECTIVE ACTIONS

5. Sanctions and/or corrective actions shall be imposed against individuals who are not in compliance with University policy or State and federal rules and regulations regarding billing practices. Sanctions will be imposed by the Executive Dean and the CEO, upon recommendation of the CFO. Sanctions, which may be combined as appropriate, include but are not limited to the following (NOTE: Sanctions described in (a) - (d) are not considered severe sanctions):

(a) Additional training/education - Appropriate in such instances as first-time non-compliance where bad faith is not an issue. Costs for additional training/education will be paid by the individual sanctioned, and the substitute training must be approved by the CFO.

(b) Additional compliance reviews - Appropriate in such cases in which the individual fails to achieve 100% compliance with University policy or State and federal rules and regulations regarding billing practices. Reviews will continue as determined by the CFO until the individual achieves 100% compliance for 90 consecutive billing days.

(c) Suspension of billing practices and/or fines - Appropriate in such cases in which the individual fails to complete mandatory training within the prescribed 12-month period or after continued or repeated failure to achieve 100% compliance with University policy or State and federal rules and regulations regarding billing practices.

(d) Restitution - Individuals will be held personally responsible for restitution -- including fines, penalties, and interest -- if they are found to be out of compliance with this policy and restitution is deemed appropriate under the circumstances by the CFO, upon advice of University Legal Counsel.

(e) Severe sanctions - As described in the Regents' policy, severe sanctions, including abrogation of tenure and termination, may be imposed in such cases as those involving continued or repeated failure to comply with University policy or State and federal rules and regulations regarding billing practices.

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

POLICY REVISION - ABROGATION OF TENURE, DISMISSAL BEFORE EXPIRATION OF A TERM APPOINTMENT, SEVERE SANCTIONS AND SUMMARY SUSPENSION - HSC

Changes to and clarifications of federal standards for Medicare billing practices were adopted in December 1995 and became effective July 1, 1996. These changes, in addition to the increased attention being focused on health sciences centers nationwide, necessitate the adoption of a Billing Compliance policy (also presented on this date for Regents' approval).

The proposed revisions to the policy make it possible for the compliance policy to include such provisions for fines and to suspend billing privileges of those who fail to comply with the University Physician Medical Group (UPMG) Billing Compliance policy without having to go through the severe sanctions procedures each time an incident of non-compliance is detected. These provisions provide additional incentives for compliance with UPMG Billing Compliance policy and provide additional safeguards to the University. They do not change the procedural requirements for imposing sanctions for reasons other than non-compliance with the UPMG Billing Compliance policy, nor do they eliminate the requirement to follow the severe sanctions procedures in cases of termination.

The proposed policy is as follows (additions are underlined):

ABROGATION OF TENURE, DISMISSAL BEFORE EXPIRATION OF A TERM APPOINTMENT, SEVERE SANCTIONS AND SUMMARY SUSPENSION - HSC

The University strives to exercise great care in selecting its faculty appointees and to confer tenure only upon those faculty members who have demonstrated their merit for continuous appointment. For that reason, a dismissal proceeding involving a tenured faculty member or of a non-tenured faculty member whose term of appointment has not expired will be an exceptional event. It is also recognized, however, that a few faculty members may, from time to time, be guilty of offenses of lesser gravity which require sanctions short of dismissal.

Such sanctions may include, but are not limited to, loss of prospective benefits for a stated period (for instance, loss of eligibility for a sabbatical leave of absence, loss of remunerated consultative privileges, loss of remunerated private practice privileges, etc.); restitution (payment of damages due to individuals or to the institution); a fine; a reduction in salary; or suspension from service for a stated period, without other prejudice. With the exception of dismissal, it shall not be considered a severe sanction to impose fines upon, suspend the billing privileges of, or otherwise sanction University faculty who are determined to be out of compliance with the University Physician Medical Group's Billing Compliance policy. As in the case of dismissal, the imposition of severe sanctions short of dismissal should be viewed as a serious and infrequent step usually undertaken only after administrative remedies and minor sanctions have failed.

While dismissal and/or severe sanctions will generally be required infrequently, the University must be prepared for such an eventuality, so that both the integrity of the University and the rights of the faculty member may be preserved. Toward this end, the faculty must be willing to recommend sanctions upon or dismissal of a colleague when necessary. By the same token, the President and the Regents shall give all reasonable consideration to faculty judgments.

Only the Board of Regents has the power to impose severe sanctions or to dismiss a faculty member who has tenure or a non-tenured faculty member whose term of appointment has not expired. It is the University's policy that the Regents shall exercise this power only in cases where they determine that there exists sufficient cause for such action, or when there exists a demonstrably bona fide condition of financial exigency requiring termination of a continuous appointment.

President Boren recommended that the Board of Regents approve the revision to the Health Sciences Center "Abrogation of Tenure, Dismissal Before Expiration of a Term Appointment, Severe Sanctions and Summary Suspension" Policy.

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

POLICY REVISION - FACULTY HANDBOOK, HSC

As noted in the health care education journals, academic health centers across the country are experiencing significant changes to their financial structures due to uncertain funding from research grants and erosion of clinical revenues. At many institutions pressures are resulting in significant changes in faculty roles and responsibilities.

In response to these and other concerns which had surfaced during the past few Health Sciences Center promotion and tenure cycles, Provost Stein established a promotion and tenure task force to review the current appointment, tenure and promotion policies. Provost Ferretti encouraged the completion of the project.

During task force deliberations and through consultation with, and input from deans, faculty senate executive committee members and department chairs, the following issues emerged: the lack of understanding by both junior and senior faculty of the criteria for both tenure and promotion and the specifics of the process; lack of clearly defined expectations for new faculty relative to their professional responsibilities; the lack of criteria/procedures for evaluating clinical activity and a perceived lack of value placed on clinical activity during the promotion and tenure processes; and the need for greater specificity in the criteria for both promotion and tenure.

Primarily, the modifications which are proposed are intended to clarify: the expectations for new faculty by better defining the criteria for tenure and promotion, the components of teaching, research/scholarly achievement, and professional/clinical service; clarify the responsibility of the department chairs to provide written information to each appointee defining their responsibilities, the department's criteria for promotion and tenure, and conduct written annual performance evaluations; and bring the policies into compliance with long-standing practice.

The proposed modifications have been approved by the Health Sciences Center Deans and by the Faculty Senate Executive Committee. It is the consensus of these groups that the modifications will allow sufficient flexibility for appointment of faculty with the requisite skills to meet the institution's ever changing educational, research, and clinical requirements.

The revised policy is as follows (additions are underlined and deletions are lined through):

PROMOTION AND TENURE POLICY

3.5.4. Appointment of New Faculty

In the appointment of new faculty, action is initiated by the academic unit through the respective Dean to the Provost, to the President, in accord with the prevailing policies of the Board of Regents. ~~The University follows the law of the land regarding affirmative action.~~

(a) Official Offer - The formal offer of appointment must come from the Provost or the President ~~The letter of offer~~ and will include the statement that the appointment is contingent upon the approval of the University Regents. The letter of offer will specify academic rank, appointment type (with tenure, tenure track, consecutive term, or temporary), beginning date of employment, salary, including full-time equivalent, the length of probationary pretenure period if tenure track (See Section 3.7.1. and 3.7.3) and any special conditions pertaining to the appointment. Enclosed with the formal offer will be a copy of the *Faculty Handbook*, together with supplemental information on such matters as faculty benefits.

Initial assignments as set forth in the letter of offer can may be changed and do not constitute an agreement that the assignments will remain the same throughout the faculty member's employment.

(b) Contract - If the appointment is approved by the Regents, a Contract of Employment will be furnished by the Regents' Office to the applicant for signature. Included in this contract will be the approved rank and salary. The Contract will contain a statement indicating that the applicant has read the *Faculty Handbook* and accepts appointment in accord with the policies specified, with the understanding that policies of the University are subject to change by the Board of Regents. Any exceptions of these policies must be described in the Contract.

In addition to the Contract for Employment, the appointee will receive a written statement provided by the Department Chair defining the appointee's initial teaching, research, professional/clinical service and administrative responsibilities and other special conditions pertaining to the appointment. The Department Chair will also provide tenured, tenure track and consecutive term appointees with copies of the department and college tenure and promotion criteria.

(c) Compensation - The University recognizes that the professional effort of the faculty member may result in compensation in addition to the guaranteed base salary provided by the University. The conditions of such are set out in each college's Professional Practice Plan.

3.5.5 Appointment Period

Most faculty appointments at the Health Sciences Center are 12 month appointments for the academic year, July 1 through June 30. However, the instructional periods may not correspond precisely to the faculty appointment dates. Some faculty members ~~with modified titles~~ are appointed on a 9 or 10 month basis ~~for the period September 1 through May 31~~. The appointment period for the second semester begins January 1, even though the semester may begin at a different time. Summer session appointments for the regular eight-week period are effective June 1 through July 31.

It is the responsibility of the appropriate Chair or Dean to notify each faculty member of the date to start work.

3.5.6 Temporary, ~~Term~~, Tenure track, ~~Continuous~~, Tenured and Consecutive Term Appointments

Faculty appointments may be temporary, ~~term~~ tenure track, ~~continuous~~ tenured, or consecutive term. The type of appointment will be determined by the academic unit in consultation with the appointee and with the approval of the Dean, the Provost and the University administration.

(a) Temporary appointments begin and end at specified times and do not extend beyond the end of each academic year. No notice of non-reappointment is required for temporary appointees. Except as noted in Section 3.7.2 (f) all appointments less than 1.0 FTE are classified as temporary appointments. Temporary appointments are indicated by titles, such as instructor, lecturer, preceptor, or by the use of such adjectives as visiting, adjunct, clinical, or acting. Faculty on temporary appointments are not eligible for tenure and their contracts shall so specify. Full-time faculty may serve a maximum of seven years in a temporary rank. Additional appointments must be regular (See 3.5.6(b)). The seven year limitation on temporary appointments may be waived by the Provost, upon the application of the Dean, and with the approval of the academic unit involved and the concurrence of the individual faculty member affected.

(b) Full-time ~~term~~ tenure track or ~~continuous~~ tenured appointments at the unmodified rank of assistant professor and above are regular appointments. ~~Term appointments are regular appointments prior to the awarding of tenure. They have a specified beginning and ending date. Continuous appointments are regular appointments beginning with and following the award of tenure.~~

(c) Consecutive term appointments are regular appointments.** All consecutive term appointments are non-tenure track. Full-time faculty who hold a regular faculty title of assistant professor or above and who are ineligible for tenure shall be eligible for renewable consecutive term appointments with no restriction placed on the number of terms that may be served.

**Amendment -- See Motion on p.25038

Eligibility for consecutive term appointments shall be determined by the academic unit with the approval of the faculty member, the Dean, the Provost, and the University administration. This understanding shall be specified in the contract. The length of the consecutive term appointment shall end with the academic year.

~~With the approval of the academic unit, the Dean, and the Provost, faculty members receiving renewable consecutive term appointments may at any time after the third year, elect to be placed in the tenure track, in which case all University policies relating to tenure shall apply (See Section 3.7.2)~~

(d) No faculty may be appointed with an unmodified title to a regular appointment until all Affirmative Action requirements have been completed.

3.5.7 Changes in Appointment Status

(a) A faculty member on a tenure track appointment may request a change to a consecutive term appointment at any time during the pretenure period prior to initiation of the procedures for tenure decision. (see Section 3.7.2(c). However, a faculty member may not return to a tenure-track appointment after such change to a consecutive term appointment

(b) With the approval of the academic unit, the Dean and the Provost, faculty members receiving renewable consecutive term appointments may at any time request to be placed in the tenure track. With the approval of the academic unit, Dean and Provost, up to three (3) years served in a Consecutive Term appointment may be credited toward the pretenure period, and all University policies relating to tenure shall apply (See Sections 3.7.1(b) and 3.7.2).

(c) Under certain extraordinary circumstances in order to meet the University's clinical care, service, or teaching obligations, a faculty member who has been denied tenure may be granted a consecutive term appointment upon recommendation by the academic unit, Dean, and Provost.

3.5.7 3.5.8 Joint Appointments

Appointments between in two or more academic units or colleges are possible and are encouraged when they benefit the University. A joint appointment cannot total more than 1.0 Full-Time Equivalent (FTE) and must be approved by the both academic units and colleges involved, the Provost, the President, and the Board of Regents.

Before a faculty member first receives a joint appointment the appropriate academic units must mutually determine and record in writing and secure administrative approval for probationary the length of the pretenure period, criteria for tenure, promotion and reappointment or non-reappointment. The academic units must provide a written description of the appointee's teaching, service, research and administrative duties and responsibilities and other special

conditions pertaining to the joint appointment. The appointee shall receive a copy of this agreement written statement. One academic unit and college shall have primary responsibility for promotion and tenure.

3.5.8 3.5.9 Part-Time Appointments

A part-time appointment is one at less than 1.0 Full-Time Equivalent (FTE). At the time of any part-time appointment the appointee and the University must reach a clear understanding of the terms of the part-time appointment. This understanding shall be in writing, and the appointee shall have a copy.

~~3.5.9 Reappointment~~

~~Action on the reappointment of individuals having a term or consecutive term appointment is initiated by the academic unit through the respective Dean to the Provost, President, and Board of Regents.~~

3.5.10 Notifications of Non Reappointment of ~~Term~~ Tenure Track or Consecutive Term Contract

Action on the non-reappointment of individuals having a tenure track or consecutive term appointment is initiated by the academic unit through the respective Dean to the Provost, President, and Board of Regents.

- (a) A faculty member with a ~~term~~ tenure track or consecutive term appointment who is not to be reappointed for a second year of service must be notified by March 1. If the first year appointment terminates at a time other than the end of the academic year, notice must be given at least three months before the end of the appointment period.
- (b) A faculty member with a ~~term~~ tenure track or consecutive term appointment who is not to be reappointed to a third year of service must be notified by December 15 of the second year of appointment. If the second year appointment terminates at a time other than the end of the academic year, notice must be given at least six months before the end of the appointment period.
- (c) A faculty member with a ~~term~~ tenure track or consecutive term appointment who is not to be reappointed to a fourth or subsequent year of service must be notified by May 31 of the year preceding the final year of appointment. If the appointment ends at a time other than the end of the academic year, notice must be given at least twelve months before the end of the appointment period.
- (d) All notifications of non-reappointment shall be given in writing by the Provost.

(e) The faculty member may appeal to the Faculty Appeals Board only if notification practices prescribed in the foregoing paragraphs of this section are not followed.

3.5.11 Resignation

A faculty member who elects to resign at the end of an academic year is obligated to give notice in writing to the Department Chair by May 15 or within thirty days after of receiving notification of the terms of his or her appointment for the coming year, whichever date is the later. A faculty member may request a waiver of this requirement.

3.6 Professional Activities of the Faculty

Above all else, the University exists for learning and scholarship of a breadth and depth that result in excellence in all of the University's major functions: teaching, research, and service. Each academic unit has an obligation to contribute to each of the three functions of the University. Faculty members play a central role in the realization of these functions and fulfill the obligations of the academic unit by contributing their unique expertise and competence. Decisions regarding tenure, promotions, and salary increases are based upon an assessment of the faculty member's performance and contribution to the total mission of the University (Section 3.2.2, 3.7.4, 3.8, and 3.10).

3.6.1 Teaching

Teaching, which is the transmission of knowledge and cultural values, focuses upon helping students to learn. ~~As a part of its mission, the University is dedicated to undergraduate, graduate, and continuing education.~~ Teaching refers to academic activities that promote learning among those individuals or groups with whom a faculty member interacts. The term teaching as used here includes, but is not restricted to, giving regularly scheduled instruction, directing graduate work, and counseling, advising students. This includes the direction or supervision of students in reading, research, internships, or fellowships.

Faculty members who excel in teaching exhibit their command over the subject matter in classroom discussions or lectures, and they present material to students in an objective, organized way that promotes the learning process. They are recognized by their students and university colleagues as persons who guide and inspire their students. They strive continuously to broaden and deepen their knowledge and understanding of their discipline, seek to improve the methods of teaching their subject, keep informed about new developments in their field, use appropriate instructional technologies, and prepare educational materials that are up-to-date and well-written.

Their influence and reputation as teachers may be demonstrated by student and peer evaluation as well as by authoring textbooks and by lectures and publications on pedagogy, by the publication of such instructional materials as laboratory manuals and videotapes, or development of multimedia instructional materials and computer assisted learning techniques. Excellence in

academic advising may serve to augment evidence of excellence in teaching.

Faculty supervision or guidance of students in recognized academic pursuits that confer no University credit should also be considered as teaching. Faculty performing non-administrative professional and clinical duties for which they are employed shall be regarded as engaged in teaching when ~~the clear and direct purpose and function of~~ these activities contribute to the academic mission. Professional librarians in the discharge of their professional duties shall be regarded as engaged in teaching.

3.6.2 Research or / Creative Scholarly Achievement

Research, is the development, validation and dissemination of new knowledge. The term *research* as used here is understood to mean systematic, original investigation directed toward the expansion of human knowledge or the solution of contemporary problems. *Creative Scholarly achievement* is understood to mean significantly original or imaginative accomplishment within the framework of the academic unit. Examples of scholarly achievement might also include synthesis of new ideas as gleaned from published data, technology transfer successes, new application of information technology to improve education or health care, etc. The criteria for judging the original or imaginative nature of research or creative scholarly accomplishments must be the generally accepted standards prevailing in the applicable discipline or professional area. To qualify as research or creative scholarly achievement, the results of the endeavor must be disseminated either through publication in peer reviewed journals or presentation at national or international symposia, conferences, and professional meetings, and subject to critical peer evaluation by established authorities outside the University of Oklahoma in a manner appropriate to the ~~field of question~~ discipline or professional area. It is expected that the significance of the research/scholarly activity will be evaluated at the national and international levels. One element of such an evaluation would be the ability of the faculty member to successfully compete for, and acquire, peer-reviewed, extramural grant or contract funding.

3.6.3 Professional Service

(a) Professional service, which is the application of knowledge gained through research or creative scholarly achievement, focuses upon resolving contemporary problems, identifying new areas for inquiry and development, and sharing knowledge with the larger community. Except as noted in (b) and (c) below, the term professional service always refers to activities directly related to the faculty member's discipline or profession. Included in professional services are such activities as artistic or humanistic presentations; official service in relevant commissions, advisory boards, or agencies (public or private), related to the faculty member's discipline or profession; service to professional communities outside the University; health care delivery;

clinical leadership as evidenced by serving as head of a division, department, or specific clinic service; acquisition, introduction or development of new health care techniques, procedures, or clinical approaches; demonstrable improvement (quality, utilization, access) in delivery of health care; development of community health-related outreach programs; improvement in clinical management; management of facility based functions such as quality improvement, infection control, utilization review, etc.; consultation; participation in a specialized professional capacity in programs sponsored by student, faculty, or community groups; editing professional journals or other publications; the development and preparation of proposals for research, training or other purposes; book reviews in professional journals; refereeing of research papers submitted for publication; and service within the University that reflects an application of specialized knowledge or skill to the institution's affairs.

(b) The nature of the academic enterprise is such that the faculty properly shares in responsibilities involving the formulation of the University's policies by participation in university governance. The faculty has a major responsibility in making and carrying out decisions affecting the educational and scholarly life of the University. Faculty members have a responsibility to contribute to the government of the University through timely participation on committees, councils, or other advisory groups at the department, college, or University level.

(c) Other areas of activity in which faculty members may have assignments include:

(1) Administration. Many faculty members are called upon to perform administrative tasks. These include service in such positions as department chair, associate or assistant dean, or director of a program or special center.

(2) Public Relations. On occasion, the University's interests are served by faculty members requested to perform public relations tasks that might not necessarily involve the faculty member's discipline. These may include participation in a professional capacity in programs sponsored by student, faculty, or community groups; or appearances as a University representative before government bodies or citizen groups.

3.7 Faculty Tenure

Tenure implies a mutual responsibility on the part of the University and the tenured faculty member. The University expects that tenured faculty members will maintain the level of performance by which they initially earned tenure. In granting tenure to a faculty member, the University makes a commitment to his or her continued employment subject to certain qualifications (Section 3.11). Unless otherwise agreed to in writing by the chair of the academic unit, the dean of the college, the Provost, the President, and the Board of Regents, only the portion of annual base salary paid by the University of Oklahoma is committed in the award of tenure.

3.7.1 Definitions

(a) The term *tenure* means continuous reappointment to an achieved academic rank in accordance with the 1947 action of the Regents of the University of Oklahoma. Tenure must be granted or denied by specific action of the University Regents.

Tenure is designed as a means to protect the academic freedom of faculty members. This is to say, tenure is a means to assure freedom of scholarship and teaching by professional scholars and teachers. The right to academic freedom does not diminish the faculty member's responsibilities under Section 3.3 Faculty Accountability.

(b) The term *probationary pretenure* period refers to the period of employment at the University of Oklahoma in a tenure line track appointment prior to the time ~~tenure is granted~~ the faculty member is evaluated for the granting of tenure. Tenure track faculty have a pretenure period of six (6) years. In rare circumstances, the academic unit, and Dean may request that a faculty member receive an extension of the pretenure period, not to exceed three (3) years. Notwithstanding different uses of the term elsewhere (as in some statements of the American Association of University Professors, the ~~probationary pretenure~~ period does not include any period of employment following the awarding of tenure.

(c) The term *prior service* means academic employment at an institution of higher education (including the University of Oklahoma) before the first appointment in the effective ~~probationary pretenure~~ period at the University of Oklahoma.

3.7.2 Eligibility for Tenure

(a) ~~All~~ Faculty of the University who hold a regular tenure track appointment ~~of assistant professor or above~~ and who devote full-time effort to University activities (Section 3.6) are eligible for tenure provided they are assigned to devote at least 50 percent of their time to teaching and/or research for the University of Oklahoma and maintain this requirement during the entire ~~probationary~~ pretenure period.

~~Research conducted under the auspices of another institution and participation in educational programs with which the University is affiliated but which it is not primarily responsible are specifically excluded.~~

(b) With the approval of the academic unit, the Dean and the Provost, faculty members receiving Consecutive Term appointments may at any time ~~after the third year~~ elect request to be placed in the tenure track in which case all University policies relating to tenure shall apply. With the approval of the academic unit, Dean and Provost, up to three (3) years of academic service in a Consecutive Term appointment may be credited toward the ~~tenure probationary~~ pretenure period.

(c) With the approval of the academic unit, Dean and Provost, faculty members ~~at the rank of Assistant Professor~~ who are in the tenure track may ~~elect~~ request a change to a Consecutive Term appointment ~~up to four (4) years before the end of their tenure probationary~~ at any time during the six (6) year pretenure period, but prior to the initiation of procedures for tenure decision (see Section 3.7.5). ~~Thereafter, a change to a renewable consecutive term appointment will not be permitted.~~ A faculty member who changes from a tenure track appointment to a

consecutive term appointment will not be eligible for future tenure consideration.

- (d) Before a regular faculty member assumes primarily administrative duties during the ~~probationary~~ pretenure period, a written agreement must be reached between the individual concerned, the academic unit, the Dean and Provost, as to whether the individual will be reviewed for tenure, at what time, and under what conditions.
- (e) A faculty member granted tenure by the University of Oklahoma who accepts an administrative post within the University retains tenured status as a member of the faculty.
- (f) With the approval of the ~~Chair~~ academic unit and Dean, the Provost may approve a tenured faculty member's request for temporary reduction in employment from full-time to part-time ~~for a tenured faculty member~~, if the reduction is for less than six months. In those rare cases when it is recommended that a tenured faculty member be permitted to reduce his or her employment for a period of six months or more, to less than full-time and maintain a tenured status, specific regential approval is necessary.
- (g) A faculty member who has been granted tenure and changes from a full-time or part-time appointment (see (f) above) to a volunteer appointment automatically forfeits tenured status. A tenured faculty member may retain tenure during phased retirement.

3.7.3 Probationary Pretenure Periods

- (a) The beginning of the ~~probationary~~ pretenure period for a faculty member whose date of appointment is prior to the start of the second semester will be the first of that academic year. If the date of appointment is in the second semester, the ~~probationary~~ pretenure period will begin with the next academic year.
- (b) ~~Faculty at the rank of assistant professor, or above~~ Full-time tenure track faculty have a ~~probationary~~ pretenure period of six (6) years. In rare circumstances, the academic unit and Dean may request an extension of the pretenure period not to exceed three (3) years.
- (c) ~~Prior service: Included in -~~ The probationary pretenure period is may include up to a total of three years in prior full-time service in a Consecutive Term appointment at the OUHSC or in professorial ranks at another institution for assistant professors, and up to a total of four years for associate professors and professors (see Section 3.5.6.c) unless The faculty member may requests in writing at the time of the first regular tenure track appointment that such service should not be included and - This request requires approval by the academic unit, the Dean and the Provost. approve.

- ~~(e)~~ (d) A new faculty member appointed at the rank of professor or associate professor may be

~~given~~ granted tenure from the date of appointment. The determination of tenure shall be made in the regular fashion, as specified in Section 3.7.5 (b) through (q).

~~(d)~~ (e) Prior full-time service as instructor or in a comparable non-professorial rank at other institutions of higher education ~~can~~ may be counted as part of the ~~probationary~~ pretenure period if requested by the applicant and approved in writing by the academic unit, Dean, and Provost at the time of the first regular appointment.

~~(e)~~ (f) Ordinarily, prior full-time service on temporary appointments at the University of Oklahoma is not counted in the ~~probationary~~ pretenure period but ~~can~~ may be if requested by the applicant and approved in writing by the academic unit, Dean, and Provost.

~~(f)~~ (g) A faculty member who has resigned during the ~~probationary~~ pretenure period may be considered for reappointment. Up to three years from a previous professorial appointment to the regular faculty at the University of Oklahoma ~~will~~ may be counted in the ~~probationary~~ pretenure period ~~unless if~~ the faculty member requests ~~an exception~~ such in writing and the academic unit, Dean, and Provost approve.

~~(g)~~ (h) Tenure may be awarded to faculty members of high merit prior to the end of the last ~~probationary~~ pretenure year. An academic unit's recommendation to award tenure should be based on exceptional performance for at least two years at the University of Oklahoma. If tenure is not awarded, the faculty member may, subject to contract continuation or renewal, continue to serve in the ~~probationary~~ pretenure period and be considered for tenure again without prejudice.

~~(h)~~ (i) Whenever a non-tenured part-time faculty member converts from part-time to full-time, with the rank of assistant professor or above, specific written understanding must be approved by the Provost as to how the period of part-time service will be counted toward satisfying the ~~probationary~~ pretenure period for tenure.

~~(i)~~ (j) A maximum of one year of leave of absence without pay may be counted as part of the ~~probationary~~ pretenure period, provided the ~~department or division~~ academic unit in question records in writing its prior agreement and secures approval by the Dean and Provost. Leaves of absence without pay counted as part of the ~~probationary~~ pretenure period must entail appropriate evaluation of professional activities carried out during the leave. If a tenure track faculty member takes ~~pregnancy~~ extended family and medical leave, the ~~probationary~~ pretenure period prior to a tenure decision may be extended for one year at the written request of the faculty member with the approval of the academic unit, Dean, and Provost.

~~(j)~~ (k) A faculty member at any rank who is denied tenure shall be retained on the faculty until the end of the academic year following that in which he/she was considered for tenure, (i.e. the terminal year) unless he/she is dismissed according to Section 3.11. Should the faculty member initiate an appeal such an appeal shall not have the effect of extending the faculty member's terminal year, should tenure be denied as specified in Section 3.7.5.

Under certain extraordinary circumstances due to the University's clinical care, service, or teaching obligations, a faculty member who has been denied tenure may be granted a consecutive term appointment upon recommendation by the academic unit, Dean and Provost and approved by the Board of Regents.

~~(k)~~ (l) A faculty member at any rank who is denied tenure cannot be reappointed into a regular term tenure track, ~~or consecutive term position~~ but, as noted in (k) above, under certain circumstances and upon recommendation by the academic unit, Dean and Provost may be granted a consecutive term appointment, and as such will not be eligible for future tenure consideration.

(j) (m) Faculty members accorded tenure will normally commence their continuous, appointments in the academic year immediately following the Regents' action.

3.7.4 Criteria for the Tenure Decision

The choices that the University makes in granting tenure are crucial to its endeavors toward academic excellence. A decision to grant tenure must reflect an assessment of high professional competence and academic performance measured against national standards in the discipline or professional area. Tenure should never be regarded as a routine award based upon length of service.

The tenure decision shall be based on a thorough evaluation of the candidate's total contribution to his/her college and the mission of the University and the candidate's adherence to the fundamentals of faculty accountability as noted in Section 3.3. While specific responsibilities of faculty members may vary because of special assignments or because of the particular mission of the academic unit, all evaluations for tenure shall address the manner in which each candidate has performed in:

- (1) Teaching (Section 3.6.1)
- (2) Research ~~or~~ / Creative Scholarly Achievement (Section 3.6.2)
- (3) Service (Section 3.6.3)

~~There must be evidence of substantial contributions~~ All candidates for tenure must have displayed a record of substantial accomplishment in each of the three areas (teaching, research/creative scholarly achievement, and service) and evidence of excellence in two areas. Above all else, it is essential to any recommendation that tenure be granted that the faculty member has clearly demonstrated scholarly attainment in teaching, research/scholarly achievement and service.

Each college, with the participation and approval of the Dean and the Provost, shall establish and publish specific criteria for evaluating faculty performance in that unit, including specific expectations for evaluation of faculty performance in teaching, research/scholarly achievement and service. These criteria must be in accord with and do not supersede the criteria described in this section. The criteria for tenure will be in full force unless an exception is specified in the contract. It should be noted that the criteria which the departments and colleges establish normally reflect more specific standards for both promotion and tenure than those described in

general terms in the *Faculty Handbook*, 3.7.4 and 3.7.5. Consequently, all faculty should become familiar with the departmental, college, and university criteria.

Any exception to the policy that faculty will be evaluated on their performance in the three areas of teaching, research/~~creative~~ scholarly achievement, and service must be documented in a specific contract at the time the assignment is made, agreed upon by the faculty member and the Department Chair, and approved in writing by the ~~academic unit~~, Dean, and Provost. The initial conditions of employment set forth in the letters of offer and acceptance do not exempt the faculty member from this policy.

As part of the overall promotion and tenure process, junior faculty should be given helpful advice on a regular basis as they develop their careers. Annual written evaluations of junior faculty by department chairs are essential to the faculty development process, and are an annual requirement each department chair must fulfill.

If the criteria for tenure are changed by the Regents during a faculty member's ~~probationary~~ pretenure period the faculty member may elect to be evaluated under the criteria approved by the Regents in effect at the start of their ~~probationary~~ pretenure period.

The award of tenure carries with it the expectation that the University shall continue to need the services the faculty member is capable of performing and that the financial resources are expected to be available for continuous employment. It also carries the expectation that the faculty member will maintain or improve upon the level of attainment which characterized the qualifications for tenure. The performance of all faculty, both prior to and following the granting of tenure, is to be evaluated annually as part of the University's faculty evaluation process (Section 3.8).

3.7.5 Procedures for Tenure Decision

(a) A faculty member who is eligible for tenure consideration ~~should~~ shall be notified by the Chair of the academic unit at least eight weeks before the initial vote by the faculty member's colleagues. (See ~~(e)~~ (f) below)

(b) At the time of notification, the candidate for tenure shall be requested to submit material which will be helpful to an adequate consideration of the faculty member's performance or professional activities in relationship to the tenure criteria. It is the responsibility of the candidate to provide accurate, thorough, and clear evidence of achievements for review at the departmental, college and university levels. The candidate ~~should be~~ is advised to consult with the chair ~~or~~ and any other senior colleagues concerning the materials to include.

(c) In general, documentation of the individual's academic accomplishments should include, but not be limited to the following:

(1) Complete and up-to-date vita, including a summary of college and university degrees earned, all professional employment, all professional honors and awards, and an up-to-date list of books

and journal publications by author in sequence. Manuscripts in press or submitted for publication and abstracts should be listed separately.

(2) Letters of evaluation of academic performance in teaching, research/scholarly achievement, and service should be solicited by the Chair after consulting with the candidate. Normally, there should be three (3) letters of evaluation from individuals outside the University of Oklahoma considered established authorities in the discipline who are in a position to evaluate the candidate's academic performance and suitability for tenure. These letters may be solicited from individuals who were not suggested by the candidate. There should be three (3) internal (or local) letters of evaluation particularly relevant to teaching and service.

(3) Documentation of teaching accomplishments should reflect the candidate's contribution, quality, innovation, or impact of teaching. This might include summary documentation of teaching evaluations by students, notation of teaching awards, description of teaching responsibilities, and materials and techniques which are unique and demonstrate innovative approaches or outstanding quality in undergraduate, graduate, professional instruction (e.g. development of audiovisual materials, computer software, syllabi, new courses or programs, innovative laboratory exercises, simulation techniques, etc.).

(4) Documentation of research/scholarly accomplishments should reflect the level and quality of the candidate's research/scholarly achievement. Recognition of research/scholarly achievement accomplishments could be demonstrated by invitations to chair or organize symposia, edit books or journals in the professional discipline, publications in peer-reviewed journals, participation as a presenter in national/international symposia, conferences, and professional meetings, , etc., as well as the candidate's ability to acquire extramural grant or contract funds, as a principal or co-principal investigator, through peer review mechanisms

(5) Documentation of professional/clinical service contributions might consist of leadership positions in local, state, or national associations; service on advisory boards for granting agencies; outstanding college or university committee work; consultantships; clinical leadership as evidenced by serving as head of a division, department, or specific clinic service; evidence of acquisition, introduction or development of new health care techniques, procedures or clinical approaches; development of community health-related outreach programs; improvement in clinical management; documentation of increased referrals; demonstrable improvement (quality, utilization, access) in delivery of health care; publication of case studies, monographs, reviews, and book chapters; etc.

~~(e) (d)~~ Responsibility for gathering complete information on documentation of professional activity rests with the individual faculty member. The Chair shall assist the faculty member in determining what to include in the tenure documentation. The Chair may also solicit information to include with the candidate's tenure documentation. The candidate is entitled to review the information in his/her tenure file ~~with the exception of letters which were solicited by the Chair with the assurance of confidentiality.~~

~~(d)~~ (e) The chair ~~should be~~ is responsible for providing copies of the candidate's complete tenure file to each of the voting members of the academic unit at least two weeks prior to the vote.

~~(e)~~ (f) All tenured faculty in the department who are available shall meet for a discussion of the candidate's qualifications for tenure. The candidate shall not be present during the discussion of his or her qualifications but shall be available to enter the meeting on invitation to answer questions or clarify circumstances relevant to the qualifications.

Formal consideration for tenure shall originate with the polling by secret ballot of all tenured members of the candidate's academic unit, including when practical those who are on leave of absence. The chair of the academic unit or other administrative personnel required to submit a separate tenure recommendation shall not participate in this vote.

~~Copies of the academic unit recommendations and all appropriate documentation upon which recommendations were based will be forwarded separately to the appropriate Dean, and to the Campus Tenure Committee.~~

At times the small number of tenured members of an academic unit prevent appropriate academic unit tenure review. In such instances the dean of the college, in consultation with the chair of the academic unit involved, shall establish an *ad hoc* tenure review committee to serve as the candidate's academic unit for purposes of voting on tenure.

When a tenure proceeding is initiated prior to the last ~~probationary~~ pretenure year and the result of the faculty vote is negative, that information shall not be forwarded, and the tenure consideration will be deferred. The result of the faculty vote taken during the last ~~probationary~~ pretenure year will be forwarded to the Dean, and a tenure consideration will proceed.

(g) The Chair shall submit a separate recommendation with supporting reasons.

(h) All recommendations shall be in writing and, with exception of the faculty recommendation resulting from the confidential poll within the department, reasons for the recommendation must be stated at the time recommendations are made. At the time recommendations are made at each stage of the review process (Chair, Campus Tenure Committee, Dean, Provost, President), written notification of such recommendation must be provided to the Chair and to the individual candidate by the person or committee making the recommendation.

(i) One copy of the academic unit recommendations, the chair's recommendation, and all appropriate documentation upon which recommendations were based will be forwarded to the appropriate Dean, and one copy of same to the Campus Tenure Committee.

~~(i)~~ (j) Each Dean will have an advisory council for tenure review and may request information and advice from any source. The complete tenure file including the recommendation of the ~~Dean and advisory council~~ and the Dean's recommendation and supporting reasons will be forwarded to the Provost by the Dean. ~~who shall submit a separate recommendation with supporting~~

reasons:

~~(j)~~ (k) ~~One copy of the academic unit's recommendation will be forwarded to the Campus Tenure Committee.~~ The Campus Tenure Committee shall provide faculty advice as to whether the academic unit's recommendation is consistent both as to substance and process with the approved-tenure criteria (Section 3.7.4). The recommendation of the Campus Tenure Committee will be forwarded to the Provost.

~~(k)~~ (l) The Campus Tenure Committee will be composed of ~~ten~~ thirteen tenured faculty members (two from each college, excluding the Graduate College, and one from the Tulsa campus) on staggered three-year terms selected by the President from nominations from the Faculty Senate.

~~(l)~~ (m) In determining its recommendation, the Campus Tenure Committee may request information or advice from any source. To avoid a conflict of interest, Campus Tenure Committee members from the originating academic unit shall not attend discussions nor vote on candidates from their own academic unit. The tenure file will be returned to the academic unit for remedy or correction if there are defects found in the academic unit's recommendation.

~~(m)~~ (n) In determining their recommendation the Provost and University administration may request information and advice from any source.

~~(n)~~ (o) If the Provost plans to submit a recommendation contrary to that of the Campus Tenure Committee, the Provost shall notify the Chair of the Campus Tenure Committee in time to allow a thorough discussion before this recommendation is made. (Provost policy)

(p) The recommendation of the Provost will be submitted to the President. After due deliberation, the Provost may recommend to grant tenure, to deny tenure, or to defer tenure consideration for a specified period of time.

~~(o)~~ (q) If the President plans to submit a recommendation contrary to that of the Campus Tenure Committee, the President shall notify the Committee in time to allow the Committee to request a hearing with the President prior to his making a recommendation., if the Committee so desires.

~~(p)~~ (r) The faculty member under review may appeal in writing to the Faculty Appeals Board at any time during the tenure review process if he or she believes that procedural violations occurred or academic freedom was violated. Appeals on these bases must be made within 30 calendar days after discovery of the alleged violation.

He or she may appeal discrimination on the basis of race, color, sex, age, creed, religion, disability, ~~or ethnic or national origin~~, or status as a veteran to the ~~Committee on Discrimination~~. Affirmative Action Officer. Appeals on these bases must be made within 30 180 calendar days after discovery of the alleged violation.

The tenure review process is suspended while an appeal to either the Faculty Appeals Board or

~~Committee on Discrimination~~ Affirmative Action Officer is pending. Where the tenure appeal prevents the tenure process from being completed before the end of the terminal year (Section 3.7.3-~~(j)~~ (k), the appeal shall not extend the faculty member's terminal year even if the appeals process is not completed. Should tenure ultimately be granted, the faculty member will be reinstated.

~~(e)~~ (s) The President will notify the faculty member, chair, dean and Provost by May 31 of the tenure decision, except when appeals make this impossible.

3.8 Faculty Evaluation

~~Faculty evaluation~~ The evaluation of faculty performance is a continuous process, both prior to and following the granting of tenure. The fundamental purpose of periodic performance reviews is to identify areas of faculty accomplishments and areas of faculty performance deficiencies and provide such faculty opportunities and incentives to correct the deficiencies. . An annual review of each faculty member's performance is the responsibility of the ~~academic dean and the chair or director~~ of the specific academic unit with review by the Dean. The chair or director must provide direct feedback in writing to the faculty member relative to the faculty performance evaluation each year. A systematic procedure for accomplishing such evaluations shall be developed in each academic unit with the participation and approval of the Dean and Provost.

The criteria for evaluation shall be carefully and clearly stated and must be in accord with and shall not supersede the criteria in Section 3.7.4. The criteria stated in Section 3.7.4 are basic to an on-going faculty evaluation system, and shall govern the process. Specific faculty assignments and the specific mission of the unit may modify the relative weight given to any ~~one~~ specific area of professional activity, but only after approval in writing by the Dean and Provost.

Tenure decisions, non-renewal of tenure track and consecutive term appointments, salary adjustments, and promotions in rank shall be based on systematic evaluations of faculty performance in the areas ~~of~~ specified in the written statement(s) from the department chair (Section 3.5.4(b)) and will include teaching, research/scholarly achievement, and service, as well as the needs of the department and college. and evaluation An assessment of the faculty member's overall contribution to his/her college and the mission of the University, as well as his/her adherence to the concepts of faculty accountability as noted in Section 3.3 must be included in all faculty evaluations.

3.9 Salary Adjustments

(a) The most frequent reflection of a continuing faculty evaluation system is in the annual recommendations for merit salary increases. Deserving faculty should be rewarded, within the limits of the financial resources of the University for meritorious performance as set out in the

specific criteria for evaluation of faculty performance (Section 3.7.4).

(b) Under no circumstances will merit increases in salary be based upon race, sex, color, age, creed, or religion.

(c) In certain circumstances, merit salary increases may cause the salary of a faculty member to equal or exceed the salary of faculty in higher ranks. Such a situation is perfectly acceptable provided the salary levels are fair reflections of the respective merits in effort and achievement of the faculty.

3.9.1 Procedures for Recommendations on Salary Adjustments

Procedural guidelines for salary recommendations are as follows:

(a) The academic unit will annually collect (1) achievement data from all academic unit's faculty and (2) evaluations of each individual's performance from those who are in supervisory positions and from other sources agreed upon as suitable in departmental policy.

(b) For each faculty member, the chair will prepare a recommendation based upon a comparison of faculty performance with University and departmental criteria (Section 3.8) and forward a documented recommendation to the dean.

(c) The dean will review each recommendation and notify the chair of any changes or adjustments made.

(d) The salary recommendations from the college will be forwarded from the dean to the Provost for additional discussion, further recommendations, and administrative action.

(e) The chair will discuss with each faculty member the reasons for the salary recommendation that was made. It is the duty of the chair to discuss such matters individually with each faculty member in the unit. These discussions should take place as soon as feasible following approval of the budget by the University Board of Regents.

3.9.2 Adjustments of Salary Inequities

(a) Upon occasion, adjustments in salary may be needed to correct inequities caused by annual variations in available funds, changing conditions in the academic profession or in the economy, or other elements beyond the University's control. The responsibility for making adjustments, where needed, lies primarily with the dean. After consultation with the appropriate academic unit, the dean recommends to the Provost specific salary adjustments to correct evident inequities. Such adjustments should be made as funds are available, without causing disruption to the merit reward system.

(b) If budgetary limitations make impossible the awarding of appropriate merit increases in

salary for exceptional performance in any particular year, an adjustment should occur at the next budget period when funds are available.

3.10 Advancement in Rank

Advancement in rank is a major way in which the University recognizes a faculty member's achievements. A promotion is not a routine reward for satisfactory service but reflects a positive appraisal of high professional competence and accomplishment as judged and evaluated by individuals in the faculty member's profession, at the local, regional and national or international level as appropriate to the rank being sought, and by individuals within the University (see Section 3.10.1). Promotion decisions are to be made independent from tenure decisions.

3.10.1 Criteria for Promotion

Decisions to promote a faculty member must be made in light of a thorough evaluation of his or her performance in all the areas of faculty activity (Sections 3.6.1, 3.6.2, and 3.6.3). as specified in the department and college promotion and tenure criteria and procedures. Promotion criteria for tenure track faculty will mirror those criteria for tenure contained in Section 3.7.4.

~~Each college shall develop specific criteria for promotion in that unit with participation and approval by the Dean and Provost. Each college and department must have a document that sets forth the standards and procedures governing promotion and tenure of faculty within that college and department. The college and department documents may specify standards that are more specific than those of the university, provided they do not conflict with the standards of the university, and the procedures must be consistent with the procedures described herein. The document must be approved by the faculty of the college, by the dean, and the provost. Such written criteria should~~ The document must be distributed to the faculty of the academic unit. Such criteria for promotion must be in accord with and shall not supersede the criteria set forth below in this section.

The candidate's performance should be measured against the following institutional criteria:, in addition to the criteria defined in the college and department promotion documents:

- (a) Appointment as assistant professor is usually based on an advanced degree, and/or certifications(s) that are standard prerequisites for an academic appointment in their discipline, appropriate experience, and promise for academic accomplishment;
- (b) Promotion to associate professor usually is based on five (5) or more years as an assistant professor, a sustained record of academic accomplishment in teaching, research/scholarly achievement, and professional service, strong academic performance and promise, and regional recognition in their chosen field. This record of accomplishment must document an emerging reputation of regional or national scope in the candidate's academic field. Professional

publications will be an important element in assessing regional or national recognition, although other factors will also be considered. Promotion of a tenure-track faculty member to associate professor is usually concurrent with the award of tenure but may precede it.

(c) Promotion to professor is a high honor, and usually is based on five (5) or more years as an associate professor and sustained strong academic accomplishment demonstration of superior achievements and continued excellence in their academic endeavors. Tenure-track Faculty at this rank should be nationally recognized authorities in their discipline have fully achieved national or international recognition for work in their respective disciplines and have made as evidenced by major contributions to teaching, research / scholarly achievement, and service.

(d) Length of time in a given rank is not in itself a sufficient reason for promotion.

(e) Promotion should indicate that the faculty member is of comparable stature with others in the same rank and discipline at other peer institutions.

3.10.2 Procedures for Promotion

(a) The process regarding advancement in rank shall originate in the academic units, according to procedures determined by the Provost.

(b) ~~On rare occasions~~ The college Dean or the Provost may require the Chair of an academic unit to initiate consideration of promotion for an individual faculty member. In such a case, the academic unit must forward a recommendation, to the Dean or Provost whether or not it is favorable.

(c) Primary responsibility for gathering complete information on professional activity rests with the individual faculty member. ~~The Chair will solicit letters of evaluation of the faculty member's academic performance in the areas of teaching, research and service.~~ In general, documentation of the individual's academic accomplishments should include, but not be limited to the following:

(1) Complete and up-to-date vita, including a summary of college and university degrees earned, all professional employment, all professional honors and awards, and an up-to-date list of books and journal publications by author in sequence. Manuscripts in press or submitted for publication and abstracts should be listed separately.

(2) Letters of evaluation of academic performance in teaching, research/scholarly achievement, and service will be solicited by the Chair after consulting with the candidate. Normally, there should be three (3) letters of evaluation from individuals outside the University of Oklahoma considered established authorities in the discipline who are in a position to evaluate the candidate's academic performance and suitability for promotion. These letters may be solicited from individuals who were not suggested by the candidate. There should be three (3) internal (or local) letters of evaluation particularly relevant to teaching and service.

(3) Examples of documentation of teaching, research/scholarly achievement, and service accomplishments are noted in Section 3.7.5(c)(3)(4)(5). The candidate is entitled to review the information in his/her promotion file with the exception of letters which were solicited by the chair with the assurance of confidentiality.

(d) All recommendations must be in writing. Reasons must be given for all recommendations except for a recommendation based on any polling of the unit's faculty members. In all recommendations that are to be forwarded, the Chair shall provide a separate recommendation with supporting reasons. Recommendations of the Dean and Provost must be provided to the unit's chair as well as to the candidate.

(e) Whenever possible, a promotion should be accompanied by an appropriate increase in salary. If budgetary limitations make this impossible in any particular year, an adjustment should occur at the next budget period when funds are available. Promotions should not be delayed because of budgetary constraints. Conversely promotions should be earned on their own right and not be used as substitutes for salary increases.

President Boren recommended that the Board of Regents approve the revision to the Health Sciences Center Faculty Handbook relative to "Appointments", "Professional Activities of the Faculty", "Faculty Tenure" and "Advancement in Rank".

Regent Bentley moved approval of the recommendation with an amendment to paragraph (c) of 3.5.6 by adding the sentence "All consecutive term appointments are non tenure track." The following voted yes on the motion: Regents Blankenship, Bentley, Hall, and Halverstadt. The Chair declared the motion unanimously approved.

HEALTH SCIENCES CENTER FISCAL YEAR 1997 BUDGET INFORMATION

The Health Sciences Center's (HSC) total budget for FY 1997 is \$245.6 million. This amount represents a \$19.3 million or 8.5% overall increase when compared to HSC's FY 1996 budget. The \$19.3 million increase is made up from the following major sources: State appropriations \$4.7 million or 8.1%, indirect cost revenues \$550,000 or 21%, tuition and fees \$207,480 or 1.9%, grants and contracts \$2.8 million or 5%, and Professional Practice Plan \$12.1 million or 15.5%. The largest single area of increase is within the Professional Practice Plan. The large increase is due primarily to projected revenue increases by the University's Heartland Health Plan of approximately \$10 million and a special appropriation of \$2.3 million to the State Health Department in support of programs administered by HSC's departments of Pediatrics and Obstetrics and Gynecology. Projected revenues for Heartland Health Plan for FY 1997 are approximately \$20 million or about double Heartland's revenues for FY 1996. The increase in projected income is a result of additional Medicaid lives assigned to Heartland Health Plan in the Oklahoma City area by the Health Care Authority and projected revenues as a result of Heartland Health Plan expanding to the Lawton area effective July 1, 1996. The additional revenues should allow the Professional Practice Plan to operate overall on a break-even basis.

The fiscal year 1997 budget data was presented for information purposes only. No action was required.

HEALTH SCIENCES CENTER FISCAL YEAR 1997 SALARY INCREASE PROGRAM

Additional State funding totaling \$4.7 million was allocated to the Health Sciences Center to address its strategic priorities for fiscal year 1997. The additional state funds, coupled with a slight increase in indirect cost revenues and tuition and fees provided adequate funding to implement a 4% salary and wage increase program, address projected fixed cost increases, and other strategic priorities. Deans/Directors were provided additional State funding equal to a 4% increase of their unit's salary and wage base. The additional funds could be allocated, at the discretion of the Deans/Directors for salary increases based on merit and/or cost of living factors, new positions, or increase operating budgets.

The overall salary increase for faculty and staff averaged 3.4% and 3.8% respectively. The overall salary increase, excluding the College of Medicine, averaged 5.4% for faculty and 4.6% for staff. The College of Medicine is currently in a period of retrenchment because of the unknown effects managed care will have on academic medicine, and therefore, some clinical departments offered only a limited salary increase program. The salary increase percentages include promotions and equity adjustments. The schedules, which were a part of this item, include: frequency distribution of salary increases, average salary increases by functional area, history of annual salary increases at HSC, and individual increases for all faculty and staff salary above \$40,000. Salary adjustments for all faculty and staff members making over \$40,000 have been reviewed and are recommended for approval by the Board. The faculty and staff salary increases are attached hereto as Exhibit A.

President Boren recommended the Board of Regents approve a salary and wage increase program for the Health Sciences Center faculty and staff.

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

PEDIATRIC RENOVATIONS, BASIC SCIENCES EDUCATION BUILDING - HSC

At the December 1995 meeting, the Board of Regents approved the award of a construction contract to J. L. Walker Construction, Inc. in the amount \$417,226 for the renovation of a portion of the second floor of the Basic Sciences Education Building into research laboratories for the Department of Pediatrics. The Pediatric Renovations project involves the renovation and purchase of equipment at a total cost of \$947,525, including the previously approved use of \$647,525 in Section 13 and New College funds and \$300,000 in private funds.

In the course of construction, changes were necessary and a Change Order in the amount of \$19,118 was issued to upgrade components of the existing steam utility system that were found to be deficient. This change increased the contract amount to a total of \$436,344. According to the Competitive Bidding Act, change orders must be formally approved by the Board and the reasons recorded in the permanent records. The change order will be funded with project contingency funds.

On May 30, 1996, an inspection of the renovated area was completed by representatives of J. L. Walker Construction, Inc., the Pediatrics Department, Site Support and Architectural and Engineering Services. A final punch list was developed and given to J. L. Walker Construction.

The University administration recommends that the project be accepted as substantially complete, effective May 30, 1996, and that the final payment be made to J. L. Walker Construction, Inc. following the completion of all work.

President Boren recommended that the Board of Regents (1) approve a change order for the Pediatric Renovations Project in the amount of \$19,118, (2) accept the renovation project in the Basic Sciences Education Building as substantially complete and (3) authorize final payment to J. L. Walker Construction, Inc. following the completion of all punch list items.

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

UTILIZATION OF SECTION 13 AND NEW COLLEGE FUNDS - HEALTH SCIENCES CENTER

The University administration has developed a plan to use a portion of Section 13 and New College Funds to be received during the period July 1, 1996 through June 30, 1997, for high priority projects at the Health Sciences Center. When approved by the Board of Regents and the Oklahoma State Regents for Higher Education, the projects listed below will be included in the Campus Master Plan for the Health Sciences Center.

In order to implement the plan, the Board of Regents is requested to approve the following projects and use of Section 13 and New College Funds in the amounts indicated:

<u>Health Sciences Center</u>	<u>Section 13 and New College Funds</u>
1. Biochemistry Research Equipment, 1996-97	\$ 650,000
2. Pediatric Scientific Equipment, Phase II	160,000
3. Academic Computer Equipment, 1996-97	257,000
4. Pharmacy Research Laboratory Renovation	27,574
5. Campus E-Mail Upgrade	94,328
6. Re-Roof College of Health Building	105,420
7. Debt Service on ODFA Revenue Bonds for Student Center	<u>170,678</u>
Health Sciences Center Campus Section 13 and New College Funds	TOTAL \$1,465,000

Additional information about each of the proposed Section 13 and New College Fund projects for the Oklahoma City and Tulsa Campus follows:

1. Biochemistry Research Equipment, 1996-97: This project involves the use of \$650,000 to purchase academic and scientific equipment for the Department of Biochemistry and Molecular Biology. The equipment is necessary to develop the academic and research programs of the Department, and to meet the five-year faculty recruitment commitment to the Chairman, Dr. Paul Weigel. The funds will be used to meet the needs of new faculty and to replace obsolete equipment.

2. Pediatric Scientific Equipment, Phase II: This project involves the use of \$160,000 to purchase additional research equipment for the Department of Pediatrics as a part of the recruitment commitment to the Chairman, Dr. Terrence Stull. The equipment will be purchased for renovated spaces in the Biomedical Sciences and Basic Sciences Education buildings.
3. Academic Computer Equipment, 1996-97: This project involves the use of \$257,000 to replace obsolete equipment and to purchase new computing equipment for the Health Sciences Center, Tulsa Campus and for colleges on the Oklahoma City Campus. The Tulsa Campus funds will continue to be dedicated to a five-year plan for the development of the Telemedicine/Telecommunications Project designed to facilitate communication, increase computing capabilities and implement the Rural Telemedicine Program. On the Oklahoma City Campus, computer network upgrades will be implemented for the Colleges of Allied Health, Dentistry, Pharmacy and Public Health through the purchase of additional computers, printers and related hardware and software.
4. Pharmacy Research Laboratory Renovation: This project involves the use of \$27,574 for the conversion of storage to research laboratory space. The project includes construction of partitions, casework and modifications to the mechanical and electrical systems in the basement of the College of Pharmacy building.
5. Campus E-Mail Upgrade: This project involves the use of \$94,328 to improve and consolidate the campus e-mail systems. The project includes the purchase of new computers to act as servers for two mail systems, the required software, and client licenses. This will result in a centralized e-mail system with expansion capability and high reliability.
6. Re-Roof College of Health Building: This project involves the use of \$105,420 to re-roof a major portion of the College of Health building. University Site Support representatives and State Risk Management officials conducted a routine roof inspection and found approximately 21,000 square feet of the roof in need of replacement. Project plans include the removal of the existing roof and replacement with two inches of iso-board insulation and a single-ply modified bitumen roof.

The University administration recommends approval of the above projects and related changes to the Campus Master Plan of Capital Improvement Projects for the Health Sciences Center.

President Boren recommended that the Board of Regents (1) approve a plan to use a total of \$1,465,000 in Section 13 and New College Funds for a group of Health Sciences Center projects and (2) authorize related revisions to the Campus Master Plan of Capital Improvement Projects for the Health Sciences Center.

Regent Bentley moved approval of the recommendation. The following voted yes on the motion: Regents Blankenship, Bentley, Hall, and Halverstadt. 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.

MAY 1996 SUMMARY:

Norman Campus and Health Sciences Center Combined Data

- Research expenditures and awards show increases of 12% (\$57.9 million vs. \$51.5 million) and 2% (\$61.0 million vs. \$59.6 million), respectively. Proposal activity has increased 24% from last year (\$227.1 million vs. \$183.9 million).
- Total expenditures are up 8% from last year at \$99.9 million, awards are up 14% with \$99.7 million, and proposal activity is up 45% (\$314.4 million vs. \$217.2 million).

Norman Campus

- Faculty based research expenditures increased 16% over last year (\$31.1 million vs. \$26.9 million). Awards increased 9% over last year (\$31.9 million vs. \$29.2 million) while proposal activity increased 37% from last year (\$177.4 million vs. \$129.2 million).
- College of Continuing Education expenditures are up 5% from last year (\$16.6 million vs. \$15.8 million), awards are up 113% at \$23.0 million, and proposal activity is up 300% at \$76.7 million.

Health Sciences Center

- Research expenditures are up 9% over last year (\$26.7 million vs. \$24.5 million). Awards are down 4% from last year (\$29.0 million) and proposal activity is down 9% (\$49.8 million).
- Total expenditures are up 6% over last year (\$50.0 million vs. \$47.3 million). However, awards are down 6% from last year (\$43.3 million vs. \$46.1 million), and proposal activity is down 9% (\$58.0 million vs. \$63.8 million).

President Boren recommended that the Board of Regents ratify the awards and/or modifications for May 1996 as submitted.

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

Provost Mergler reported there is a task force of faculty and staff looking at this past academic year and there are a substantial number of night courses offered. A number of students have been identified as primarily taking evening classes, however, the University has not been delivering packaged programs where students can obtain a degree and this is a real need. Dr. Mergler said she and Vice Provost Pappas want to develop a pilot program that could be implemented this academic year to demonstrate the utility of night classes and target the Oklahoma City area in particular for those programs where a student could obtain a complete degree through night courses.

ANNUAL PURCHASE OF NEWSPRINT FOR STUDENT PUBLICATIONS

Bids were circulated for an annual contract to furnish approximately 260 tons of newsprint to be used in the printing of *The Oklahoma Daily* newspaper and related publications for the period July 1, 1996 through June 30, 1997. The prices bid are subject to quarterly escalation/de-escalation percentage in accordance with the producer commodity price index beginning on October 1, 1996 with a 60 day advance notice of any price change.

1995/1996	Original Bid Price	\$646.00 per ton
1996/1997	Original Bid Price	\$674.50 per ton

This purchase will be made from the Student Publication Account 134-7304.

Bids were received from the following:

Champion International Corporation Dallas	\$186,280.85
Zellerbach/Mead Company Tulsa	\$189,131.90

The bid from Champion International is fully responsive to the specifications.

President Boren recommended the Board of Regents approve the award of a purchase order to Champion International Corporation for the purchase of recycled offset newsprint for the fiscal year 1996-97 in the estimated amount of \$186,280.

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

UTILIZATION OF 1996-97 SECTION 13 AND NEW COLLEGE FUNDS - NORMAN CAMPUS

The University administration has developed a comprehensive plan for the utilization of Section 13 and New College Funds scheduled to be received during the period July 1, 1996 to June 30, 1997 to fund critically needed facilities and items of equipment for the Norman Campus. When approved by the Board of Regents and the Oklahoma State Regents for Higher Education, these projects will be included in the Campus Master Plan for the Norman Campus.

In order to implement the plan, the Board of Regents is requested to approve the following projects and the proposal to use Section 13 and New College Funds in the amounts indicated:

<u>Norman Campus Projects</u>	<u>Section 13 and New College Funds</u>
1. Renovation and Equipment for New Faculty, 1996-97	\$ 400,000
2. Instructional and Research Equipment, 1996-97	300,000
3. Computer Equipment, 1996-97	600,000
4. Academic and Administrative Space Renovation and Emergency Repairs, 1996-97	210,000
5. Debt Service on ODFA Revenue Bonds	<u>1,050,000</u>
Norman Campus Section 13 and New College Funds	TOTAL \$2,560,000

Additional information about each of the proposed Section 13 and New College Fund projects for the Norman Campus follows:

1. Renovation and Equipment for New Faculty, 1996-97: This project involves the use of \$400,000 to renovate areas for new faculty, to provide research and office space, to purchase teaching equipment, and to acquire other facilities to support the teaching and research activities of new faculty.
2. Instructional and Research Equipment, 1996-97: A total of \$300,000 is needed to purchase teaching equipment and to acquire other facilities needed to support faculty teaching and research functions.
3. Computer Equipment, 1996-97: This project involves the use of \$600,000 in funding for the replacement of obsolete equipment and to purchase new equipment items. Items of equipment include additional peripheral equipment, extension of the fiber optics network, replacements for obsolete printers and terminals, and additional microcomputers and workstations for students, faculty and staff.

4. Academic and Administrative Space Renovation and Emergency Repairs, 1996-97: Funds are needed for a number of small renovations and emergency repairs during the year. It is estimated that a total of \$60,000 will be required for minor space renovation and emergency repairs. Minor asbestos removal projects (\$50,000), accessibility improvements (\$50,000), and energy conservation projects (\$50,000) also will be addressed using these funds.

President Boren recommended that the Board of Regents (1) approve the plan to use a total of \$2,560,000 in 1996-97 Section 13 and New College Funds for a group of Norman Campus projects and the modification of the University's Campus Master Plan of Capital Improvement Projects for the Norman Campus to include these projects and (2) authorize the administration to proceed with these projects when the funds are available.

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

FRACTURING FLUID CHARACTERIZATION FACILITY

At the April 1995 meeting of the Board of Regents, the Board authorized the administration to award a contract to L. F. Downey Construction, Inc., the lowest and best bidder on the Fracturing Fluid Characterization Facility project. The new facility, located at the University Research Park, provides special laboratories and other spaces and equipment required to evaluate the behavior and properties of fracturing fluids under "real world" conditions.

A substantial completion inspection of the project was held on June 5, 1996, with representatives of L. F. Downey Construction Company, Inc.; C. H. Guernsey & Company, the project architects; and the University's department of Architectural and Engineering Services in attendance. The results of the inspection indicated that the project was substantially complete. A punch list of minor work items was developed and given to L. F. Downey Construction Company for correction. The final contract amount is \$1,187,671.29. It is recommended that the Board of Regents accept the Fracturing Fluid Characterization Facility project as substantially complete and authorize that the final payment be made to L. F. Downey Construction Company, Inc. following the completion of all punch list work.

President Boren recommended that the Board of Regents (1) accept the Fracturing Fluid Characterization Facility project as substantially complete and (2) authorize that the final payment be made to L. F. Downey Construction Company, Inc. following the completion of all punch list items.

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

CERAMICS STUDIO AND KILN RELOCATION

At the April 1996 meeting, the Board of Regents approved a project to construct a new facility for the School of Art's ceramics studio and kilns. The project also includes the removal of the existing kiln area, screen wall and certain drives adjacent to the Fred Jones Jr. Art Center. The Board also authorized the administration to proceed with the selection of a consultant to provide professional services for the project.

In accordance with Oklahoma Statutes and with established procedures for the selection of architectural and engineering consultants, the interview committee met on June 19, 1996 and selected for interview five firms from a list of 13 which expressed interest in the project. On June 28, 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/or 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. Stability of Firm
8. Size of Firm
9. Ability to provide service on time and within budget

The interview committee obtained and evaluated information from the consultants, from the files of the State of Oklahoma Department of Central Services, and from other sources. Based upon the information obtained during the interviews and a detailed review and evaluation of each firm's qualifications, the interview committee rated the firms from highest to lowest as follows:

1. TAP / The Architectural Partnership, Oklahoma City
2. Richard R. Brown Associates, Oklahoma City
3. Miles Associates, Inc., Oklahoma City
4. HCA - Hite Culver Associates, Oklahoma City
5. Holleyman Associates, Oklahoma City

Evaluation of the Firms Under Consideration for the Ceramics Studio and Kiln Relocation Project:

	<u>TAP / The Architectural Partnership</u>	<u>Richard R. Brown Associates</u>	<u>Miles Associates, Inc.</u>	<u>HCA - Hite Culver Associates</u>	<u>Holleyman Associates</u>
Acceptability of Design	88	86	83	75	59
Quality of Engineering	85	87	82	73	60
Adherence to Cost Limits	39	37	40	29	32
Adherence to Time Limits	39	40	40	33	33
Volume of Changes	40	40	41	33	33
Stability of Firm	<u>41</u>	<u>40</u>	<u>42</u>	<u>33</u>	<u>30</u>
Total Points	332	330	328	276	247

The interview committee was composed of the following persons:

David G. Stapleton, Assistant Director, Architectural and Engineering Services, Chair
Brandon L. Buchanan, Special Assistant to the President
Kenneth L. Jorgenson, Assistant Director, Physical Plant
Andrew L. Phelan, Director, School of Art
Eleanor F. Weinell, Associate Professor of Architecture, and Chair, Campus Planning Council

President Boren recommended that the Board of Regents (1) rank in the order presented the architectural firms which are under consideration to provide professional services required for the Ceramics Studio and Kiln Relocation project, (2) authorize the University administration to negotiate the terms of an agreement and a fee starting with the highest ranked firm, and (3) authorize the President or his designee to execute the consultant agreement.

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

EVANS HALL AND BIZZELL MEMORIAL LIBRARY FIRE SPRINKLER SYSTEMS

At the April 1996 meeting, the Board of Regents approved a project to install fire sprinkler systems in Evans Hall and Bizzell Memorial Library and authorized the administration to proceed with the selection of a consultant to provide professional services for the project.

In accordance with Oklahoma Statutes and with established procedures for the selection of architectural and engineering consultants, the interview committee met on June 13, 1996 and selected for interview five firms from a list of eight which expressed interest in the project. On June 21, 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/or 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. Stability of firm
8. Size of firm
9. Ability to provide service on time and within budget

The interview committee obtained and evaluated information from the consultants, from the files of the State of Oklahoma Department of Central Services, and from other sources. Based upon the information obtained during the interviews and a detailed review and evaluation of each firm's qualifications, the interview committee rated the firms from highest to lowest as follows:

1. Architects in Partnership, P.C., Norman
2. Elliott + Associates Architects, Oklahoma City
3. HCA - Hite Culver Associates, Oklahoma City
4. Murray Jones Murray Incorporated, Tulsa
5. Boynton Williams & Associates, Norman

Evaluation of the Firms Under Consideration for the Evans Hall and Bizzell Memorial Library Fire Sprinkler Systems Project:

	<u>Architects in Partnership P. C.</u>	<u>Elliott + Associates Architects</u>	<u>HCA - Hite Culver Associates</u>	<u>Murray Jones Murray Incorporated</u>	<u>Boynton Williams & Associates</u>
Acceptability of Design	101	103	100	84	61
Quality of Engineering	105	96	96	83	60
Adherence to Cost Limits	52	51	49	42	36
Adherence to Time Limits	50	51	49	42	37
Volume of Changes	52	50	49	45	38
Stability of Firm	<u>52</u>	<u>50</u>	<u>50</u>	<u>43</u>	<u>39</u>
Total Points	412	401	393	339	271

The interview committee was composed of the following persons:

- R. David Nordyke, Staff Architect, Architectural and Engineering Services, Chair
- Brandon L. Buchanan, Special Assistant to the President
- Nicholas S. Hathaway, Executive Assistant to the President
- Leroy J. Spor, Fire Marshal, Department of Public Safety
- Wilbur A. Stolt, Director, Library Public Services, University Libraries
- Bert A. Weimer, Engineer, Physical Plant

It is recommended that the Board of Regents authorize the preparation of construction documents and authorize the advertising for and the receiving of bids for construction of the project.

President Boren recommended that the Board of Regents (1) rank in the order presented the architectural firms which are under consideration to provide professional services required for the Evans Hall and Bizzell Memorial Library Fire Sprinkler Systems project, (2) authorize the University administration to negotiate the terms of an agreement and a fee starting with the highest ranked firm, (3) authorize the President or his designee to execute the consultant agreement, (4) authorize the preparation of construction documents for the project, and (5) authorize the University administration to advertise the project for bids and to receive bids for construction.

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

LAW CENTER ROOF

Since as early as 1992, signs of deterioration of the Law Center roof have appeared, including water stains and various discolorations on the exposed interior concrete structure. An inspection of the roof was performed in 1992 and the results indicated that the built-up roof was deteriorated and that over time the roof felts and underlaying materials had been saturated with moisture from consistent roof leaks and failure of the existing roofing materials. At that time, a plan was developed to install a new foam roof system on top of the existing failed roof and to do remedial repairs to the building's skylight system. The estimated cost of this proposed remedy was approximately \$80,000.

In 1993, after reconsideration of the initial plan by the administration, two roofing consultants were retained to review the condition of the existing roof and to provide an analysis and a recommendation for a solution. Both consultants' reports indicated that the installation of a new watertight roof over the existing water saturated roof would fail to stop the continued water infiltration into the building and would further cause a potential for deterioration of the structural integrity of the building's concrete structure. Both consultants recommended the complete removal of all existing roofing materials, including an allowance of time for the structure to dry out, and the installation of a new insulation and roofing system. Estimates prepared at that time indicated that the work would cost approximately \$450,000. Funds were not available at that time to complete the project, and additional temporary repairs were made pending funding of the roof project. During the intervening time, additional water stains, discolorations, and damage have continued to occur. An up-to-date estimate of work now needed is not available but will be developed with the plans and specifications for the project.

In order to stop the continued decay of the roof structure, the administration is requesting authority to retain a consultant to develop documents for the removal and replacement of the roof, to bid the final documents, and to award a contract for the new roof. In order to accomplish the project this summer and before the normal rainy period in the fall, it is necessary to move forward very quickly; otherwise the project will probably be delayed until weather permits during the summer of 1997.

President Boren recommended that the Board of Regents (1) approve a project to reroof the Law Center building, (2) authorize the development of final plans and specifications for the project, (3) authorize the administration to advertise the project for bids, and (4) authorize the President or his designee to award a contract for construction of the project to the lowest and best bidder subject to the availability of University funds.

Regent Halverstadt asked if the possibility of providing a category of funding for building depreciation had ever been examined. President Boren responded that it would be a wise thing to do and could be done in two ways. A certain percentage for depreciation could be built in to the budget and a source of funding identified such as Section 13 or Auxiliary Enterprise funds. Or, a long-range plan for buildings could be developed, identifying the rate of

depreciation and budget plans made in advance for taking care of those buildings. President Boren mentioned the Museum of Natural History which now has an endowment for ongoing operating and maintenance costs.

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

WORKING CAPITAL ADVANCE TO ATHLETIC DEPARTMENT

The Regents' fiscal policies applicable to auxiliary enterprises and service units empower the University's Controller to authorize short-term (less than 12 months) operating cash flow loans to auxiliaries and service units requiring such short-term working capital assistance. Long-term loans (12 months or more) greater than \$75,000 require the approval of the President and the Board of Regents. The Athletic Department has required temporary short-term cash flow loans during the last two quarters of each fiscal year since FY92, but has been able to generate sufficient cash inflows to repay these loans on or before June 30 of each fiscal year. During FY96, the Athletic Department has required working capital cash flow loans every month since August 1995, however, the cash flow projections provided by the Athletic Department with the May 31, 1996, cash flow loan request indicated that the Athletic Department would not be able to repay the loan within 12 months. Working capital loans are projected by the Athletic Department to be required throughout FY97. These projections indicate that the working capital requirements of the Athletic Department are long-term, and therefore, authorization of the Regents is required.

President Boren recommended the Board of Regents authorize a long-term working capital cash flow loan in an amount sufficient to meet the monthly cash flow requirements of the Athletic Department's financial operations. The source of funds shall be agency special pooled cash. The working capital cash flow loans will be interest free to the Athletic Department.

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

PURCHASE OF FILM EDITING SYSTEM

The current linear film editing system stores video on tapes similar to audio cassettes. This type of editing results in the continual deterioration of the quality of tape produced after the original product is filmed. The process of analyzing film and developing practice and game plans involves the repeated copying of original film. The proposed next generation digital editing system incorporates a digital data storage system, the same technology used in audio CDs, which preserves the quality of the original tape even after repeated use.

The digital editing system also provides the ability to retrieve clips from storage faster and more efficiently than a linear system. The digital system will allow coaches to view clips instantly and in the order or format that he/she needs. For example, the digitized tape can be marked for specific game situations. Once marked, a coach can instantly retrieve all such occurrences and generate a tape of these specific situations.

This specific bid will incorporate the basic digital film editing system for football that can also be expanded for use for other sports. As the technology advances the system can be expanded for individual coaches' stations.

President Boren recommended that the Board of Regents authorize the President and the Interim Athletic Director to receive bids and negotiate a final agreement with the assistance of the Office of the General Counsel for the purchase of a digital film editing system.

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

SPECTATOR INFORMATION SYSTEMS FOR UNIVERSITY ATHLETIC FACILITIES

A Request for Proposal has been developed to provide Spectator Information Systems for the University's Athletic Facilities. These systems will include scoreboards, large screen video, message boards, other electronic information systems, and signage. The desire is to contract with a vendor to design, implement, and finance these systems. It is also our intention to provide a continuous revenue stream to the Athletic Department from the contracted vendor through sponsorships of the systems.

RFP's were sent to approximately 19 potential bidders. The following is a tentative schedule for this procurement:

7/12/96	Issue Request for Proposal
7/24/96	Pre-Bid Conference
8/06/96	RFP Closes
8/12/96	Vendor Presentations (if necessary)
8/15/96	Complete Evaluations
8/17/96	Award Notification
8/30/96	Complete Negotiations and Finalize Contract
9/11/96	Information Item to Regents

The following locations are included in the RFP:

Required System Locations

- a) Memorial Stadium
- b) Lloyd Noble Center
- c) L. Dale Mitchell Park
- d) Softball Complex

Alternate System Locations

- a) Mosier Indoor Facility
- b) John Jacobs Track Facility
- c) Field House
- d) Soccer Field

The objective is to have the systems in place for the upcoming basketball season. This necessitates the request for pre-approval of this award.

President Boren recommended that the Board of Regents grant authority to the President and Interim Athletic Director and/or their designee(s) to receive bids and negotiate a final agreement with the assistance of the Office of the General Counsel for the award of a Spectator Information System contract to the vendor submitting the best proposal.

President Boren reported he wished to amend his recommendation as he feels this should come back to the Board for final action on the bid proposals. He said the tentative schedule will be modified.

Regent Halverstadt moved approval of the President's amended recommendation to grant authority to the President and Interim Athletic Director and/or their designee(s) to receive and evaluate bids and then present the bid results to the Board of Regents for action on the best proposal. The following voted yes on the motion: Regents Blankenship, Bentley, Hall, and Halverstadt. The Chair declared the motion unanimously approved.

PURCHASE OF DESKTOP AND NOTEBOOK COMPUTERS FOR OFFICE SYSTEMS

Bids were submitted to 16 vendors for the purchase of desktop and notebook computers. Responses were received from six of those companies: AmeriData, Applied Computer Technologies, Inc., Dell, Gateway, Unisys, and Zenith. Three vendors replied to the notebook portion of the RFP. All were rejected by the Committee.

Responses for desktop computers were evaluated for their conformity to the RFP specifications and through this analysis were narrowed to three vendors who were asked to submit samples for examination. These vendors included Zenith, Unisys Corporation, and Applied Computer Technologies, Inc.

After testing these three computers for their compliance to the specifications and quality needed, it was determined that Applied Computer Technologies, Inc., provided the best value including quality, service, and cost to the students, faculty, and staff who will purchase these computers. Therefore, an award to Applied Computer Technologies, Inc., to purchase a minimum of 100 units, at a basic system cost of \$1,579.00 each and \$2,429.00 each for the advanced system, will be made.

This was reported for information only. No action was required.

MEETING DATES FOR 1997

The following dates for meetings in calendar year 1997 are proposed:

January 21-22 - Tuesday and Wednesday
March 6-7 - Thursday and Friday
April 8-9 - Tuesday and Wednesday
May 13-14 - Tuesday and Wednesday
June 24-25 - Tuesday and Wednesday
July 19-21 - Saturday, Sunday and Monday -- Retreat
July 21-22 - Monday and Tuesday
September 9-10 - Tuesday and Wednesday
October 28-29 - Tuesday and Wednesday
December 9-10 - Tuesday and Wednesday

Regent Halverstadt moved approval of the dates proposed for Board of Regents' regular meetings during 1997. The following voted yes on the motion: Regents Blankenship, Bentley, Hall, and Halverstadt. The Chair declared the motion unanimously approved.

SALE OF REAL PROPERTY LOCATED AT 1200 PICKARD AVENUE, NORMAN, OKLAHOMA

The University has offered for sale the President's home located at 1200 South Pickard Avenue. The minimum acceptable bid amount is \$375,000.00. A realtor may obtain a commission on the sale of up to 3% as long as the net amount to the University is at least \$375,000.00. The University has included a right of first refusal on the high bid.

The Pickard house and cabana has 5,324 square feet of total living space on 1.2 acres. The swimming pool cabana has 901 square feet. The main house has 4,423 square feet.

Bid documents were sent to over 90 local realtors and other interested parties. The bids closed at 10:00 a.m. on Friday, July 12, 1996. All bids will be reviewed and the highest and best bid will be awarded the purchase of the property under the conditions noted above.

The University reserves the right to reject any and all bids.

President Boren recommended that the Board of Regents review and accept the highest and best bid for the sale of the property located at 1200 South Pickard Avenue.

General Counsel Joseph Harroz reported that approximately 15 interested parties submitted proposals or applications for contracts. The highest and best bid was \$605,711.52 from Dawn Real Estate Holding Company, L.I.C. They met the requirements of the bidding which included 5% earnest money.

Regent Halverstadt moved the Board accept the bid from Dawn Real Estate Holding Company in the amount of \$605,711.52. The following voted yes on the motion: Regents Blankenship, Bentley, Hall, and Halverstadt. The Chair declared the motion unanimously approved.

INTERNAL AUDITING REPORT

Pursuant to Regents' policy, Glen Earley, Director of Internal Auditing, reports on any pending or potential audit issues. No report was given.

ACADEMIC PERSONNEL ACTIONS

Health Sciences Center:

APPOINTMENTS OR REAPPOINTMENTS:

Lynn Annette Drake, M.D., Professor and Chair of Dermatology, annual rate of \$130,000 for 12 months (\$10,833.34 per month), September 16, 1996 through June 30, 1997. Paid from A0007291, PPP Dean's Fund-Dermatology; B0341001, Childrens Memorial Hospital Reimbursement; and 22049720, Dermatology, pos. 124001.

James Francis Donovan, Jr., M.D., Professor of Urology, annual rate of \$109,000 for 12 months (\$9,083.33 per month), September 1, 1996 through June 30, 1997. Paid from A0000083, PPP Urology, pos. 214200.

Jack L. Coffey, R.Ph., Interim Assistant Dean, College of Pharmacy, and Clinical Associate Professor of Pharmacy Practice, annual rate of \$70,000 for 12 months (\$5,833.33 per month), July 1, 1996 through June 30, 1997. Paid from 30009770, College of Pharmacy-Dean, pos. 286125.

Loui D. Elfrink, Jr., M.D., Associate Professor of Family Medicine, Tulsa, annual rate of \$74,000 for 12 months (\$6,166.66 per month), September 1, 1996 through June 30, 1997. Paid from 2803-5, Family Medicine, Tulsa, and A0003198, Family Medicine Faculty Salaries, pos. 248450.

Anita C. All, Ph.D., Associate Professor of Nursing, annual rate of \$44,000 for 12 months (\$3,666.67 per month), August 1, 1996 through June 30, 1997. Paid from 20069740, College of Nursing, pos. 069025.

Pamela Price-Hoskins, Ph.D., Associate Professor of Nursing, annual rate of \$44,000 for 10 months (\$4,000.00 per month), August 1, 1996 through May 31, 1997. Paid from 20069740, College of Nursing, pos. 068225.

Leslie Simcox Hudson, Ph.D., Assistant Professor of Research, Department of Biostatistics and Epidemiology, annual rate of \$16,656 for 12 months (\$1,388.00 per month), .37 time, April 23, 1996 through June 30, 1996. Paid from D9160100, Research Incentive Program Indirect Cost Return, pos. 223110.

David L. Rogers, M.D., Assistant Professor of Family and Preventive Medicine, annual rate of \$70,000 for 12 months (\$5,833.34 per month), August 1, 1996 through June 30, 1997. Paid from 2218-2, Family and Preventive Medicine, and A0003789, Family Medicine Faculty Salaries, pos. 180675.

David Allen Sather, D.D.S., Clinical Assistant Professor of Fixed Prosthodontics, annual rate of \$52,000 for 12 months (\$4,333.33 per month), July 1, 1996 through June 30, 1997. Paid from 10339730, Fixed Prosthodontics, pos. 022100.

Longqin Hu, Ph.D., Assistant Professor of Medicinal Chemistry, annual rate of \$54,000 for 12 months (\$4,500.00 per month), August 1, 1996 through June 30, 1997. Paid from 30069670, College of Pharmacy, pos. 289402.

Nancy Theresa Rodgers-Neame, M.D., Assistant Professor of Neurology, annual rate of \$45,000 for 12 months (\$3,750.00 per month), August 1, 1996 through June 30, 1997. Paid from 22099630, Neurology, pos. 154200.

Scott C. Sigler, M.D., Assistant Professor of Ophthalmology, annual rate of \$50,000 for 12 months (\$4,166.67 per month), July 17, 1996 through June 30, 1997. Paid from A0000076, PPP Ophthalmology, pos. 156450.

Kevin L. Haney, D.D.S., Assistant Professor of Pediatric Dentistry, annual rate of \$45,000 for 12 months (\$3,750.00 per month), September 1, 1996 through June 30, 1997. Paid from 1036-3, Developmental Dentistry, and C1299601, Native American Pre-Faculty Fellowship, pos. 033910.

Rae R. Matsumoto, Ph.D., Assistant Professor of Pharmacology and Toxicology, annual rate of \$57,000 for 12 months (\$4,750.00 per month), August 1, 1996 through June 30, 1997. Paid from 30089770, Pharmacology and Toxicology, pos. 286260.

Tracy M. Hagemann, Pharm.D., Assistant Professor of Pharmacy Practice, annual rate of \$52,000 for 12 months (\$4,333.33 per month), July 1, 1996 through June 30, 1997. Paid from 30309770, Pharmacy Practice, pos. 293630.

July 15, 1996

25055

Susan Rother-Bond, Pharm.D., Clinical Assistant Professor of Pharmacy Practice, annual rate of \$24,960 for 12 months (\$2,080.00 per month), .50 time, July 1, 1996 through June 30, 1997.

Paid from C2319103, Provide Clinical Pharmacy/Pharmacology Service, pos. 294220.

Amar Bhandary, M.D., Clinical Assistant Professor of Psychiatry and Behavioral Sciences, annual rate of \$60,000 for 12 months (\$5,000.00 per month), July 1, 1996 through June 30, 1997.

Paid from 22209720, Psychiatry and Behavioral Sciences, pos. 188800.

Gary K. Borrell, M.D., Clinical Assistant Professor of Psychiatry and Behavioral Sciences, annual rate of \$37,223 for 12 months (\$3,101.92 per month), .50 time, June 15, 1996 through June 30, 1996. Paid from 22209620, Psychiatry, Neurology, and Behavioral Sciences, pos. 186451.

Donald Alan Elmajian, M.D., Assistant Professor of Urology, annual rate of \$75,000 for 12 months (\$6,250.00 per month), August 1, 1996 through June 30, 1997. Paid from 22269630, Urology, and A0000083, PPP Urology, pos. 214700.

Sherri L. Brown, M.D., Clinical Instructor in Medicine, Tulsa, annual rate of \$36,000 for 12 months (\$3,000.00 per month), .90 time, July 1, 1996 through June 30, 1997. Paid from A0010298, PPP TMC Internal Medicine Clinic Instruction, pos. 250452.

James Clifford Lorentzen, M.D., Clinical Instructor in Radiological Sciences, annual rate of \$46,292 for 12 months (\$3,857.67 per month), July 1, 1996 through June 30, 1997. Paid from A0000181, Radiology Salary Supplement, pos. 201250, and Oklahoma Medical Center.

James Randall Wilson, M.D., Clinical Instructor in Radiological Sciences, annual rate of \$46,292 for 12 months (\$3,857.67 per month), July 1, 1996 through June 30, 1997. Paid from A0000181, Radiology Salary Supplement, pos. 201660, and Oklahoma Medical Center.

CHANGES:

John T. Brauchi, Clinical Professor of Psychiatry and Behavioral Sciences, Tulsa, salary changed from annual rate of \$30,000 for 12 months (\$2,500.00 per month), .28 time, to annual rate of \$35,000 for 12 months (\$2,916.67 per month), .33 time, July 1, 1996 through June 30, 1997. Paid from 2813-5, Psychiatry and Behavioral Sciences, Tulsa, pos. 257000.

Steven L. Dill, title changed from Clinical Assistant Professor to Assistant Professor of Family Medicine, Tulsa, salary changed from without remuneration to annual rate of \$70,000 for 12 months (\$5,833.33 per month), July 1, 1996 through June 30, 1997. Paid from A0003198, Family Medicine Faculty Salaries, pos. 248620.

Charles D. Folger, title changed from Clinical Associate Professor to Associate Professor of Medicine, and from Assistant Dean for Presbyterian Health Affairs to Associate Dean for Clinical Practice and Medical Director, University Physicians Medical Group; salary changed from without remuneration to annual rate of \$120,000 for 12 months (\$10,000.00 per month), June 18, 1996 through June 30, 1996. Paid from A0000091, PPP Development Fund, pos. 056156.

David Garrison, Associate Professor of Physical Therapy, Adjunct Associate Professor of Allied Health Education and of Occupational Therapy; title changed from Interim Chair to Chair of Allied Health Education; salary changed from annual rate of \$50,000 for 12 months (\$4,166.67 per month) to annual rate of \$52,000 for 12 months (\$4,333.34 per month), July 1, 1996. Paid administrative supplement of \$2,000. Paid from 2722-6, Physical Therapy, pos. 238650, and 2702-6, Allied Health Education, pos. 231500.

John W. Gastorf, Clinical Associate Professor of Family Medicine, Tulsa, salary changed from annual rate of \$12,000 for 12 months (\$1,000.00 per month), .20 time, to annual rate of \$6,000 for 12 months (\$500.00 per month), .10 time, July 1, 1996 through June 30, 1997. Paid from 28039650, Family Medicine, Tulsa, pos. 248630.

Gilbert G. Haas, Jr., title changed from Professor to Clinical Professor of Obstetrics and Gynecology, salary changed from annual rate of \$72,786 for 12 months (\$6,065.58 per month) to without remuneration, June 30, 1996 (paid accrued vacation through August 19, 1996).

Philip A. Isaac, title changed from Instructor to Assistant Professor of Anesthesiology, salary changed from annual rate of \$50,000 for 12 months (\$4,166.66 per month) to annual rate of \$55,000 for 12 months (\$4,583.33 per month), July 1, 1996 through June 30, 1997. Paid from A0000171, PPP Anesthesiology Administration, pos. 119800.

Nancy A. Letassy, title changed from Clinical Associate Professor to Associate Professor of Pharmacy Practice, salary changed from annual rate of \$5,550 for 12 months (\$462.50 per month), .10 time, to annual rate of \$66,500 for 12 months (\$5,541.67 per month), full time, July 1, 1996 through June 30, 1997. Paid from 30309770, Pharmacy Practice, pos. 293638.

William M. McShan, Research Associate, Department of Microbiology and Immunology, salary changed from annual rate of \$40,000 for 12 months (\$3,333.33 per month) to annual rate of \$48,000 for 12 months (\$3,999.99 per month), June 1, 1996 through June 30, 1996. Paid from C1146801, Microbial Pathogen Genome Project, Streptococcus, and C1105910, Determinants of Virulence in Group A Streptococcus, pos. 101756.

Susan Mehnert-Kay, title changed from Assistant Professor to Clinical Assistant Professor of Family Medicine, Tulsa, salary changed from annual rate of \$71,400 for 12 months (\$5,950.00 per month), full time, to annual rate of \$59,800 for 12 months (\$4,983.33 per month), .80 time, July 1, 1996 through June 30, 1997. Paid from 28039650, TCM Family Practice, pos. 248200.

Betty Pfefferbaum, Professor of Psychiatry and Behavioral Sciences and Adjunct Professor of Pediatrics; given additional title Chair of Psychiatry and Behavioral Sciences, and The Paul and Ruth Jonas Chair in Mental Health; salary changed from annual rate of \$84,150 for 12 months (\$7,012.50 per month) to annual rate of \$130,000 for 12 months (\$10,833.33 per month), August 1, 1996. Paid from A0000080, PPP Psychiatry, pos. 186050, and A0000091, PPP Development Fund, pos. 057792.

Russell G. Postier, Professor of Surgery and Residency Program Director, Department of Surgery; given additional title Acting Chair of Surgery, June 1, 1996.

Ravindar K. Pruthi, title changed from Instructor to Assistant Professor of Anesthesiology, salary changed from annual rate of \$51,000 for 12 months (\$4,250.00 per month) to annual rate of \$55,000 for 12 months (\$4,583.33 per month), July 1, 1996 through June 30, 1997. Paid from A0000171, PPP Anesthesiology Administration, pos. 119500.

July 15, 1996

25057

H. Richard Shough, Professor of Pharmacy; title changed from Associate Dean to Interim Dean, College of Pharmacy; salary changed from annual rate of \$71,611 for 12 months (\$5,967.58 per month) to annual rate of \$95,000 for 12 months (\$7,916.67 per month), June 1, 1996. Paid \$10,000 administrative supplement during service as Interim Dean. Paid from 30009770, College of Pharmacy Dean, pos. 286100.

Weyton W. Tam, Clinical Assistant Professor of Radiological Sciences and Section Chief, Musculoskeletal Radiology; given additional title Coordinator of Resident Teaching, Department of Radiological Sciences, July 1, 1996 through June 30, 1997.

Frank Waxman, Associate Professor of Microbiology and Immunology; title changed from Associate Vice President to Vice President for Research, Health Sciences Center; salary changed from annual rate of \$84,061 for 12 months (\$7,005.08 per month) to annual rate of \$98,000 for 12 months (\$8,166.67 per month), May 1, 1996. Paid from 20039670, Office of Research Administration, pos. 064270.

RESIGNATIONS AND/OR TERMINATIONS:

Amy L. Aulhouse, Assistant Professor of Anatomical Sciences, June 30, 1996 (with accrued vacation through August 21, 1996).

Dennis L. Confer, Associate Professor of Medicine, June 30, 1996 (with accrued vacation through August 14, 1996).

George P. Giacoia, Professor of Pediatrics, Tulsa, June 30, 1996.

Gale L. Joslin, Clinical Instructor in Radiological Sciences, June 30, 1996 (with accrued vacation through July 19, 1996).

Masoor Kamalesh, Assistant Professor of Medicine, May 17, 1996 (with accrued vacation through July 1, 1996).

Sara Tobin, Associate Professor of Biochemistry and Molecular Biology, June 30, 1996 (with accrued vacation through August 12, 1996).

Michael T. Valley, Assistant Professor of Obstetrics and Gynecology, June 30, 1996 (with accrued vacation July 4, 1996).

RETIREMENTS:

Thomas E. Acers, retired June 30, 1995; appointed Professor Emeritus of Ophthalmology, June 30, 1995. Approval of Emeritus title only.

Albert M. Chandler, Professor of Biochemistry and Molecular Biology, June 28, 1996 (with accrued vacation through August 27, 1996).

G. Rainey Williams, Professor and John A. Schilling Chair of Surgery, Section Chief, Section of General Surgery, Department of Surgery, May 31, 1996 (with accrued vacation through June 30, 1996); appointed Clinical Professor of Surgery, without remuneration, May 31, 1996 through June 30, 1996.

Norman Campus:**LEAVES OF ABSENCE:**

Kathleen L. Burnett, Assistant Professor of Dance, leave of absence without pay, August 16, 1996 through December 31, 1996.

Darryl J. McCullough, Professor of Mathematics, sabbatical leave of absence with full pay, August 16, 1996 through December 31, 1996. To conduct research at the Mathematical Sciences Research Institute in Berkeley, California on geometric topology and low-dimensional topology.

Faculty appointment date: September 1, 1978. Previous leave taken: sabbatical leave of absence with full pay, August 16, 1984 through December 31, 1984. Teaching load covered by current and adjunct faculty.

Tomasz Przebinda, Associate Professor of Mathematics, sabbatical leave of absence with full pay, August 16, 1996 through December 31, 1996. To conduct research in Representation Theory of Lie groups and in Wavelets with top world experts from Canada, Poland, Germany and United States. Faculty appointment date: August 16, 1990. No previous leaves taken. Teaching load covered by current and adjunct faculty.

Gerard Walschap, Associate Professor of Mathematics, sabbatical leave of absence with full pay, August 16, 1996 through December 31, 1996. To conduct research applications of semi-Riemannian geometry with visits to the University of California, Los Angeles and State University of New York at Stony Brook. Faculty appointment date: August 16, 1990. No previous leaves taken. Teaching load covered by current and adjunct faculty.

APPOINTMENTS OR REAPPOINTMENTS:

John Patrick Castagna, Ph.D., Edward Lamb McCollough Chair in Geology and Geophysics, Director, Institute for Exploration and Developmental Geology, and Professor of Geology and Geophysics with tenure, annual rate of \$100,000 for 9 months (\$11,111.11 per month), August 16, 1996. Paid from 122-7242, Geology and Geophysics, and 122-7631, E. L. McCollough Chair in Geology and Geophysics, pos. 09722.

Marlan W. Downey, J. Denny Bartell Professor of Geosciences and Sarkeys Energy Center Chief Scientist, without remuneration, August 1, 1996 through June 30, 1999.

Craig J. Russell, Ph.D., J. C. Penney Business Leadership Chair and Professor of Management with tenure, annual rate of \$90,000 for 9 months (\$10,000.00 per month), August 16, 1996. Paid from 122-7636, J. C. Penney Business Leadership Chair, and 122-7213, Business Administration Instruction, pos. 08488.

Cedomir M. Sliepcevich, George Lynn Cross Research Professor Emeritus of Chemical Engineering and Materials Science and Research Principal Investigator, School of Chemical Engineering and Materials Science, annual rate of \$52,800 for 12 months (\$4,400.00 per month), .40 time, June 1, 1996 through August 31, 1996. Paid from 125-4349, Halon Alternate in Firefighting System, pos. 09873. Paid from grant funds; subject to availability of funds.

Gerald Crain, reappointed Interim Director and Visiting Associate Professor of Electrical and Computer Engineering, July 1, 1996 through June 30, 1997. Contractual agreement with Texas Instruments.

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Neil Owen Houser, Ph.D., Associate Professor of Instructional Leadership and Academic Curriculum, annual rate of \$40,000 for 9 months (\$4,444.44 per month), August 16, 1996 through May 15, 1997. Paid from 122-7343, Instructional Leadership and Academic Curriculum, pos. 06741.

Robert Phillip Anex, Ph.D., Assistant Professor of Aerospace and Mechanical Engineering and Research Fellow in Science and Public Policy Program, annual rate of \$46,000 for 9 months (\$5,111.11 per month), August 16, 1996 through May 15, 1997. Paid from 122-7436, Science and Public Policy, pos. 00049.

Debora Diane Wood, Assistant Professor of Art, annual rate of \$29,000 for 9 months (\$3,222.22 per month), August 16, 1996 through May 15, 1997. Paid from 122-7204, School of Art, pos. 03375.

Charles Henry Woodman, Assistant Professor of Art, annual rate of \$32,000 for 9 months (\$3,555.55 per month), August 16, 1996 through May 15, 1997. Paid from 122-7204, School of Art, pos. 04586.

Mark Allen Nanny, Ph.D., Assistant Professor of Civil Engineering and Environmental Science, annual rate of \$45,000 for 9 months (\$5,000.00 per month), August 16, 1996 through May 15, 1997. Paid from 122-7222, Civil Engineering and Environmental Science, pos. 00191.

Donn Dieter Edwards, Assistant Professor of Dance, annual rate of \$30,000 for 9 months (\$3,333.33 per month), August 16, 1996 through May 15, 1997. Paid from 122-7022, Dance.

Susan M. Land, Ph.D., Assistant Professor of Educational Psychology, annual rate of \$36,500 for 9 months (\$4,055.55 per month), August 16, 1996 through May 15, 1997. Paid from 122-7345, Educational Psychology, pos. 04848.

Bruce William Hoagland, Ph.D., Assistant Professor of Geography and Assistant Heritage Ecologist, Natural Heritage Inventory, Oklahoma Biological Survey, annual rate of \$42,000 for 12 months (\$3,500.00 per month), July 1, 1996 through June 30, 1997. Paid from 122-7463, Oklahoma Biological Survey, and 122-7241, Geography, pos. 06768.

Boykin Witherspoon III, Assistant Professor of Landscape Architecture, annual rate of \$40,000 for 9 months (\$4,444.44 per month), August 16, 1996 through May 15, 1997. Paid from 122-7203, Landscape Architecture, pos. 08882.

Teri Jo Murphy, Ph.D., Assistant Professor of Mathematics, annual rate of \$35,700 for 9 months (\$3,966.67 per month), August 16, 1996 through May 15, 1997. Paid from 122-7264, Mathematics, pos. 06683.

Cheri Lynn Speier, Assistant Professor of Management Information Systems, annual rate of \$62,000 for 9 months (\$6,888.88 per month), August 16, 1996 through May 15, 1997. If Ph.D. not complete prior to August 1, 1996, title to be changed to Acting Assistant Professor. Paid from 122-7213, Business Administration Instruction, pos. 06641.

Gary Allen Wellborn, Ph.D., Assistant Professor of Zoology, annual rate of \$36,000 for 9 months (\$4,000.00 per month), August 16, 1996 through May 15, 1997. Paid from 122-7297, Zoology, and 122-7412, Biological Station, pos. 06732.

Vladimir L. Guranovic, Research Associate, Cooperative Institute for Mesoscale Meteorological Studies, annual rate of \$42,000 for 12 months (\$3,500.00 per month), May 20, 1996 through June 30, 1999. (Appointment extended through June 30, 1999 for visa purposes.) Paid from 125-4661, CIMMS Rehost, pos. 09676. Paid from grant funds; subject to availability of funds.

Alan Leaver, Research Associate in Geology and Geophysics, annual rate of \$48,000 for 12 months (\$4,000.00 per month), July 1, 1996 through June 30, 1997. Paid from 122-7242, Geology and Geophysics, pos. 09562, and 122-7429, Crystal Imaging Facility, pos. 09560.

Clifford A. Jones, Lecturer, College of Business Administration, annual rate of \$50,000 for 9 months (\$5,555.56 per month), August 16, 1996 through May 15, 1997. Paid from 122-7213, Business Administration Instruction, pos. 01839.

CHANGES:

Adedeji B. Badiru, Professor of Industrial Engineering; reappointed Interim Dean, University College, July 1, 1996 through June 30, 1997.

William H. Beasley, Professor of Meteorology and Cooperative Institute for Mesoscale Meteorological Studies Fellow; title Director of Meteorology, deleted, July 1, 1996; salary changed from annual rate of \$74,562 for 10 months (\$7,456.20 per month) to annual rate of \$66,606 for 9 months (\$7,400.64 per month), August 16, 1996. Paid from 122-7265, Meteorology, pos. 03922.

Aleksandar Bura, Research Associate, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$38,000 for 12 months (\$3,166.67 per month) to annual rate of \$42,000 for 12 months (\$3,500.00 per month), May 20, 1996 through June 30, 1996. Paid from 125-4661, CIMMS Rehost, pos. 08451. Paid from grant funds; subject to availability of funds.

Frederick H. Carr, Professor of Meteorology; given additional title Director of Meteorology, salary changed from annual rate of \$58,060 for 9 months (\$6,451.11 per month) to annual rate of \$61,840 for 9 months (\$6,871.11 per month), July 1, 1996. Includes \$420.00 per month administrative supplement while serving as Director. Paid from 122-7265, Meteorology, pos. 03922.

Edwin G. Corr, title Henry Bellmon Public Service Professor and Professor of Political Science, deleted, May 15, 1996; given additional title Acting Associate Director of International Program Center and Acting Director, Energy Institute of the Americas; salary changed from annual rate of \$65,957 for 9 months (\$7,328.55 per month) to annual rate of \$70,640 for 9 months (\$7,848.89 per month), August 16, 1996 through May 15, 1997. Paid from 122-7384, Provost's Office, and 122-7314, Energy Center, pos. 09464.

Roland Lehr, David Ross Boyd Professor of Chemistry and Biochemistry; reappointed Interim Dean, College of Arts and Sciences, July 1, 1996 through June 30, 1997.

Thomas W. Leonhardt, Professor of Bibliography; title changed from Director, Library Technical Services and Head of Collections Development to Coordinator, Electronic Information Services, University Libraries, July 1, 1996.

Mitchell S. McKinney, title changed from Acting Assistant Professor to Assistant Professor of Communication, salary changed from annual rate of \$33,000 for 9 months (\$3,666.67 per month) to annual rate of \$35,000 for 9 months (\$3,888.89 per month), August 16, 1996 through May 15, 1997. Paid from 122-7290, Communication, pos. 01079.

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Frank McQuarrie, Associate Professor of Instructional Leadership and Academic Curriculum; title Director of Field Experiences, College of Education, deleted, May 16, 1996.

Carolyn S. Morgan, Associate Professor of Sociology, of Women's Studies, and of Human Relations; reappointed Interim Director, Honors Program, July 1, 1996 through June 30, 1997. Paid administrative stipend of \$1,358 per month during Interim appointment.

Jonathan W. Palmer, title changed from Visiting Assistant Professor of Management to Assistant Professor of Management and of Management Information Systems, salary changed from annual rate of \$55,000 for 9 months (\$6,111.11 per month) to annual rate of \$62,000 for 9 months (\$6,888.88 per month), August 16, 1996 through May 15, 1997. Paid from 122-7213, Business Administration Instruction, pos. 01249.

Ronald L. Sack, Director and Professor of Civil Engineering and Environmental Science; appointed National Science Foundation Division Director, August 15, 1996 to August 15, 1998; on leave from Director of Civil Engineering and Environmental Science during the period while serving as NSF Division Director; salary changed from annual rate of \$95,584 for 12 months (\$7,965.33 per month) to annual rate of \$116,008 for 12 months (\$9,667.33 per month), August 15, 1996. Paid administrative stipend of \$20,424 during period of service with NSF. Increase paid by National Science Foundation.

Robert G. Spector, Glen Watson Centennial Professor of Law, salary changed from annual rate of \$108,314 for 9 months (\$12,034.89 per month) to annual rate of \$110,314 for 9 months (\$12,257.11 per month), August 16, 1995. Correction of salary supplement. Paid from 272-7201, College of Law, pos. 01069.

Donald G. Wyckoff, title changed from Instructor to Associate Professor of Anthropology with tenure and from Director to Associate Curator of Archeology, Oklahoma Museum of Natural History; salary changed from annual rate of \$42,499 for 12 months (\$3,541.58 per month) to annual rate of \$37,638 for 9 months (\$4,182.00 per month), August 16, 1996. Changed from Professional Staff to Academic. Paid from 122-7202, Anthropology, and 122-7269, Oklahoma Museum of Natural History, pos. 04521.

RESIGNATIONS AND/OR TERMINATIONS:

Anne L. Balazs, Assistant Professor of Marketing, June 30, 1996.

James K. Conant, Associate Professor of Political Science, July 1, 1996.

Brian Johnson, Assistant Professor of Educational Psychology, August 16, 1996.

Mary J. Marcus, Assistant Professor of Journalism and Mass Communication, May 15, 1996.

David W. Valentine, Assistant Professor of Botany and Microbiology, August 16, 1996.

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 Blankenship, Bentley, Hall, and Halverstadt. The Chair declared the motion unanimously approved.

President Boren reported the following death:

Louisa Joy Hampton, Geologist III, Oklahoma Geological Survey, on June 3, 1996.

DISTINGUISHED PROFESSORSHIP - REGENTS' PROFESSOR

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.

For over 25 years Professor Gene Thraikill has been the Director of University Bands, including the Pride of Oklahoma Marching Band. He has touched the lives of thousands of students and faculty members and he has set the standard of excellence for marching bands throughout the country. The national reputation of the Pride of Oklahoma has led to Gene Thraikill's influential position in the collegiate band profession and he has served on innumerable national, regional, and State committees. He is a frequent guest artist at band clinics throughout the United States and he is recognized as the "Dean" of marching band directors in this country.

Under Gene Thraikill's direction, the Pride of Oklahoma Marching Band was voted the most outstanding collegiate marching band in the nation in 1987 by the Sudler Foundation and has been recognized by major publications for its excellence. Professor Thraikill has directed nine appearances at the Orange Bowl, two at the Sugar Bowl, two at the Fiesta Bowl, with additional appearances at the Gator Bowl, the Sun Bowl, and the Copper Bowl.

In addition to the hundreds of appearances relating to athletic events, the Pride of Oklahoma has been an ambassador at civic events such as the opening of the National Weather Center on the North Campus, the dedication of Presbyterian Hospital in Oklahoma City, President Ronald Reagan's visit, the University Centennial Celebration (three concerts), the opening of Kirkpatrick Expressway, the announcement of the opening of the State Fair of Oklahoma for Gulfstream Aviation's location in Oklahoma, and numerous events surrounding the inaugural of David Boren. These actions in the name of the institution, has, in the eyes of the public, underscored the University's commitment to projects of great importance to the citizens of Oklahoma.

University awards bestowed upon Gene Thraikill include the Walter Neustadt Award given by the University of Oklahoma Students Association for outstanding service to students, Administrator of the Year in 1986 by the Student Association, the 1987 Gold Key National Honorary Award for contributions to OU students, and an Associates Distinguished Lectureship awarded by The University of Oklahoma in 1987-88.

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President Boren recommended that Professor Gene P. Thraikill be appointed Regents' Professor effective July 15, 1996.

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

ADMINISTRATIVE AND PROFESSIONAL PERSONNEL ACTIONS

Health Sciences Center:

APPOINTMENTS OR REAPPOINTMENTS:

Guy L. Albertson, Staff Pharmacist, College of Pharmacy, annual rate of \$53,000 for 12 months (\$4,416.67 per month), July 8, 1996. Professional Staff. Paid from A0020167, Pharmacy Operations, pos. 286112.

Shelley Barthsch, Nurse Clinician, Department of Pediatrics, annual rate of \$45,000 for 12 months (\$3,750.00 per month), May 14, 1996. Professional Staff. Paid from C5381101, Establishment of School-Linked Clinics, pos. 171610.

Anne Catherine Garner, Manager, Budget and Finance, Dean's Office, College of Medicine, annual rate of \$50,000 for 12 months (\$4,166.66 per month), June 3, 1996. Managerial Staff. Paid from A0000091, PPP Development Fund, pos. 056524.

Paul Manzelli, Business Manager, College of Pharmacy, annual rate of \$48,000 for 12 months (\$4,000.00 per month), July 1, 1996. Managerial Staff. Paid from 3000-7, College of Pharmacy Dean, pos. 286140.

CHANGES:

Karen Corff, Neonatal Nurse Clinician, Department of Pediatrics, salary changed from annual rate of \$42,000 for 12 months (\$3,500.00 per month) to annual rate of \$47,760 for 12 months (\$3,980.00 per month), May 1, 1996. Professional Staff. Paid from C4373402, Provide Neonatal Nurse Clinician Service, pos. 164009.

Choise Harris, Neonatal Nurse Clinician, Department of Pediatrics, salary changed from annual rate of \$42,000 for 12 months (\$3,500.00 per month) to annual rate of \$45,760 for 12 months (\$3,813.33 per month), May 1, 1996. Professional Staff. Paid from C4373402, Provide Neonatal Nurse Clinician Service, pos. 164003.

Edith H. Kenney, Neonatal Nurse Clinician, Department of Pediatrics, salary changed from annual rate of \$42,000 for 12 months (\$3,500.00 per month) to annual rate of \$45,760 for 12 months (\$3,813.33 per month), May 1, 1996. Professional Staff. Paid from C4373402, Provide Neonatal Nurse Clinician Service, pos. 164008.

Eleanor Loosbrock, Neonatal Nurse Clinician, Department of Pediatrics, salary changed from annual rate of \$21,000 for 12 months (\$1,750.00 per month), .50 time, to annual rate of \$22,880 for 12 months (\$1,906.66 per month), .50 time, May 1, 1996. Professional Staff. Paid from C4373402, Provide Neonatal Nurse Clinician Service, pos. 164001.

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Marlys K. Maney, Neonatal Nurse Clinician, Department of Pediatrics, salary changed from annual rate of \$21,000 for 12 months (\$1,750.00 per month), .50 time, to annual rate of \$22,880 for 12 months (\$1,906.66 per month), .50 time, May 1, 1996. Professional Staff. Paid from C4373402, Provide Neonatal Nurse Clinician Service, pos. 164004.

Brenda McCaskill, Neonatal Nurse Clinician, Department of Pediatrics, salary changed from annual rate of \$42,000 for 12 months (\$3,500.00 per month) to annual rate of \$45,760 for 12 months (\$3,813.33 per month), May 1, 1996. Professional Staff. Paid from C4373402, Provide Neonatal Nurse Clinician Service, pos. 164005.

Jaynie Rich, Neonatal Nurse Clinician, Department of Pediatrics, salary changed from annual rate of \$42,000 for 12 months (\$3,500.00 per month) to annual rate of \$45,760 for 12 months (\$3,813.33 per month), May 1, 1996. Professional Staff. Paid from C4373402, Provide Neonatal Nurse Clinician Service, pos. 164006.

Michelle Terhune, Neonatal Nurse Clinician, Department of Pediatrics, salary changed from annual rate of \$42,000 for 12 months (\$3,500.00 per month) to annual rate of \$45,760 for 12 months (\$3,813.33 per month), May 1, 1996. Professional Staff. Paid from C4373402, Provide Neonatal Nurse Clinician Service, pos. 164007.

Norman Campus:

CHANGES:

Jerry C. Bread, title changed from Acting Assistant Professor of Educational Leadership and Policy Studies to Interim Coordinator of Educational Leadership and Policy Studies, July 1, 1996 through June 30, 1997. Changed from Academic to Professional Staff.

Donnie H. Duncan, title changed from Director of Athletics to Classification Pending, Athletic Department, salary remains at annual rate of \$115,160 for 12 months (\$9,596.66 per month), May 8, 1996.

Patty Gasso, Head Softball Coach, Athletic Department, salary changed from annual rate of \$46,850 for 12 months (\$3,904.17 per month) to annual rate of \$52,500 for 12 months (\$4,375.00 per month), July 1, 1996 for a three year term. Professional Staff. Retention. Paid from 117-1121, Athletic Operating.

Raymond J. Lopes, Assistant Men's Basketball Coach, Athletic Department, salary changed from annual rate of \$60,000 for 12 months (\$5,000.00 per month) to annual rate of \$70,000 for 12 months (\$5,833.33 per month), July 1, 1996. Professional Staff. Retention. Paid from 117-1121, Athletic Operating.

J. D. Martin, Head Track Coach, Athletic Department, salary changed from annual rate of \$44,800 for 12 months (\$3,733.33 per month) to annual rate of \$52,500 for 12 months (\$4,375.00 per month), July 1, 1996. Additional duties, track events coordination, longevity. Paid from 117-1121, Athletic Operating.

Jason Rabedeaux, Assistant Men's Basketball Coach, Athletic Department, salary changed from annual rate of \$60,000 for 12 months (\$5,000.00 per month) to annual rate of \$70,000 for 12 months (\$5,833.33 per month), July 1, 1996. Professional Staff. Retention. Paid from 117-1121, Athletic Operating.

RESIGNATIONS:

Stacy Johnson, Classification Pending, Athletic Department, June 30, 1996.

Michael Jones, Classification Pending, Athletic Department, May 15, 1996.

Burl A. Plunkett, Classification Pending, Athletic Department, June 30, 1996.

Ronald Steiner, Classification Pending, Athletic Department, June 30, 1996.

Michael C. Swabek, Classification Pending, Athletic Department, June 30, 1996.

Christ Vagotis, Classification Pending, Athletic Department, June 30, 1996.

RETIREMENT:

Robert C. Connor, Assistant Director of Athletics, Athletic Department, June 30, 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 Blankenship, Bentley, Hall, and Halverstadt. The Chair declared the motion unanimously approved.

ATHLETIC ACHIEVEMENT AWARDS

The following awards are consistent with Regents' Policy 7.18.8 and recognize academic and athletic achievement. Funding for these one-time payments is from team support funds. These awards represent one month's pay for each person recommended. All coaches have demonstrated a commitment to support the academic progress of their student-athletes. The coaches also make every effort to recruit the type of student who has a chance to succeed in academics and athletics at The University of Oklahoma.

MEN'S BASKETBALL:

The 1995-96 men's basketball team had a 2.25 overall grade point average. Two members were named to the Academic All Big Eight Conference Teams.

After a successful regular season record of 17-13, the men's basketball team participated in the NCAA tournament.

Coach Jason Rabedaux is recommended to received \$5,000; Coach Ray Lopes, \$5,000; and Coach Bobby Champagne, \$1,000.

MEN'S GYMNASTICS:

The 1995-96 men's gymnastics team had a 3.15 overall grade point average. Three members of the gymnastics team graduated in May.

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The Team won the 1996 Big Eight Championship and participated in the NCAA Championships.

Coach Greg Buwick is recommended to receive \$3,621 and Coach Mark Williams, \$1,955.

WOMEN'S SOFTBALL:

The 1995-96 women's softball team had a 2.77 overall grade point average. One member was named to the GTE Academic All American District Softball Team. Five members of the softball team graduated in May.

After a successful regular season record of 50-20, the team won the first Big Twelve Conference Championship and advanced to the NCAA Tournament. Coach Patty Gasso was named the 1996 Big Twelve Coach of the Year and the 1996 Midwest Region Coach of the Year.

Coach Patty Gasso is recommended to receive \$3,612.50 and Coach Lori Castellano is recommended to receive \$2,633.33.


President Boren recommended that the Board of Regents approve achievement awards for coaches as listed above. These awards are consistent with Regents' Policy 7.18.8 and recognize academic and athletic achievement. Funding for these one-time payments is from team support funds. These awards represent one month's pay for each person recommended.

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

LITIGATION

This item was included in the agenda for the purpose of providing the Regents an opportunity to meet with General Counsel for a report on pending and possible litigation. No report was given.

There being no further business, the meeting adjourned at 11:50 a.m.


Chris A. Purcell
Executive Secretary of the Board of Regents

THE UNIVERSITY OF OKLAHOMA - HEALTH SCIENCES CENTER
 SALARY JUSTIFICATIONS FOR EMPLOYEES
 RECEIVING INCREASES GREATER THAN 0%
 ALL FACULTY
 STAFF WITH SALARIES \$40,000 OR GREATER PER YEAR
 FY97 BUDGET - ALL ACCOUNTS

EXHIBIT A
 7-96

VPI COL/ DEPT	FACULTY /STAFF	EMPLOYEE NAME	CURRENT SALARY	PROPOSED SALARY	% INCR	INCR AMOUNT	JUSTIFICATIONS
NURSING							
Nursing Office of the Dean							
	FACULTY						
		FORNI, PATRICIA BROWN	106,430	116,350	9.30%	9,920	MERIT/COST OF LIVING
	STAFF						
		BRIGHT, BONNIE MORRIS	41,868	44,339	5.90%	2,471	MERIT/COST OF LIVING
Nursing Educational Support Services							
	FACULTY						
		DOLPHIN, JESSICA PATRICIA	67,419	70,116	4.00%	2,697	MERIT/COST OF LIVING
Nursing Academic Programs							
	FACULTY						
		ALLEN, MARY ELAINE	62,612	65,116	4.00%	2,504	MERIT/COST OF LIVING
		BELKNAP, DOROTHY	54,814	57,442	4.80%	2,628	MERIT/COST OF LIVING
		BOOTON-HISER, DEBORAH A.	62,044	64,672	4.20%	2,628	MERIT/COST OF LIVING
		BOWERS, BEVERLY BRYCE	27,000	28,248	4.60%	1,248	MERIT/COST OF LIVING
		BROWN, SHARON KAY	42,250	43,498	3.00%	1,248	MERIT/COST OF LIVING
		BURNS, PAULETTE GAIL	54,528	57,254	5.00%	2,726	MERIT/COST OF LIVING
		CHU, NANCY L.	32,000	33,290	4.00%	1,290	MERIT/COST OF LIVING
		EDWARDS, KARETHY ANN	51,386	52,157	1.50%	771	MERIT/COST OF LIVING
		GRESHAM, DEBORAH M.	31,000	31,624	2.00%	624	MERIT/COST OF LIVING
		HIEBERT, VIRGINIA	31,785	33,075	4.10%	1,290	MERIT/COST OF LIVING
		HINES, SHIRLEY A.	33,643	34,288	1.90%	645	MERIT/COST OF LIVING
		HUCHTEMAN, ELENA	32,000	33,613	5.00%	1,613	MERIT/COST OF LIVING
		JACOBSON, SHAROL F.	76,745	77,896	1.50%	1,151	MERIT/COST OF LIVING
		KRISTIC, JANET ELIZABETH	41,800	43,714	4.60%	1,914	MERIT/COST OF LIVING
		KUPPERSCHMIDT, BETTY	42,840	44,338	3.50%	1,498	MERIT/COST OF LIVING
		LEASURE, ANGELA R.	46,497	48,822	5.00%	2,325	MERIT/COST OF LIVING
		LEDBETTER, SUSANNE	32,000	33,600	5.00%	1,600	MERIT/COST OF LIVING
		LEON, CHERYL	29,376	30,624	4.20%	1,248	MERIT/COST OF LIVING
		LIGUORI, ROSEMARY	35,353	37,121	5.00%	1,768	MERIT/COST OF LIVING
		LOCKWOOD, KAREN	28,000	28,312	1.10%	312	MERIT/COST OF LIVING
		LOVING, GARY	54,503	56,683	4.00%	2,180	MERIT/COST OF LIVING
		MAC ROBERT, MARGO	31,000	32,872	6.00%	1,872	MERIT/COST OF LIVING
		MANNAHAN, CAROL	38,102	40,600	6.60%	2,498	MERIT/COST OF LIVING
		MCCLELLAN, MARY A.	42,586	43,231	1.50%	645	MERIT/COST OF LIVING
		MCENDREE, BARBARA	35,214	36,728	4.30%	1,514	MERIT/COST OF LIVING
		MCKENNON, EVELYN A.	42,586	43,231	1.50%	645	MERIT/COST OF LIVING
		MERRILL, SHIRLEY ANN	33,490	35,165	5.00%	1,675	MERIT/COST OF LIVING
		MILLER, DIANNE	30,600	32,160	5.10%	1,560	MERIT/COST OF LIVING
		MORAN, MARIBETH L.	35,433	37,205	5.00%	1,772	MERIT/COST OF LIVING
		MOSS, SHERRY	28,560	29,131	2.00%	571	MERIT/COST OF LIVING
		MYERS, SHEILA K.	46,464	48,090	3.50%	1,626	MERIT/COST OF LIVING
		NISHIKAWA, HERBERT A.	54,257	55,885	3.00%	1,628	MERIT/COST OF LIVING
		PASCUCCI, MARY A.	43,431	44,554	2.60%	1,123	MERIT/COST OF LIVING
		PORTER, BRENDA J.	32,384	33,029	2.00%	645	MERIT/COST OF LIVING
		PRYOR, MADELINE S.	31,620	33,043	4.50%	1,423	MERIT/COST OF LIVING
		RAYMAN, KATHLEEN	38,760	40,258	3.90%	1,498	MERIT/COST OF LIVING
		SCHMELE, JUNE A.	49,762	51,514	3.50%	1,752	MERIT/COST OF LIVING
		SHAW, JOAN M.	34,494	35,139	1.90%	645	MERIT/COST OF LIVING
		SMILEY, TERESA M.	42,840	43,589	1.70%	749	MERIT/COST OF LIVING
		STANTON, PATRICIA	32,000	33,560	4.90%	1,560	MERIT/COST OF LIVING
		STOLTE, KAREN M.	61,237	64,911	6.00%	3,674	MERIT/COST OF LIVING
		TRAVIS, SHIRLEY	71,400	75,684	6.00%	4,284	MERIT/COST OF LIVING
		WEATHERBY, FRANCENE M.	57,087	58,839	3.10%	1,752	MERIT/COST OF LIVING
		WELSH, CARYL	34,272	35,472	3.50%	1,200	MERIT/COST OF LIVING
		WILSON, JANET S.	43,752	45,687	4.40%	1,935	MERIT/COST OF LIVING

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VP/ COL/ DEPT	FACULTY /STAFF	EMPLOYEE NAME	CURRENT SALARY	PROPOSED SALARY	% INCR	INCR AMOUNT	JUSTIFICATIONS
GRADUATE							
Graduate College Office of the Dean							
	FACULTY	KLING, O. RAY	90,162	98,537	9.30%	8,375	MERIT/COST OF LIVING
	STAFF	BELZER, JOHN	44,556	45,720	2.60%	1,164	MERIT/COST OF LIVING
Dept of Communication Sciences and Disorders							
	FACULTY	CHRISTMAN, SARAH S.	43,350	45,084	4.00%	1,734	MERIT/COST OF LIVING
		EMANUEL, FLOYD W.	54,937	56,037	2.00%	1,100	MERIT/COST OF LIVING
		ESPINOZA-VARAS, BLAS	45,694	47,978	5.00%	2,284	MERIT/COST OF LIVING
		LAUTER, JUDITH	46,716	47,650	2.00%	934	MERIT/COST OF LIVING
		LYNCH, ONITA	37,454	38,203	2.00%	749	MERIT/COST OF LIVING
		OWEN, ANN S.	43,115	46,564	8.00%	3,449	MERIT/COST OF LIVING
		PAINTON, STEPHEN	45,000	46,350	3.00%	1,350	MERIT/COST OF LIVING
		RICHEY, HYL A. S.	34,977	40,585	16.00%	5,608	EQUITY/COMPRESSION/INVERSION
		SCHICHT, MICHELE D.	36,081	36,803	2.00%	722	MERIT/COST OF LIVING
PHARMACY							
Pharmacy Office of the Dean							
	FACULTY	SHOUGH, H. RICHARD	71,611	95,000	32.70%	23,389	PROMOTION
	STAFF	LARGENT, PARKE H.	50,299	53,000	5.40%	2,701	MERIT/COST OF LIVING
Nuclear Pharmacy							
	FACULTY	MILLS, STANLEY LEE	61,756	64,226	4.00%	2,470	MERIT/COST OF LIVING
	STAFF	MALEK, ADAM	50,755	52,785	4.00%	2,030	MERIT/COST OF LIVING
		WOODWARD, JON	45,000	46,800	4.00%	1,800	MERIT/COST OF LIVING
Dept of Medicinal Chemistry and Pharmaceutics							
	FACULTY	ALLEN, LOYD V., JR.	69,632	73,810	6.00%	4,178	MERIT/COST OF LIVING
		BASMADJIAN, GARABED PHILIP	54,986	58,486	6.40%	3,500	MERIT/COST OF LIVING
		BOURNE, DAVID W.A.	58,606	64,633	10.30%	6,027	PROMOTION
		POLIKANDRITOU, MARIA	48,899	49,899	2.00%	1,000	MERIT/COST OF LIVING
		SACHDEV, GOVERDHAN PAL	67,857	71,857	5.90%	4,000	MERIT/COST OF LIVING
Dept of Pharmacology and Toxicology							
	FACULTY	CHRISTENSEN, H. DIX	57,426	59,700	4.00%	2,274	MERIT/COST OF LIVING
		FECHTER, LAURENCE D.	91,800	95,472	4.00%	3,672	MERIT/COST OF LIVING
		HORNBROOK, KENT R.	78,030	82,700	6.00%	4,670	MERIT/COST OF LIVING
		PENTO, J. THOMAS	71,300	75,500	5.90%	4,200	MERIT/COST OF LIVING
		REINKE, LESTER A.	66,733	69,400	4.00%	2,667	MERIT/COST OF LIVING
		RIKANS, LORA E.	69,080	78,530	13.70%	9,450	PROMOTION
		ROBINSON, CASEY P.	65,818	67,818	3.00%	2,000	MERIT/COST OF LIVING
		WELDER, ALLISON A.	55,465	56,665	2.20%	1,200	MERIT/COST OF LIVING

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PHARMACY							
Dept of Pharmacy Practice							
FACULTY							
		ABANG, ANTHONY M.	54,939	64,000	16.50%	9,061	NECESSARY TO RETAIN EMPLOYEE
		BECK, JONI K.	51,000	53,040	4.00%	2,040	MERIT/COST OF LIVING
		BRADBERRY, JACK CHRISTOPHER	84,010	87,370	4.00%	3,360	MERIT/COST OF LIVING
		BRAHM, NANCY C.	24,000	24,960	4.00%	960	MERIT/COST OF LIVING
		BRITTON, MARK L.	68,000	70,000	2.90%	2,000	MERIT/COST OF LIVING
		BURTON, MICHAEL E.	66,050	69,150	4.70%	3,100	MERIT/COST OF LIVING
		COHEN, LAWRENCE	83,000	86,320	4.00%	3,320	MERIT/COST OF LIVING
		FARMER, KEVIN C.	54,989	57,489	4.50%	2,500	MERIT/COST OF LIVING
		GEORGULIS, AMY S.	51,000	52,530	3.00%	1,530	MERIT/COST OF LIVING
		HAMILTON, STEPHEN F.	50,580	52,097	3.00%	1,517	MERIT/COST OF LIVING
		JACOBS, ELGENE W.	61,415	63,150	2.80%	1,735	MERIT/COST OF LIVING
		JOHNSON, DEBORAH A.	24,000	24,960	4.00%	960	MERIT/COST OF LIVING
		KAMPER, CLAUDIA	51,449	53,389	3.80%	1,940	MERIT/COST OF LIVING
		MORRISON, YVETTE Y.	49,980	51,230	2.50%	1,250	MERIT/COST OF LIVING
		RATHBUN, R. CHRISTOPHER	54,918	57,258	4.30%	2,340	MERIT/COST OF LIVING
		RESMAN-TARGOFF, BETH H.	40,928	42,398	3.60%	1,470	MERIT/COST OF LIVING
		SIRMANS, SUSAN	55,687	57,838	3.90%	2,151	MERIT/COST OF LIVING
		VONDRACEK, THOMAS G.	53,420	55,840	4.50%	2,420	MERIT/COST OF LIVING
STAFF							
		CRUMLY, JOHN M.	48,960	54,000	10.30%	5,040	COMPETE WITH MARKET PAY
		MCGOODWIN, P. LEE	50,992	56,091	10.00%	5,099	COMPETE WITH MARKET PAY
		MOORE, MARGARET M.	59,160	62,710	6.00%	3,550	MERIT/COST OF LIVING
		PERRIN, LAURI	42,000	46,200	10.00%	4,200	COMPETE WITH MARKET PAY
		SCHAEFFER, SCOTT E.	42,840	49,124	14.70%	6,284	COMPETE WITH MARKET PAY
		STANTON, G. KIMMEL	42,000	46,200	10.00%	4,200	COMPETE WITH MARKET PAY
Pharmacy Continuing Education							
FACULTY							
		SWANSON, K.	64,999	68,899	6.00%	3,900	MERIT/COST OF LIVING
ALLIED HEALTH							
Allied Health Office of the Dean							
FACULTY							
		SULLIVAN, CAROLE	82,640	95,000	15.00%	12,360	MERIT/COST OF LIVING
STAFF							
		GREENLEE, JENIELLE SUE	40,800	48,000	17.60%	7,200	INCREASED RESPONSIBILITY
		RANDALL, VICKI L.	45,000	46,125	2.50%	1,125	MERIT/COST OF LIVING
Dept of Allied Health Education							
FACULTY							
		BOYCE, KARI E.	45,000	50,000	11.10%	5,000	EQUITY/COMPRESSION/INVERSION
		NISBETT, RICHARD A.	27,149	32,000	17.90%	4,851	COMPETE WITH MARKET PAY
Dept of Nutritional Sciences							
FACULTY							
		BARKLEY, RACHEL SIMPSON	47,000	50,000	6.40%	3,000	EQUITY/COMPRESSION/INVERSION
		GLORE, STEPHEN R.	47,000	50,000	6.40%	3,000	EQUITY/COMPRESSION/INVERSION
		GUILD, MARINELL	37,000	40,000	8.10%	3,000	EQUITY/COMPRESSION/INVERSION
		KNEHANS, ALLEN W.	47,000	50,000	6.40%	3,000	EQUITY/COMPRESSION/INVERSION

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ALLIED HEALTH							
Dept of Nutritional Sciences							
		KOH, EUNSOOK T.	42,326	45,000	6.30%	2,674	EQUITY/COMPRESSION/INVERSION
		ONLEY, KATHY	52,680	54,000	2.50%	1,320	MERIT/COST OF LIVING
Dept of Occupational Therapy							
FACULTY							
		COOPER, CASSIE S.	45,000	47,250	5.00%	2,250	MERIT/COST OF LIVING
		HAMILTON, TOBY B.	47,000	48,175	2.50%	1,175	MERIT/COST OF LIVING
		MIGLIORE, ANNA	42,000	44,100	5.00%	2,100	MERIT/COST OF LIVING
		ROBINSON, CYNTHIA ANN	42,469	45,000	6.00%	2,531	MERIT/COST OF LIVING
		SANDERSON, SHARON	54,046	60,000	11.00%	5,954	EQUITY/COMPRESSION/INVERSION
		SHARP, GWENDA MAUREEN	20,828	21,348	2.50%	520	MERIT/COST OF LIVING
		STANFILL, LAURA	38,423	39,623	3.10%	1,200	MERIT/COST OF LIVING
		STIGER, CHARLA	12,600	13,230	5.00%	630	MERIT/COST OF LIVING
		TUCKER, SUSAN BELL	45,660	46,801	2.50%	1,141	MERIT/COST OF LIVING
Dept of Physical Therapy							
FACULTY							
		ARNOLD, SANDRA H.	25,116	26,372	5.00%	1,256	MERIT/COST OF LIVING
		BAIRD, YOLANDA GALE	35,000	37,800	8.00%	2,800	MERIT/COST OF LIVING
		FERRÉTTI, MARTHA J.	68,017	70,890	4.20%	2,873	MERIT/COST OF LIVING
		GARRISON, DAVID W.	47,000	50,000	6.40%	3,000	EQUITY/COMPRESSION/INVERSION
		HERRERA, DENISE R. M.	40,280	44,308	10.00%	4,028	NECESSARY TO RETAIN EMPLOYEE
		JAMES, SHIRLEY ANN	40,800	41,820	2.50%	1,020	MERIT/COST OF LIVING
		JONES, MARIA A.	50,000	52,500	5.00%	2,500	MERIT/COST OF LIVING
		LASKIN, JAMES J.	51,000	52,275	2.50%	1,275	MERIT/COST OF LIVING
		LEPAK, VINCENT LOUIS	40,800	45,000	10.30%	4,200	PROMOTION
		MCEWEN, IRENE R.	56,510	71,763	27.00%	15,253	NECESSARY TO RETAIN EMPLOYEE
		MURRAY-SOUTH, NUALA	48,500	50,924	5.00%	2,424	MERIT/COST OF LIVING
		RANDALL, KENNETH E.	41,769	47,000	12.50%	5,231	PROMOTION
		SCHLOSSER, RALF	47,662	50,045	5.00%	2,383	MERIT/COST OF LIVING
		SHELDEN, M'LISA L.	49,529	50,766	2.50%	1,237	MERIT/COST OF LIVING
		THOMPSON, DAVID	44,982	46,106	2.50%	1,124	MERIT/COST OF LIVING
Dept of Radiologic Technology							
FACULTY							
		ANDERSON, STACY L.	38,797	40,000	3.10%	1,203	EQUITY/COMPRESSION/INVERSION
		BRYANT, BEVERLY G.	46,296	47,454	2.50%	1,158	COMPETE WITH MARKET PAY
		CURCIO, BARBARA MARY	55,000	61,000	10.90%	6,000	EQUITY/COMPRESSION/INVERSION
		ELLEDGE, BRENDA L.	36,720	37,638	2.50%	918	COMPETE WITH MARKET PAY
		OZOR, FRANCIS	37,740	38,683	2.50%	943	COMPETE WITH MARKET PAY
		REYNOLDS, LYNDIA NANCY	45,900	47,048	2.50%	1,148	COMPETE WITH MARKET PAY
		SPITZ, JEAN LEA	56,000	63,550	13.50%	7,550	EQUITY/COMPRESSION/INVERSION
		WINN, JAN MARIE	37,000	40,000	8.10%	3,000	EQUITY/COMPRESSION/INVERSION
		YOUNG, SAMUEL SCOTT	36,000	36,900	2.50%	900	COMPETE WITH MARKET PAY
PUBLIC HEALTH							
Public Health Office of the Dean							
FACULTY							
		HALL, THOMAS A.	45,000	46,800	4.00%	1,800	MERIT/COST OF LIVING
		KINGSLEY, BEVERLY	47,000	48,880	4.00%	1,880	MERIT/COST OF LIVING
		LEE, ELISA T.	100,160	115,000	14.80%	14,840	MERIT/COST OF LIVING
		NEAS, BARBARA R.	49,308	51,652	4.80%	2,344	MERIT/COST OF LIVING
		ROOT, TERRY ROBERT	25,000	26,000	4.00%	1,000	MERIT/COST OF LIVING

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PUBLIC HEALTH							
Public Health Office of the Dean							
	STAFF	FISHER, ROSETTA M.	38,604	40,920	6.00%	2,316	MERIT/COST OF LIVING
Center for American Indian Health Research							
	FACULTY	BLEVINS, KATHLEEN S.	36,720	40,000	8.90%	3,280	MERIT/COST OF LIVING
		GO, OSCAR T.	42,020	45,000	7.10%	2,980	MERIT/COST OF LIVING
		WANG, WENYU	50,000	52,000	4.00%	2,000	MERIT/COST OF LIVING
Dept of Health Administration and Policy							
	FACULTY	AL-ASSAF, ASSAF F.	53,987	56,416	4.50%	2,429	MERIT/COST OF LIVING
		BRANDT JR., EDWARD N.	142,314	154,007	8.20%	11,693	PROMOTION
		BROYLES, ROBERT W.	55,692	60,147	8.00%	4,455	MERIT/COST OF LIVING
		CURTIS, KEITH W.	62,227	65,338	5.00%	3,111	MERIT/COST OF LIVING
		MAY, JUDE T.	48,187	55,633	15.50%	7,446	PROMOTION
		MCAULEY, WILLIAM J.	81,600	84,048	3.00%	2,448	MERIT/COST OF LIVING
		USNICK, LEE T.	42,840	44,125	3.00%	1,285	MERIT/COST OF LIVING
		VALDMANIS, VIVIAN	47,124	48,773	3.50%	1,649	MERIT/COST OF LIVING
Dept of Biostatistics and Epidemiology							
	FACULTY	ASAL, NABIH RAFIA	73,546	77,959	6.00%	4,413	MERIT/COST OF LIVING
		COWAN, LINDA DEMETRY	63,170	71,697	13.50%	8,527	PROMOTION
		EICHNER, JUNE	49,128	52,076	6.00%	2,948	MERIT/COST OF LIVING
		MALCOE, LORRAINE	53,500	54,570	2.00%	1,070	MERIT/COST OF LIVING
		OWEN, WILLIS L.	51,476	56,535	9.80%	5,059	PROMOTION
		PARKER, DONALD EARL	55,921	58,158	4.00%	2,237	MERIT/COST OF LIVING
		RASKOB, GARY	62,442	66,990	7.30%	4,548	PROMOTION
		SMITH, DAVID W.	49,424	53,401	8.00%	3,977	PROMOTION
Dept of Occupational and Environmental Health							
	FACULTY	BOATRIGHT, DANIEL	47,713	50,576	6.00%	2,863	MERIT/COST OF LIVING
		COLEMAN, RONALD LEON	82,556	87,509	6.00%	4,953	MERIT/COST OF LIVING
		JOHNSON, DAVID LEE	59,517	61,898	4.00%	2,381	MERIT/COST OF LIVING
		LYNCH, ROBERT A.	45,000	47,700	6.00%	2,700	MERIT/COST OF LIVING
		YEH, JEUNLIANG	50,000	53,000	6.00%	3,000	MERIT/COST OF LIVING
Dept of Health Promotion Sciences							
	FACULTY	CLEAVER, VICKI	51,573	53,273	3.30%	1,700	MERIT/COST OF LIVING
		KEGLER, MICHELLE C.	47,500	49,200	3.60%	1,700	MERIT/COST OF LIVING
		MCFALL, STEPHANIE	45,257	47,630	5.20%	2,373	MERIT/COST OF LIVING
		MCLEROY, KENNETH R.	71,400	75,684	6.00%	4,284	MERIT/COST OF LIVING
		OMAN, ROY F.	47,500	49,200	3.60%	1,700	MERIT/COST OF LIVING

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DENTISTRY							
Dentistry Office of the Dean							
FACULTY							
		AVERY, KEVIN T.	66,938	71,116	6.20%	4,178	MERIT/COST OF LIVING
		ROHRER, MICHAEL D.	68,370	71,580	4.70%	3,210	MERIT/COST OF LIVING
		STRATTON, RUSSELL J.	102,157	111,672	9.30%	9,515	MERIT/COST OF LIVING
		YOUNG, STEPHEN K.	85,006	88,400	4.00%	3,394	MERIT/COST OF LIVING
Dentistry Clinic Operations							
FACULTY							
		MIRANDA, FRANK J.	70,328	73,141	4.00%	2,813	MERIT/COST OF LIVING
Division of Restorative Dentistry							
FACULTY							
		BENENATI, FRED WILLIAM	27,326	28,419	4.00%	1,093	MERIT/COST OF LIVING
		BIGGS, JOHN THOMAS	27,326	28,419	4.00%	1,093	MERIT/COST OF LIVING
		BRACKETT, SUSAN ELIZABETH	54,456	56,090	3.00%	1,634	MERIT/COST OF LIVING
		CAIN, JOSEPH R.	58,910	61,266	4.00%	2,356	MERIT/COST OF LIVING
		COURY, THOMAS L.	60,198	63,106	4.80%	2,908	MERIT/COST OF LIVING
		DUNCANSON, M. G., JR.	71,483	74,342	4.00%	2,859	MERIT/COST OF LIVING
		FRUITS, TERRY J.	37,344	40,838	9.40%	3,494	MERIT/COST OF LIVING
		GREENLEY, BARRY P.	52,000	54,080	4.00%	2,080	MERIT/COST OF LIVING
		HEGET, HARRY S.	22,964	23,883	4.00%	919	MERIT/COST OF LIVING
		HOLT, RALEIGH ALTON	57,470	62,769	9.20%	5,299	PROMOTION
		JACOBI, RICHARD	29,441	30,619	4.00%	1,178	MERIT/COST OF LIVING
		JACOBSEN, NANCY L.	40,000	41,600	4.00%	1,600	MERIT/COST OF LIVING
		KENT, WILLIAM A.	41,803	44,475	6.40%	2,672	MERIT/COST OF LIVING
		MILLER, ROBERT C.	44,064	45,827	4.00%	1,763	MERIT/COST OF LIVING
		MITCHELL, DONALD L.	58,772	62,871	7.00%	4,099	MERIT/COST OF LIVING
		PROBST, ROBERT T.	56,711	58,979	4.00%	2,268	MERIT/COST OF LIVING
		REAGAN, STEPHEN E.	57,887	60,202	4.00%	2,315	MERIT/COST OF LIVING
		ROANE, JAMES B.	36,161	37,607	4.00%	1,446	MERIT/COST OF LIVING
		SABALA, CLYDE L.	65,455	68,073	4.00%	2,618	MERIT/COST OF LIVING
		SHILLINGBURG, HERBERT T. JR.	73,696	76,644	4.00%	2,948	MERIT/COST OF LIVING
		WELK, DONALD A.	74,341	77,315	4.00%	2,974	MERIT/COST OF LIVING
		WIEBELT, FRANK J.	63,201	65,729	4.00%	2,528	MERIT/COST OF LIVING
		WILLER, RICHARD D.	48,993	50,953	4.00%	1,960	MERIT/COST OF LIVING
		WILSON, EDWIN L.	58,988	61,348	4.00%	2,360	MERIT/COST OF LIVING
STAFF							
		BROOKS, TERRELL DAVID	42,369	44,062	4.00%	1,693	MERIT/COST OF LIVING
		WIMPY, ELMER R.	38,614	40,159	4.00%	1,545	MERIT/COST OF LIVING
Division of Oral Biology							
FACULTY							
		AMME, JANE E.	28,384	29,519	4.00%	1,135	MERIT/COST OF LIVING
		BRAND, JOHN	60,608	62,426	3.00%	1,818	MERIT/COST OF LIVING
		CARSON, ROBERT E.	70,073	72,876	4.00%	2,803	MERIT/COST OF LIVING
		CHURCH, CHERYL L.	25,820	32,000	23.90%	6,180	RECLASSIFICATION
		DMYTRYK, JOHN J.	58,426	67,600	15.70%	9,174	PROMOTION
		GLASS, RICHARD THOMAS	66,716	69,385	4.00%	2,669	MERIT/COST OF LIVING
		GRAY, JANE N.	28,000	29,120	4.00%	1,120	MERIT/COST OF LIVING
		KARAKI, DONALD	53,000	55,120	4.00%	2,120	MERIT/COST OF LIVING
		MARTIN, MARY E.	61,000	64,440	5.60%	3,440	MERIT/COST OF LIVING
		RALLS, JANICE	36,000	37,440	4.00%	1,440	MERIT/COST OF LIVING
		SETTLE, SUSAN LYNN	36,474	38,933	6.70%	2,459	MERIT/COST OF LIVING
		SEVERSON, SHARON K.	28,504	29,644	4.00%	1,140	MERIT/COST OF LIVING
		VERNINO, ARTHUR	66,084	68,727	4.00%	2,643	MERIT/COST OF LIVING
		WEINER, DAVID E.	54,000	56,680	4.90%	2,680	MERIT/COST OF LIVING

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VP/ COL/ DEPT	FACULTY /STAFF	EMPLOYEE NAME	CURRENT SALARY	PROPOSED SALARY	% INCR	INCR AMOUNT	JUSTIFICATIONS
DENTISTRY							
Dept of Dental Hygiene							
FACULTY							
		BOWERS, JANE	22,596	25,000	10.60%	2,404	INCREASED RESPONSIBILITY
		LEE, JANE	34,500	36,380	5.40%	1,880	MERIT/COST OF LIVING
		MILLER, KATHY FARRIS	10,711	11,139	4.00%	428	MERIT/COST OF LIVING
		NUNN, PATRICIA J.	48,500	50,440	4.00%	1,940	MERIT/COST OF LIVING
		WALTON, VIVIAN K.	37,128	38,613	4.00%	1,485	MERIT/COST OF LIVING
Division of Oral and Maxillofacial Surgery							
FACULTY							
		SMITH, KEVIN S.	51,000	62,000	21.60%	11,000	PROMOTION
		SULLIVAN, STEVEN M.	110,401	115,538	4.00%	5,137	MERIT/COST OF LIVING
		(VA)	18,017 *	18,017 *			
Division of Developmental Dentistry							
FACULTY							
		CURRIER, G. FRANS	64,070	66,633	4.00%	2,563	MERIT/COST OF LIVING
		DALZELL, DANIEL P.	65,000	69,243	6.50%	4,243	MERIT/COST OF LIVING
		GHOSH, JOYDEEP	31,500	33,260	5.60%	1,760	MERIT/COST OF LIVING
		NANDA, RAM S.	74,645	94,645	26.80%	20,000	NECESSARY TO RETAIN EMPLOYEE
		ROMANO, NANCY B.	18,870	19,625	4.00%	755	MERIT/COST OF LIVING
		SINHA, PRAMOD K.	60,000	62,900	4.80%	2,900	MERIT/COST OF LIVING
		WHITE, THERESA	46,593	48,457	4.00%	1,864	MERIT/COST OF LIVING
Division of Community Dentistry							
FACULTY							
		HAMBY, CAROL L.	47,198	49,586	5.10%	2,388	MERIT/COST OF LIVING
		QUINN, JAMES E.	47,025	48,906	4.00%	1,881	MERIT/COST OF LIVING
		SHAPIRO, STEWART	72,251	75,141	4.00%	2,890	MERIT/COST OF LIVING
MEDICINE							
Medicine Office of the Dean							
FACULTY							
		BROWN, CHARLES R.	89,976	91,776	2.00%	1,800	MERIT/COST OF LIVING
		HALL, NANCY K.	73,786	75,262	2.00%	1,476	MERIT/COST OF LIVING
		RHOADES, EVERETT R.	91,760	94,764	3.30%	3,004	MERIT/COST OF LIVING
		WILLIAMS, VALERIE	81,368	82,871	1.60%	1,303	MERIT/COST OF LIVING
STAFF							
		COLEMAN, O. CAYLON	58,272	59,437	2.00%	1,165	MERIT/COST OF LIVING
		LAWSON, PATTY L.	44,010	44,890	2.00%	880	MERIT/COST OF LIVING
		ROMERO, JAMES R.	44,064	44,945	2.00%	881	MERIT/COST OF LIVING
Division of Animal Resources							
FACULTY							
		KOSANKE, STANLEY D.	79,907	83,902	5.00%	3,995	MERIT/COST OF LIVING
		RANDOLPH, MILDRED M.	8,243	8,597	4.30%	354	MERIT/COST OF LIVING
		WHITE, GARY L.	102,088	107,192	5.00%	5,104	MERIT/COST OF LIVING
STAFF							
		JONES, ALBERT V.	39,054	41,454	6.10%	2,400	MERIT/COST OF LIVING

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MEDICINE							
University Affiliated Programs							
	STAFF						
		MARTIN, VYONDA G.	40,800	41,616	2.00%	816	MERIT/COST OF LIVING
		WILSON, LINDA M.	48,000	48,960	2.00%	960	MERIT/COST OF LIVING
Medicine University Physicians Medical Group							
	STAFF						
		BYRD-MAULDIN, PAMELA	45,000	47,250	5.00%	2,250	MERIT/COST OF LIVING
		DUSKIN, ROBERT	48,960	53,000	8.30%	4,040	INCREASED RESPONSIBILITY
		PATTERSON, MARINA S.	42,000	45,000	7.10%	3,000	INCREASED RESPONSIBILITY
		PETERSON, GARY C.	95,000	105,000	10.50%	10,000	COMPETE WITH MARKET PAY
		STEVENS, KATHY	37,504	43,000	14.70%	5,496	EQUITY/COMPRESSION/INVERSION
Dept of Neurosciences							
	FACULTY						
		CHEN, HUIMING	28,000	29,120	4.00%	1,120	MERIT/COST OF LIVING
Dept of Anatomical Sciences							
	FACULTY						
		CHUNG, KYUNG WON	71,997	74,517	3.50%	2,520	MERIT/COST OF LIVING
		HOWES, ROBERT I.	50,299	51,305	2.00%	1,006	MERIT/COST OF LIVING
		JACOB, JANE M.	43,860	45,614	4.00%	1,754	MERIT/COST OF LIVING
		LLOYD, JONATHAN M.	43,860	45,395	3.50%	1,535	MERIT/COST OF LIVING
		MARTIN, REX E.	43,860	45,395	3.50%	1,535	MERIT/COST OF LIVING
		MILLER, KENNETH	53,550	56,335	5.20%	2,785	MERIT/COST OF LIVING
		PAPKA, RAYMOND E.	84,958	90,905	7.00%	5,947	MERIT/COST OF LIVING
		SRINIVASAN, BHARATHI	27,540	28,366	3.00%	826	MERIT/COST OF LIVING
		TOMASEK, JAMES J.	52,109	56,278	8.00%	4,169	MERIT/COST OF LIVING
Dept of Biochemistry and Molecular Biology							
	FACULTY						
		BROYLES, ROBERT H.	68,789	70,516	2.50%	1,727	MERIT/COST OF LIVING
		COX, ANDREW CHADWICK	53,711	54,460	1.40%	749	MERIT/COST OF LIVING
		CUMMINGS, RICHARD D.	100,776	110,776	9.90%	10,000	COMPETE WITH MARKET PAY
		DEANGELIS, PAUL L.	61,200	62,985	2.90%	1,785	MERIT/COST OF LIVING
		FULLER, BRYAN B.	64,764	69,484	7.30%	4,720	MERIT/COST OF LIVING
		HANAS, JAY S.	57,897	59,970	3.60%	2,073	MERIT/COST OF LIVING
		KOMORI, NAOKA	30,000	31,500	5.00%	1,500	MERIT/COST OF LIVING
		LEVINE, MARTIN	59,317	59,893	1.00%	576	MERIT/COST OF LIVING
		LUO, JINHE	22,440	22,889	2.00%	449	MERIT/COST OF LIVING
		MADHUSUDHAN, KUNAPULI T.	28,560	29,988	5.00%	1,428	MERIT/COST OF LIVING
		MATSUMOTO, HIROYUKI	58,500	63,116	7.90%	4,616	MERIT/COST OF LIVING
		NYAME, ANTHONY K.	39,780	41,371	4.00%	1,591	MERIT/COST OF LIVING
		SOKATCH, JOHN R.	93,300	96,352	3.30%	3,052	MERIT/COST OF LIVING
		STEINBERG, ROBERT A.	66,720	71,384	7.00%	4,664	MERIT/COST OF LIVING
		UNGER, LEON	58,377	60,220	3.20%	1,843	MERIT/COST OF LIVING
		WEIGEL, JANET A.	56,099	59,465	6.00%	3,366	MERIT/COST OF LIVING
		WEIGEL, PAUL H.	117,300	126,684	8.00%	9,384	MERIT/COST OF LIVING
		ZENG, FU-YUE	29,160	32,076	10.00%	2,916	MERIT/COST OF LIVING
		ZHOU, BIN	22,000	25,000	13.60%	3,000	PROMOTION

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MEDICINE							
Dept of Microbiology and Immunology							
FACULTY							
		CUNNINGHAM, PHINA MADELEINE	67,608	69,636	3.00%	2,028	MERIT/COST OF LIVING
		DUNN, DON J.	35,000	36,050	3.00%	1,050	MERIT/COST OF LIVING
		DYER, DAVID W.	61,160	63,995	4.60%	2,835	PROMOTION
		GRAVES, DONALD C.	72,225	74,392	3.00%	2,167	MERIT/COST OF LIVING
		HILDEBRAND, WILLIAM H.	50,940	52,468	3.00%	1,528	MERIT/COST OF LIVING
		KENNEDY, RONALD C.	116,400	119,892	3.00%	3,492	MERIT/COST OF LIVING
		LLOYD, RICHARD	53,000	54,590	3.00%	1,590	MERIT/COST OF LIVING
		MC SHAN, WILLIAM M.	40,000	48,000	20.00%	8,000	INCREASED RESPONSIBILITY
		MURPHY, JUNEANN W.	79,612	81,999	3.00%	2,387	MERIT/COST OF LIVING
		PALUMBO, GREGORY J.	51,000	52,530	3.00%	1,530	MERIT/COST OF LIVING
		SHANKAR, VISWANATHAN	27,000	35,000	29.60%	8,000	PROMOTION
		SHEARER, MICHAEL H.	41,600	44,096	6.00%	2,496	MERIT/COST OF LIVING
		TWETEN, RODNEY KIM	63,200	65,096	3.00%	1,896	MERIT/COST OF LIVING
Dept of Pathology							
FACULTY							
		ADESINA, ADEKUNLE	6,252	6,252	1.80%	1,092	MERIT/COST OF LIVING
	(VA)	54,348 *	55,440 *				
		BANE, BARBARA L.	68,617	70,617	2.50%	2,000	PROMOTION
	(VA)	10,973 *	10,973 *				
		BRUMBACK, ROGER A.	20,353	20,353	1.40%	1,075	MERIT/COST OF LIVING
	(VA)	53,788 *	54,863 *				
		DUNN, SAMUEL T.	36,556	40,000	9.40%	3,444	MERIT/COST OF LIVING
	(VA)	64,225 *	67,491	5.10%	3,266	MERIT/COST OF LIVING	
		GILLUM, RONALD LEE	56,538	56,538	0.60%	441	MERIT/COST OF LIVING
	(VA)	22,082 *	22,523 *				
		GRAMMAS, PAULA	80,870	85,870	6.20%	5,000	MERIT/COST OF LIVING
		HOWARD, ERIC W.	48,368	53,200	10.00%	4,832	MERIT/COST OF LIVING
		LIU, YUECHUENG	46,920	49,920	6.40%	3,000	MERIT/COST OF LIVING
	(VA)	54,011 *	55,303	2.40%	1,292	MERIT/COST OF LIVING	
		PEREIRA, ANNE	53,550	55,550	3.70%	2,000	MERIT/COST OF LIVING
	(VA)	86,589 *	90,090	4.00%	3,501	MERIT/COST OF LIVING	
STAFF							
		RODEN, JUDY A.	63,160	68,500	8.50%	5,340	MERIT/COST OF LIVING
Dept of Pharmacology							
FACULTY							
		JONES-BLAIR, SHARON L.	49,685	52,133	4.90%	2,448	EQUITY/COMPRESSION/INVERSION
		KOSS, MICHAEL C.	79,560	82,750	4.00%	3,190	MERIT/COST OF LIVING
		MOORE, JOANNE I.	87,440	90,500	3.50%	3,060	MERIT/COST OF LIVING
		PATTERSON, EUGENE S.	46,767	48,500	3.70%	1,733	MERIT/COST OF LIVING
Dept of Physiology							
FACULTY							
		BARRON, KIRK W.	44,114	46,114	4.50%	2,000	MERIT/COST OF LIVING
		BEESLEY, ROBERT C.	53,640	55,517	3.50%	1,877	MERIT/COST OF LIVING
		BENYAJATI, SIRIBHINYA	50,147	52,153	4.00%	2,006	MERIT/COST OF LIVING
		BLAIR, ROBERT W.	52,116	54,461	4.50%	2,345	MERIT/COST OF LIVING
		CHANDLER, MARGARET J.	25,422	30,000	18.00%	4,578	EQUITY/COMPRESSION/INVERSION
		DORMER, KENNETH JOHN	57,235	59,238	3.50%	2,003	MERIT/COST OF LIVING
		FARBER, JAY PAUL	68,147	70,873	4.00%	2,726	MERIT/COST OF LIVING
		FOREMAN, ROBERT DALE	95,141	98,947	4.00%	3,806	MERIT/COST OF LIVING
		GARRETT, KENNON M.	41,432	43,432	4.80%	2,000	MERIT/COST OF LIVING
		HULL, STEPHEN	42,453	44,453	4.70%	2,000	MERIT/COST OF LIVING
		MCHALE, PHILIP A.	75,381	77,541	2.90%	2,160	MERIT/COST OF LIVING
		MOBLEY, BERT A.	64,741	66,741	3.10%	2,000	MERIT/COST OF LIVING
		MYERS, DEAN A.	52,197	54,285	4.00%	2,088	MERIT/COST OF LIVING

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MEDICINE							
	Dept of Physiology	THIES, ROGER	57,200	59,202	3.50%	2,002	MERIT/COST OF LIVING
		REDDY, YERRADHODDI S.	50,662	52,688	4.00%	2,026	MERIT/COST OF LIVING
	Dept of Anesthesiology						
	FACULTY	ABEYEWARDENE, LANKIKE N.	39,500	55,000	39.20%	15,500	PROMOTION
		ELWOOD, ROBIN J.	71,400	74,000	3.60%	2,600	PROMOTION
		ISAAC, PHILIP A.	50,000	55,000	10.00%	5,000	PROMOTION
		PRUTHI, RAVINDAR K.	51,000	55,000	7.80%	4,000	PROMOTION
		RAMAKRISHNAN, USHA	51,000	55,000	7.80%	4,000	PROMOTION
	Dept of Dermatology						
	FACULTY	TAIRA, JAMES	51,000	54,000	5.90%	3,000	PROMOTION
	Dept of Family Medicine						
	FACULTY	ASPY, CHERYL	56,000	56,560	1.00%	560	MERIT/COST OF LIVING
		BARRETT, JAMES	71,300	73,456	3.00%	2,156	MERIT/COST OF LIVING
		BRAND, JAMES L.	73,919	74,658	1.00%	739	MERIT/COST OF LIVING
		CACY, DEBORAH S.	39,272	39,665	1.00%	393	MERIT/COST OF LIVING
		CARREL, JERRY	3,060	3,091	52.80%	19,031	COMPETE WITH MARKET PAY
		(VA) COOK, JACQUELINE B.	33,000 *	52,000 *			
		CRUTCHER, JAMES E.	50,000	50,501	1.00%	501	MERIT/COST OF LIVING
		DEHART, ROY LYNCH	86,700	87,568	1.00%	868	MERIT/COST OF LIVING
		DUBOIS, PEGGY L.	117,300	118,473	1.00%	1,173	MERIT/COST OF LIVING
		DURRETT, JACKIE PAUL	9,180	9,272	1.00%	92	MERIT/COST OF LIVING
		ELLIOTT, ROGER A.	63,846	66,399	4.00%	2,553	MERIT/COST OF LIVING
		HAMM, ROBERT	47,270	47,743	1.00%	473	MERIT/COST OF LIVING
		HAVEL, RICHARD	49,939	53,438	7.00%	3,499	PROMOTION
		HUGHES, AMY K.	60,000	60,600	1.00%	600	MERIT/COST OF LIVING
		JACKSON, ALLENE	45,000	45,451	1.00%	451	MERIT/COST OF LIVING
		LAWLER, FRANK H.	50,400	50,904	1.00%	504	MERIT/COST OF LIVING
		LAWLER, MARY K.	81,562	82,378	1.00%	816	MERIT/COST OF LIVING
		LOEMKER, VICKI LOU	51,466	51,980	1.00%	514	MERIT/COST OF LIVING
		MCCARTHY, LAINE H.	6,120	6,181	1.00%	61	MERIT/COST OF LIVING
		MCNEILL, DANIEL L.	35,700	36,057	1.00%	357	MERIT/COST OF LIVING
		MOLD, JAMES WILLIAM	61,200	61,812	1.00%	612	MERIT/COST OF LIVING
		PAUL, DAVID W.	81,500	88,285	8.30%	6,785	PROMOTION
		ROOT, PAULA	71,400	72,114	1.00%	714	MERIT/COST OF LIVING
		SCHEID, DEWEY C.	68,500	69,186	1.00%	686	MERIT/COST OF LIVING
		SCHWEIBERT, L. PETER	80,000	80,800	1.00%	800	MERIT/COST OF LIVING
		SHARP, GARY RICHARD	81,588	82,404	1.00%	816	MERIT/COST OF LIVING
		SMITH, KENNETH R	45,430	45,884	1.00%	454	MERIT/COST OF LIVING
		STEIN, HOWARD F.	76,442	78,752	3.00%	2,310	MERIT/COST OF LIVING
		WINN, PETER	59,682	60,279	1.00%	597	MERIT/COST OF LIVING
		ZUBIALDE, JOHN P.	72,000	74,721	3.80%	2,721	PROMOTION
			71,500	72,215	1.00%	715	MERIT/COST OF LIVING
	STAFF	CACY, JIMMY R.	40,800	42,433	4.00%	1,633	MERIT/COST OF LIVING
		STEWART, RUTH C.	46,941	51,612	10.00%	4,671	MERIT/COST OF LIVING

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MEDICINE							
Family Medicine Clinics-Oklahoma City							
	FACULTY	REILLY, KATHRYN	77,000	77,770	1.00%	770	MERIT/COST OF LIVING
	STAFF	VARGHESE, GEORGE M.	45,900	49,113	7.00%	3,213	MERIT/COST OF LIVING
Family Medicine Clinic-Enid							
	FACULTY	CURTIS, JANE	70,000	70,700	1.00%	700	MERIT/COST OF LIVING
		FRANTZ, KURT SMITH	37,425	37,799	1.00%	374	MERIT/COST OF LIVING
		PONTIOUS, JAMES M.	76,500	79,265	3.60%	2,765	MERIT/COST OF LIVING
		RONCK, JOHN WILLIAM	35,326	35,679	1.00%	353	MERIT/COST OF LIVING
Medicine Cardiology							
	FACULTY	BECKMAN, KAREN J.	64,648	65,648	1.50%	1,000	PROMOTION
		CHANDRASEKARAN, K.	86,700	89,700	3.50%	3,000	PROMOTION
		MCCLELLAND, JAMES H.	62,565	65,565	4.80%	3,000	PROMOTION
		TONG, DAVID	44,000	48,000	9.10%	4,000	EQUITY/COMPRESSION/INVERSION
		WIDMAN, LAWRENCE E.	30,000	32,000	3.20%	2,000	PROMOTION
		(VA)	32,220 *	32,220 *			
Medicine Hematology/Oncology							
	STAFF	AMBROSE, KAREN E.	44,982	46,781	4.00%	1,799	MERIT/COST OF LIVING
Medicine Infectious Diseases							
	FACULTY	SCOTT, E. NAN	(VA) 60,846 *	62,299	2.40%	1,453	MERIT/COST OF LIVING
Medicine General Internal Medicine							
	FACULTY	BERNARD, MARIE A.	18,046	21,046	3.80%	3,000	PROMOTION
		(VA)	59,992 *	59,992 *			
Medicine Nephrology							
	FACULTY	KUMAR, SATISH	30,686	33,686	3.90%	3,000	PROMOTION
		(VA)	46,368 *	46,368 *			
Dept of Obstetrics and Gynecology							
	FACULTY	CAREY, JOHN CHRISTOPHER	75,705	82,000	8.30%	6,295	EQUITY/COMPRESSION/INVERSION
		HARRIS, JUDITH L.	48,972	51,172	4.50%	2,200	MERIT/COST OF LIVING
		MANNEL, ROBERT S.	65,520	66,648	1.70%	1,128	EQUITY/COMPRESSION/INVERSION
		MILES, PAMELA S.	46,267	51,000	10.20%	4,733	EQUITY/COMPRESSION/INVERSION
		NUNEZ, EVELYN R.	35,700	37,635	5.40%	1,935	PROMOTION
		SHEN-GUNTHER, JANE	35,700	1,725	5.40%	1,935	PROMOTION
		(VA)	*	35,910 *			
		WALKER, JOAN L.	63,648	66,648	4.70%	3,000	RAISE PAY TO MINIMUM RANGE

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VP/ COL/ DEPT	FACULTY /STAFF	EMPLOYEE NAME	CURRENT SALARY	PROPOSED SALARY	% INCR	INCR AMOUNT	JUSTIFICATIONS
MEDICINE							
Dept of Obstetrics and Gynecology							
STAFF							
		BROOKS, KENNETH WAYNE	46,150	47,996	4.00%	1,846	MERIT/COST OF LIVING
		FOSTER, ELENOR L.	39,996	41,996	5.00%	2,000	MERIT/COST OF LIVING
		KIM-SUH, HEE SUNN	39,375	40,950	4.00%	1,575	MERIT/COST OF LIVING
		LINGO, DAVID M.	40,956	60,956	48.80%	20,000	EQUITY/COMPRESSION/INVERSION
		MILLER, LINDA	42,707	44,907	5.20%	2,200	MERIT/COST OF LIVING
		YADACK, ALBERTA SUZANNE	39,375	40,557	3.00%	1,182	RECLASSIFICATION
Dept of Ophthalmology							
FACULTY							
		ANDERSON, ROBERT E.	117,300	119,493	1.90%	2,193	MERIT/COST OF LIVING
		BRADFORD, CYNTHIA A.	52,670	52,670	0.50%	377	INCREASED RESPONSIBILITY
	(VA)	FARRIS, BRADLEY KENT	18,771 *	19,148 *			
			61,695	61,695	0.30%	188	INCREASED RESPONSIBILITY
	(VA)		9,386 *	9,574 *			
		FRANSEN, STEPHEN R.	48,936	81,936	35.00%	33,963	INCREASED RESPONSIBILITY
	(VA)		48,125 *	49,088 *			
		GILMORE, MICHAEL S.	71,400	79,281	11.00%	7,881	PROMOTION
		HILDEBRAND, LLOYD	55,797	76,097	34.50%	24,597	INCREASED RESPONSIBILITY
	(VA)		15,403 *	19,700 *			
	(VA)	KINGSLEY, RONALD M.	22,082 *	22,523	2.00%	441	INCREASED RESPONSIBILITY
		SHAVER, ROBERT P.	61,566	61,566	0.70%	493	MERIT/COST OF LIVING
	(VA)		10,191 *	10,684 *			
Dept of Orthopaedic Surgery & Rehabilitation							
FACULTY							
		BERKE, GARY	44,064	44,123	0.10%	59	MERIT/COST OF LIVING
		GRUEL, CURTIS	69,401	71,000	2.30%	1,599	MERIT/COST OF LIVING
		HERNDON, WILLIAM A.	71,442	72,442	1.40%	1,000	MERIT/COST OF LIVING
		TOMPKINS, JOHN FULTON	8,557	8,557	3.50%	3,122	MERIT/COST OF LIVING
	(VA)		80,442 *	83,564 *			
Dept of Otorhinolaryngology							
FACULTY							
		CLARK, KEITH FREDRICK	66,102	69,407	5.00%	3,305	MERIT/COST OF LIVING
		HOUCK, JOHN R., JR.	20,279	23,584	5.00%	3,305	MERIT/COST OF LIVING
	(VA)		45,822 *	45,822 *			
		THOMPSON, ANN M.	44,225	47,225	6.80%	3,000	PROMOTION
Dept of Pediatrics							
FACULTY							
		BIGFOOT, DOLORES SUBIA	46,925	51,000	8.70%	4,075	MERIT/COST OF LIVING
		BLACKETT, PIERS R.	42,246	56,000	32.60%	13,754	EQUITY/COMPRESSION/INVERSION
		COUSSONS, HARRIET W.	64,312	64,836	0.80%	524	EQUITY/COMPRESSION/INVERSION
		CULBERTSON, JAN L.	48,791	48,839	0.10%	48	EQUITY/COMPRESSION/INVERSION
		ELBERT, JEAN C.	51,733	51,784	0.10%	51	EQUITY/COMPRESSION/INVERSION
		GRUNOW, JOHN E.	76,492	79,492	3.90%	3,000	PROMOTION
		GURWITCH, ROBIN H.	47,181	47,322	0.30%	141	MERIT/COST OF LIVING
		MCCAFFREE, MARY A.	67,473	80,000	18.60%	12,527	EQUITY/COMPRESSION/INVERSION
		PARKHURST, JOAN	48,068	56,068	16.60%	8,000	EQUITY/COMPRESSION/INVERSION
		SHELDON, ROGER E.	70,194	70,475	0.40%	281	MERIT/COST OF LIVING
		STEELE, MARILYN IRENE	53,979	56,978	5.60%	2,999	PROMOTION
		THIGPEN, SHEILA M.	32,000	35,000	9.40%	3,000	EQUITY/COMPRESSION/INVERSION
		TOUBAS, PAUL L.	61,662	80,000	29.70%	18,338	EQUITY/COMPRESSION/INVERSION
		WILLIAMS, PATRICIA D.	30,600	35,000	14.40%	4,400	EQUITY/COMPRESSION/INVERSION
		WILLIS, DIANE J.	61,502	61,569	0.10%	67	EQUITY/COMPRESSION/INVERSION

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MEDICINE							
Dept of Pediatrics							
	STAFF	HATLELID, KATHLEEN S.	36,000	44,000	22.20%	8,000	COMPETE WITH MARKET PAY
Dept of Psychiatry and Behavioral Sciences							
	FACULTY	BAKER, WILLIAM	(VA) 41,678 *	54,054	29.70%	12,376	INCREASED RESPONSIBILITY
		BERTOCH, DONALD J.	(VA) 52,045 *	60,560	16.40%	8,515	NECESSARY TO RETAIN EMPLOYEE
		BOYER, JENNY	(VA) 41,640 *	45,426	9.10%	3,786	NECESSARY TO RETAIN EMPLOYEE
		DABIRI, LOUISE M.	58,140	63,140	8.60%	5,000	PROMOTION
		IRICANIN, TOMISLAV	(VA) 82,149 *	85,470	4.00%	3,321	NECESSARY TO RETAIN EMPLOYEE
		JONES, DAN	(VA) 44,221 *	49,968	13.00%	5,747	NECESSARY TO RETAIN EMPLOYEE
		LEBER, WILLIAM R.	(VA) 53,622 *	62,299	16.20%	8,677	NECESSARY TO RETAIN EMPLOYEE
		LINDSEY, ETHAN	62,000	68,889	11.10%	6,889	PROMOTION
		LOVALLO, WILLIAM	(VA) 63,366 *	73,619	16.20%	10,253	NECESSARY TO RETAIN EMPLOYEE
		MORGAN, JEAN SCOTT	(VA) 56,867 *	65,760	15.60%	8,893	NECESSARY TO RETAIN EMPLOYEE
		PAI, MANGALORE	8,905	14,078	10.80%	7,730	PROMOTION
			(VA) 62,742 *	65,299 *			
		PEREZ-CRUET, JORGE	(VA) 88,326 *	90,090	2.00%	1,764	MERIT/COST OF LIVING
		REAVES, BARBARA K.	(VA) 35,617 *	36,332	2.00%	715	MERIT/COST OF LIVING
		ROSENBERG, EMILY	(VA) 71,341 *	72,765	2.00%	1,424	MERIT/COST OF LIVING
		SHAW, CATHERINE J.	(VA) 59,145 *	67,491	14.10%	8,346	COMPETE WITH MARKET PAY
		TASSEY, JOHN R.	(VA) 53,622 *	60,568	13.00%	6,946	NECESSARY TO RETAIN EMPLOYEE
		TRAXLER, WALTER THOMAS	(VA) 52,996 *	54,054	2.00%	1,058	MERIT/COST OF LIVING
		TUCKER, PHEBE M.	70,000	80,000	14.30%	10,000	PROMOTION
		VAD, BAL G.	(VA) 44,163 *	45,045	2.00%	882	MERIT/COST OF LIVING
		WARREN-CHIOCO, CARMEN	(VA) 83,796 *	87,780	4.80%	3,984	NECESSARY TO RETAIN EMPLOYEE
		YOUNG, EARL R.	(VA) 56,899 *	65,033	14.30%	8,134	NECESSARY TO RETAIN EMPLOYEE
	STAFF	FRANCIS, ELLEN	42,000	45,780	9.00%	3,780	RAISE PAY TO MINIMUM RANGE
Dept of Radiological Sciences							
	FACULTY	ALLEN, ERNEST WILLIAM	45,354	45,354	1.00%	882	MERIT/COST OF LIVING
			(VA) 44,163 *	45,045 *			
		CHACKO, GEORGE N.	14,236	14,236	1.60%	1,121	MERIT/COST OF LIVING
			(VA) 56,052 *	57,173 *			
		CHU, ROBERT Y.	6,667	6,667	4.60%	3,266	MERIT/COST OF LIVING
			(VA) 64,225 *	67,491 *			
		LEONARD, JOE C.	76,664	76,664	0.20%	176	MERIT/COST OF LIVING
			(VA) 8,833 *	9,009 *			
		NYE, PETER JOSEPH		50,000	31.70%	12,033	PROMOTION
			(VA) 37,967 *	*			
Dept of Surgery							
	STAFF	MCCUE, CAROLYN A.	48,251	52,594	9.00%	4,343	MERIT/COST OF LIVING
Dept of Urology							
	FACULTY	BONNER, REBECCA B.	45,288	47,350	4.60%	2,062	MERIT/COST OF LIVING

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MEDICINE-TULSA							
		CMT Office of the Dean					
	FACULTY	BROOKS, HAROLD	130,000	142,160	9.40%	12,160	MERIT/COST OF LIVING
	STAFF	MULKEY, KAREN A.	42,432	45,568	7.40%	3,136	MERIT/COST OF LIVING
		CMT Administration and Finance					
	STAFF	ALEXANDER, LEELAND N.	73,110	80,000	9.40%	6,890	MERIT/COST OF LIVING
		FRANK, KEITH M.	51,000	55,000	7.80%	4,000	MERIT/COST OF LIVING
		CMT Operations					
	STAFF	LIST, RAYMOND A.	52,660	56,000	6.30%	3,340	MERIT/COST OF LIVING
		CMT Dept of Family Practice					
	FACULTY	FOSTER, MICHAEL	73,440	77,000	4.80%	3,560	MERIT/COST OF LIVING
		HUNT, ROBERT RANDALL	70,000	72,800	4.00%	2,800	MERIT/COST OF LIVING
		KING, JAMES C.	77,520	83,500	7.70%	5,980	MERIT/COST OF LIVING
		MEHNERT-KAY, SUSAN	57,120	59,800	4.70%	2,680	MERIT/COST OF LIVING
		PROTHRO, GEORGE W.	9,450	10,000	5.80%	550	MERIT/COST OF LIVING
		TIETZE, PAUL E.	102,000	115,000	12.70%	13,000	MERIT/COST OF LIVING
		TIPTON, JOHN W.	75,480	78,500	4.00%	3,020	MERIT/COST OF LIVING
		WOODS, WILLIAM M.	76,500	79,800	4.30%	3,300	MERIT/COST OF LIVING
		CMT Dept of Internal Medicine					
	FACULTY	HAYNIE, MARY E.	48,856	50,810	4.00%	1,954	MERIT/COST OF LIVING
		JAROLIM, DALA R.	5,000	10,000	3.80%	5,000	MERIT/COST OF LIVING
		(VA)	127,089 *	127,089 *			
		CMT Dept of Surgery					
	FACULTY	LYTLE, GLENN	30,408	40,000	8.20%	9,592	PROMOTION
		(VA)	86,589 *	86,589 *			
		MALNAR, KAREN	36,720	38,189	4.00%	1,469	MERIT/COST OF LIVING
		MCGEE, J. MICHAEL	76,500	79,560	4.00%	3,060	MERIT/COST OF LIVING
		YOUNG, ROGER L.	76,500	79,560	4.00%	3,060	MERIT/COST OF LIVING
		CMT Dept of Obstetrics and Gynecology					
	FACULTY	BEESON, JAMES HAROLD	98,175	102,500	4.40%	4,325	MERIT/COST OF LIVING
		BUNDREN, JOHN CLARK	121,074	125,074	3.30%	4,000	MERIT/COST OF LIVING
		CHOO, YEW-CHEONG	32,232	33,922	5.20%	1,690	MERIT/COST OF LIVING
		HARMAN, MARK	82,400	85,700	4.00%	3,300	MERIT/COST OF LIVING
		HASWELL, GLENN L.	28,560	29,700	4.00%	1,140	MERIT/COST OF LIVING
		MOUNT, HOUSTON	12,000	12,480	4.00%	480	MERIT/COST OF LIVING
		NETTLES, JOHN B.	83,258	87,058	4.60%	3,800	MERIT/COST OF LIVING
		PEREZ, NELSON	76,500	80,000	4.60%	3,500	MERIT/COST OF LIVING
		WORTHAM, J.W. EDWARD, JR.	91,698	95,293	3.90%	3,595	MERIT/COST OF LIVING

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MEDICINE-TULSA							
		CMT Dept of Pediatrics					
		FACULTY					
		BLOCK, ROBERT WALTER	81,100	100,000	23.30%	18,900	PROMOTION
		GIBSON, GWENDOLYN	51,000	61,100	19.80%	10,100	INCREASED RESPONSIBILITY
		HAMILTON, DONALD R.	56,100	57,700	2.90%	1,600	MERIT/COST OF LIVING
		PLUNKET, DANIEL C.	98,583	102,500	4.00%	3,917	MERIT/COST OF LIVING
		SHARMA, BHARAT BHUSHAN	54,060	56,222	4.00%	2,162	MERIT/COST OF LIVING
		CMT Dept of Psychiatry					
		FACULTY					
		OLSEN, MILTON C.	83,640	89,000	6.40%	5,360	MERIT/COST OF LIVING
		CMT Office of Personnel Services					
		STAFF					
		GOULD, CONSTANCE	50,000	55,000	10.00%	5,000	MERIT/COST OF LIVING
		CMT Library					
		FACULTY					
		JOHNSTON, ELAINE C.	24,000	24,960	4.00%	960	MERIT/COST OF LIVING
		MINNERATH, JANET E.	50,649	52,675	4.00%	2,026	MERIT/COST OF LIVING
		CMT Common Clinic Services					
		STAFF					
		SMITH, LINDA K.	41,330	53,000	28.20%	11,670	PROMOTION
		CMT Women's Clinic					
		STAFF					
		OAKLEY, SHIRLEY E.	39,000	40,170	3.00%	1,170	MERIT/COST OF LIVING
PROVOST							
		Office of the Provost					
		STAFF					
		EVANS, SHERRY L.	44,911	48,055	7.00%	3,144	MERIT/COST OF LIVING
		BENNETT, MARCIA	75,160	82,300	9.50%	7,140	MERIT/COST OF LIVING
		MURRAY, CAROLYN SUE	38,466	45,000	17.00%	6,534	EQUITY/COMPRESSION/INVERSION
		SHAW, CANDACE A.	44,128	45,893	4.00%	1,765	MERIT/COST OF LIVING
		Facilities Management & Capital Planning					
		STAFF					
		GODKINS, THOMAS R.	72,880	79,804	9.50%	6,924	MERIT/COST OF LIVING
		Environmental Health and Safety Office					
		STAFF					
		MARCHAM, CHERYL	53,160	56,350	6.00%	3,190	MERIT/COST OF LIVING

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PROVOST							
		Radiation Safety Office					
	STAFF	DANAK, SUBHASH	51,184	52,719	3.00%	1,535	MERIT/COST OF LIVING
		Architectural and Engineering Services					
	STAFF	BERRY, WILTON L.	42,840	44,554	4.00%	1,714	MERIT/COST OF LIVING
		CAMPBELL, WILLIAM H.	51,160	54,760	7.00%	3,600	MERIT/COST OF LIVING
		University Relations					
	STAFF	LAMIRAND, W. HERSHEL, III	67,923	70,640	4.00%	2,717	MERIT/COST OF LIVING
		University Development					
	STAFF	GRIFFITH, FRANK A.	65,160	67,766	4.00%	2,606	MERIT/COST OF LIVING
		IVY, LANA G.	50,450	52,468	4.00%	2,018	MERIT/COST OF LIVING
		Office of Research Administration					
	FACULTY	WAXMAN, FRANK	84,061	98,000	16.60%	13,939	PROMOTION
	STAFF	NISBETT, NANCY L.	48,000	52,560	9.50%	4,560	MERIT/COST OF LIVING
		Internal Audit					
	STAFF	BURK, DELMAR D.	51,430	53,360	3.80%	1,930	MERIT/COST OF LIVING
		LUEB, KATHY L.	39,825	41,320	3.80%	1,495	MERIT/COST OF LIVING
		Legal Counsel					
	STAFF	SEAMANS, SUSAN G.	66,190	69,830	5.50%	3,640	MERIT/COST OF LIVING
EDUCATIONAL SERVICES							
		Vice-Provost for Educational Services					
	FACULTY	BRYAN, WILLIE V.	69,716	76,339	9.50%	6,623	MERIT/COST OF LIVING
	STAFF	HARDY, HOUSTON THOMAS	43,841	47,051	7.30%	3,210	MERIT/COST OF LIVING
		Office of Student Financial Aids					
	STAFF	OSBURN, JANICE C.	40,700	42,125	3.50%	1,425	MERIT/COST OF LIVING

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ADMINISTRATION & FINANCE							
		Vice President for Administrative Affairs					
	STAFF	LEMONS, MARK	104,160	109,160	4.80%	5,000	MERIT/COST OF LIVING
		WALKER, KATHY C.	42,289	44,488	5.20%	2,199	MERIT/COST OF LIVING
		Office of the Budget					
	STAFF	COVALT, V. PAUL	80,230	83,600	4.20%	3,370	MERIT/COST OF LIVING
		SMITH, KAREN S.	39,500	41,870	6.00%	2,370	MERIT/COST OF LIVING
		Research and Educational Systems					
	STAFF	CONCANNON, FRANK	39,850	42,161	5.80%	2,311	MERIT/COST OF LIVING
		DAVIS, ALAN BARRY	52,000	55,016	5.80%	3,016	MERIT/COST OF LIVING
		Micro-Computer Maintenance					
	STAFF	MARMON, RICHARD	54,000	59,300	9.80%	5,300	MERIT/COST OF LIVING
		SHREVE, WARREN P.	54,638	59,500	8.90%	4,862	INCREASED RESPONSIBILITY
		Information Technology					
	STAFF	BROSEY, MARGARET MAXINE	58,326	59,875	2.70%	1,549	MERIT/COST OF LIVING
		HATCH, GARY	86,660	90,995	5.00%	4,335	MERIT/COST OF LIVING
		JONES-PARRA, LIGIA M.	51,807	56,200	8.50%	4,393	COMPETE WITH MARKET PAY
		MCKAY, THOMAS E.	38,540	42,274	9.70%	3,734	COMPETE WITH MARKET PAY
		NGUYEN, CUNG H.	51,592	54,631	5.90%	3,039	COMPETE WITH MARKET PAY
		OTAKPOR, ANTHONY I.	38,504	46,008	19.50%	7,504	NECESSARY TO RETAIN EMPLOYEE
		POE, J. RANDAL	44,300	45,850	3.50%	1,550	MERIT/COST OF LIVING
		PRESLEY, LARRY E.	51,807	55,000	6.20%	3,193	MERIT/COST OF LIVING
		REVENE, DONALD P.	60,160	63,150	5.00%	2,990	MERIT/COST OF LIVING
		ROBERTS, WES L.	60,652	63,078	4.00%	2,426	MERIT/COST OF LIVING
		STANDEFER, WILLIAM E.	44,311	45,862	3.50%	1,551	MERIT/COST OF LIVING
		TREPAGNIER, REBECCA S.	56,580	60,000	6.00%	3,420	MERIT/COST OF LIVING
		Computing Network Service Unit					
	STAFF	FAIRLESS, DANIEL L.	41,000	44,000	7.30%	3,000	COMPETE WITH MARKET PAY
		MERCER, TERESA A.	48,012	54,631	13.80%	6,619	COMPETE WITH MARKET PAY
		MOORE, RANDY	38,000	42,000	10.50%	4,000	COMPETE WITH MARKET PAY
		Financial Services					
	STAFF	GLOVER, SHERRY E.	45,761	48,621	6.20%	2,860	MERIT/COST OF LIVING
		HENSON, TERESA M.	75,610	79,542	5.20%	3,932	MERIT/COST OF LIVING
		RANEY, DARRELL W.	47,865	50,378	5.30%	2,513	MERIT/COST OF LIVING
		WINSTON, ALONZO L.	45,064	47,092	4.50%	2,028	MERIT/COST OF LIVING
		Grants and Contracts Accounting					
	STAFF	MAYFIELD, O. SAMMY	53,071	56,388	6.30%	3,317	MERIT/COST OF LIVING
		SKRASEK, LEANNE	41,306	43,888	6.30%	2,582	MERIT/COST OF LIVING

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STAFF WITH SALARIES \$40,000 OR GREATER PER YEAR
FY97 BUDGET - ALL ACCOUNTS

VP/ COL/ DEPT	FACULTY /STAFF	EMPLOYEE NAME	CURRENT SALARY	PROPOSED SALARY	% INCR	INCR AMOUNT	JUSTIFICATIONS
ADMINISTRATION & FINANCE							
Auxiliary and Service Unit Accounting							
	STAFF	LAMBRECHT, ROBYN A.	45,798	48,660	6.20%	2,862	MERIT/COST OF LIVING NECESSARY TO RETAIN EMPLOYEE
		STANLEY, STEPHEN	38,250	42,500	11.11%	4,250	
Educational Support - Classroom Services							
	STAFF	LAWSON, PAMELA S.	46,712	48,625	4.10%	1,913	MERIT/COST OF LIVING
Grants and Contracts Administration							
	STAFF	ALLEN, MARILYN J.	50,172	52,200	4.00%	2,028	MERIT/COST OF LIVING
		HENSON, LARRY	62,380	64,875	4.00%	2,495	MERIT/COST OF LIVING
Operations/Physical Plant							
	STAFF	JEFFERIES, CHRIS L.	75,130	77,385	3.00%	2,255	MERIT/COST OF LIVING
Campus Police, Fire, and Safety							
	STAFF	SMITH, DENNIS	45,696	47,570	4.10%	1,874	MERIT/COST OF LIVING
General Services							
	STAFF	LEE, CARL D.	49,592	51,984	4.80%	2,392	MERIT/COST OF LIVING
Site Support							
	STAFF	BIRMINGHAM, CARL DEAN	39,232	40,801	4.00%	1,569	MERIT/COST OF LIVING
		DAVIS, DAVE J.	38,626	40,171	4.00%	1,545	MERIT/COST OF LIVING
		SEEKINGS, CHARLES L.	45,296	47,108	4.00%	1,812	MERIT/COST OF LIVING
		STIGER, TIM A.	40,698	42,652	4.80%	1,954	MERIT/COST OF LIVING
Building Maintenance							
	STAFF	CAIL, DONALD P.	49,705	52,019	4.70%	2,314	MERIT/COST OF LIVING
		CANDELARIA, ELOY L.	45,516	47,662	4.70%	2,146	MERIT/COST OF LIVING
		HOGG, DONALD E.	38,942	40,826	4.80%	1,884	MERIT/COST OF LIVING
		NUTT, DEWAYNE O.	41,683	43,351	4.00%	1,668	MERIT/COST OF LIVING
Telecommunications							
	STAFF	RUST, MARY F.	42,185	43,872	4.00%	1,687	MERIT/COST OF LIVING

THE UNIVERSITY OF OKLAHOMA - HEALTH SCIENCES CENTER
 SALARY JUSTIFICATIONS FOR EMPLOYEES
 RECEIVING INCREASES GREATER THAN 0%
 ALL FACULTY
 STAFF WITH SALARIES \$40,000 OR GREATER PER YEAR
 FY97 BUDGET - ALL ACCOUNTS

VP/ COL/ DEPT	FACULTY /STAFF	EMPLOYEE NAME	CURRENT SALARY	PROPOSED SALARY	% INCR	INCR AMOUNT	JUSTIFICATIONS
ADMINISTRATION & FINANCE							
Steam and Chilled Water Plant							
	STAFF						
		CHENOWETH, BILLY G.	55,625	57,850	4.00%	2,225	MERIT/COST OF LIVING
		GRUNDY, TIMOTHY RAYFORD	49,150	51,116	4.00%	1,966	MERIT/COST OF LIVING
		MARTIN, BILLY G.	41,281	42,932	4.00%	1,651	MERIT/COST OF LIVING
Personnel Services							
	STAFF						
		DANIEL, FRED B.	39,989	45,564	13.90%	5,575	INCREASED RESPONSIBILITY
		FUNCHES, WALTER JEROME	39,989	41,592	4.00%	1,603	MERIT/COST OF LIVING
		MOORE, GERRY B.	67,488	70,980	5.20%	3,492	MERIT/COST OF LIVING
		SHARP, JAMES H.	50,004	52,008	4.00%	2,004	MERIT/COST OF LIVING
Purchasing Department							
	STAFF						
		HOOD, ANITA R.	42,839	44,553	4.00%	1,714	MERIT/COST OF LIVING
		WILSON, JULENE D.	39,625	41,210	4.00%	1,585	MERIT/COST OF LIVING
LIBRARY							
HSC Library							
	FACULTY						
		ALLIN, ROSWITHA	21,500	22,572	5.00%	1,072	MERIT/COST OF LIVING
		BROWER, STEWART M.	23,562	25,452	8.00%	1,890	EQUITY/COMPRESSION/INVERSION
		CLIFTON, SHARI C.	23,562	25,452	8.00%	1,890	MERIT/COST OF LIVING
		GOODSON, JENNIFER C.	31,161	36,828	18.20%	5,667	EQUITY/COMPRESSION/INVERSION
		SCHNEEBERGER, EDITH A.	21,500	23,436	9.00%	1,936	MERIT/COST OF LIVING
		SUMMERS-ABLES, JOY E.	38,916	41,832	7.50%	2,916	MERIT/COST OF LIVING
		WAGNER, JACK L.	34,661	36,876	6.40%	2,215	MERIT/COST OF LIVING
		WILKERSON, JUDITH C.	37,825	40,248	6.40%	2,423	MERIT/COST OF LIVING
	STAFF						
		THOMPSON, CLINTON M.	60,356	62,772	4.00%	2,416	EQUITY/COMPRESSION/INVERSION