

C O N T E N T S
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THE UNIVERSITY OF OKLAHOMA BOARD OF REGENTS
SEPTEMBER 8-9, 1998

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**MINUTES OF A REGULAR MEETING
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SEPTEMBER 8-9, 1998**

A regular meeting of the Board of Regents governing The University of Oklahoma and Cameron University was called to order in the Shepler Center Mezzanine Room on the Cameron University Campus in Lawton, Oklahoma, on Tuesday, September 8, 1998, beginning at 3:35 p.m.

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

Absent: Regent C. S. Lewis III.

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

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

Notice of the time, date, and place of this meeting were submitted to the Secretary of State, and the agenda was posted in the Office of the Board of Regents on or before 3:00 p.m. on September 4, 1998, both as required by 25 O.S. 1981, Section 301-314.

THE UNIVERSITY OF OKLAHOMA

REPORT OF THE PRESIDENT OF THE UNIVERSITY

Present at the meeting to provide information to the Regents about Homecoming activities were Kristen Ramsey, Campus Activities Council Homecoming Chair, and Jaymi Palmer, Homecoming Overall Events Chair.

YEAR 2000 COMPLIANCE

Norman Campus

When computers were first developed, programmers entered dates in the format of a six-digit field consisting of month, day, and year (mm/dd/yy). Nineteen hundred ninety eight (1998), for instance, is recognized as "98". This was done essentially to save storage space. When year 2000 or "00" arrives, many computer systems may roll back the date to 1900. If systems have not been updated for year 2000 readiness, they may stop working or provide

incorrect information. Every program, application, database, line of code, and embedded system is potentially affected by the Year 2000 problem. Readiness requires that a product is capable of correctly processing, providing and/or receiving date data within and between the 20th and 21st centuries, provided that all hardware, software, and firmware used with the product properly exchange accurate date data.

I. NORMAN CAMPUS

In November 1997, The University of Oklahoma Norman Campus initiated the Year 2000 Project to identify and correct related problems. The Department of Computing and Telecommunications Services (DCTS) coordinates the project for the Norman Campus. Each department has an employee assigned to the project to ensure goals are met. The project is divided into the following five phases:

1. AWARENESS - This phase is designed to increase University awareness of Year 2000 problems and awareness of the project in general.
2. AUDIT - Departments are required to either test all of their electronic software, hardware, and associated equipment, or contact the appropriate vendor to determine Year 2000 readiness. A DCTS project manager is on hand to provide technical information and personnel to departments in support of their efforts in this phase. Also, letters are distributed to companies that do business with the University requesting they return a certification notice confirming their Year 2000 readiness.
3. PLAN/PRIORITIZE - Departments develop and prioritize remediation options and costs.
4. EXECUTION - Departments perform required Year 2000 remediation or upgrades. DCTS will provide project management support and technical information as required.
5. FOLLOW-UP - During the follow-up phase, DCTS will maintain and distribute a database of Year 2000 compliant software and hardware as well as work with each department on new compliance issues as needed. On January 1, 2000, a Year 2000 Action Team will be prepared to pinpoint and assist departments in resolving residual Year 2000 issues.

Status: The status and activities of the Norman Campus Year 2000 Project as of August 1998 are as follows:

- Approximately 11,705 hours and \$419,400 have been spent on the Year 2000 challenge.
- 120 of 163 departments are in the auditing phase.
- 43 of 163 departments have completed audits and found no apparent Year 2000 deficiencies.
- Other departments have identified and are planning for and/or correcting potential deficiencies.
- Remediation of mainframe computer applications began in February 1997 and is at 55% readiness. December 1998 is the target date for the system in its entirety to be checked and remediations accomplished.

- Vendors and contractors are being contacted to determine Year 2000 readiness.
- Embedded systems readiness determined by contract language, testing, and vendor responses.
- Physical Plant found over 400 critical items relating to building environment and other electronically controlled infrastructure systems and developed a remediation and contingency plan for each item.
- Purchasing now requires all vendors to certify products as Year 2000 compliant before acquisition of the products.
- Significant progress is being accomplished on all University environments, and all DCTS systems are targeted to be completed by December 1998.
- The Year 2000 Project Manager reports no significant areas of concern at this time.

II. HEALTH SCIENCES CENTER CAMPUS

Recognizing the significant issues existing in the aging administrative systems, a comprehensive plan for search and replacement of the applications was initiated in 1993. With Year 2000 compliance a fundamental requirement for any new applications, purchases of a Human Resource Management System, a Financials suite, and a Student Aid Management system were made in July 1995. These modules comprise a project known at the Health Sciences Center as FutureLink.

An executive committee of Project Sponsors from the Provost's Office, Academic Affairs, Administrative Affairs, and Information Technology oversees the FutureLink project. While many initiatives comprise FutureLink, resolving the Year 2000 issues across the campus is a primary focus. This project is given the highest priority at the Health Sciences Center. Dedicated project management personnel manage the implementations active at the HSC while Information Technology coordinates other Year 2000 activities and serves in an advisory capacity to the rest of the campus for related issues. Significant progress has been made in readiness preparation for the coming century change. Past and on-going activities are outlined below.

ASSESSMENT - In March 1997, the Health Sciences Center initiated an extensive Year 2000 assessment of all centralized systems and exposures across the campus. This assessment was published in October and widely distributed throughout the organization.

ADMINISTRATIVE SYSTEMS - The new FutureLink applications will all be Year 2000 compliant. The remaining applications on the current Legacy system are in the process of remediation.

- PeopleSoft Human Resources/Payroll - core functionality was implemented in January 1996. Cobra and Flexible Spending Account Administration will be implemented this year.
- Sigma Student Aid Management System was implemented in March 1997.

- Implementation of PeopleSoft General Ledger, Accounts Payable, Purchasing and Asset Management are in progress, with scheduled completion in April 1999.
- The Student Loan System's functionality will be provided by a service bureau.
- A new Budget System has been developed providing budget formulation functionality with future development to provide budget maintenance capabilities.
- The remaining administrative systems have been identified for remediation and work is in progress.

DISTRIBUTED/DEPARTMENTAL SYSTEMS - Departments are responsible for testing their local systems, hardware and software. Technical support personnel in the colleges and departments have been tasked with this effort. Information Technology provides information and recommendations to this group and is monitoring progress made in the departments. Information Technology is prepared to provide assistance to any department needing support.

PHYSICAL PLANT - The physical equipment/systems issues have been researched with information and recommendations given to the Site Support Department. Site Support is contacting equipment vendors for compliance statements and questionnaire answers. This phase is to be followed by equipment testing.

RESEARCH ADMINISTRATION - The Provost's Office is leading the investigation and audit of systems used for research, per the dictates from the National Institute of Health and the National Science Foundation.

FACILITIES MANAGEMENT - The Provost's Office has appointed a team to investigate compliance issues affecting biomedical equipment across the campus.

PURCHASING DEPARTMENT - Vendor and supplier issues have been researched with information and recommendations provided to Purchasing. Purchasing is contacting suppliers for compliance statements and questionnaire answers.

LEGAL DEPARTMENT - HSC'S Legal Department is researching liability issues and formulating Year 2000 compliance statements and compliance requirements to be included in Health Sciences Center contracts.

AWARENESS CAMPAIGN - In addition to the assessment report, Year 2000 information is available on the campus web site. Detailed technical information and advisories are presented to the 45 departmental, technical support personnel at monthly Technical Interchange Forums. FutureLink presentations provide updates as to the progress being made. Awareness fliers will be distributed across the campus on a quarterly basis.

In summary, the Year 2000 issues are being addressed through the replacement of the larger administrative systems and remediation of the remaining systems. The Health Sciences Center is utilizing external consultants and existing staff in order to be Year 2000 compliant. The Health Sciences Center is confident that this project will prepare the campus for Year 2000. Progress will continue to be monitored with periodic readiness assessments performed.

Mr. Lee Colaw, Director of the Department of Computing and Telecommunication Services, stated an RFP has been issued seeking an outside consultant to evaluate the University's processes for Year 2000.

Regent Siegfried stated the Year 2000 leadership has been requested to present a quarterly report on compliance readiness to the Regents until complete and this is the first quarterly report.

The status of the University's Year 2000 computer systems readiness was provided for information only. No action was required.

NEW PROGRAM REQUEST: MASTER OF SCIENCE AND DOCTOR OF PHILOSOPHY DEGREES IN ALLIED HEALTH SCIENCES - HSC

The purpose of the new Master of Science and Doctor of Philosophy degree programs in Allied Health Sciences is to develop scholars who will provide leadership in the health care disciplines represented in the College of Allied Health. Graduates of this program will be prepared to assume roles in research, education, public policy, and administration of health care services. The interdisciplinary aspects of the program will promote expansion of knowledge across disciplines and informed collaboration among disciplines, which are the hallmarks of today's research, education, and health care environments. The new program will provide a framework in which all departments in the College eventually can build discipline-related content within the interdisciplinary master's and doctoral programs. In order to support the degree program, 22 new course additions, attached hereto as Exhibit A, are requested for approval.

The current Ph.D. faculty from the multiple academic units within Allied Health plus two new faculty positions funded by the Dean of the College of Allied Health will provide the expertise and resource for this interdisciplinary graduate program.

President Boren recommended the Board of Regents approve a new program request for a Master of Science and Doctor of Philosophy degree in Allied Health Sciences as proposed for the Health Sciences Center Campus.

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

COURSE ADDITIONS AND DELETIONS - HSC

The Oklahoma State Regents for Higher Education require that all course additions and deletions be presented to the institution's governing board before they are forwarded for their consideration. Included is a list of all such course additions and deletions that have been approved by the Senior Vice President and Provost, Health Sciences Center, upon the recommendation of the cognizant departments and colleges, the Graduate College when appropriate, and the Academic Program Council. In summary, this list of course changes, attached hereto as Exhibit B, includes four course additions to fill curricula deficiencies and respond to student interests and three course deletions to eliminate curricula duplication.

Upon approval by the Oklahoma State Regents for Higher Education, these changes will take effect with the Fall 1998 term.

President Boren recommended the Board of Regents approve the course additions and deletions proposed for the Health Sciences Center Campus.

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

REVISION TO COLLEGE OF PUBLIC HEALTH PROFESSIONAL PRACTICE PLAN

Under the current Professional Practice Plan in the College of Public Health, faculty are allowed to engage in external professional practice up to one day each working week. Unlike the plans of the other five Health Sciences Center colleges, the Public Health faculty are not required to account to the University for all revenues earned. Over time, the vagueness of the current policy has fostered a blurred view of what consulting/contract work Public Health faculty assume as independent practitioners and what consulting/contract work they assume as University employees.

With the objective of having a consistent system of accountability and responsibility relative to the professional activities of the Health Sciences Center faculty, the Senior Vice President and Provost directed the College of Public Health Dean and faculty to amend the College's plan. The revisions were to culminate in a plan consistent with the practice plans which govern the faculty professional activities in the other five Health Sciences Center colleges.

On March 25, 1998 the College of Public Health approved a revised plan. The administration reviewed the proposed plan as submitted and made minor modifications to comply with Internal Revenue Service legal requirements and changes in HSC practices which have occurred since the other college plans were written. The Senior Vice President and Provost approved the plan as modified and so notified the faculty on July 8, 1998.

The new plan replaces the current plan in its entirety and both plans were provided for review and comparison. Approval of the revised plan is requested as follows:

PROFESSIONAL PRACTICE PLAN COLLEGE OF PUBLIC HEALTH

1. PREAMBLE

The faculty of the College of Public Health is composed of professionals of diverse backgrounds and expertise each qualified to contribute to the improvement of the health of the public. Hence, faculty members may be involved in consultative and/or educational activities.

When members of the faculty deliver specialized professional consultative and/or educational services, the stature and reputation of the College of Public Health and The University of Oklahoma Health Sciences Center are enhanced.

A reasonable degree of active involvement of the faculty in the delivery of professional services is necessary to provide role models for students and to maintain professional skills. Each of these contributes to the missions of the College of Public Health. It is recognized that participation in consultative and/or educational activities requires a significant commitment of time and energy as well as the assumption of personal liabilities.

It is understood that the University shall not possess the right to control or direct faculty members in the performance of their professional practice activities, and that whether or not a faculty member conducts professional practice activities shall be within each faculty member's sole discretion and the university shall neither control nor direct the faculty member as to the results to be accomplished. This understanding, however, does not exempt faculty from conflicts of interest limitations. It is further understood that the faculty member's primary professional responsibility is to the academic programs of the University and its affiliated institutions. All outside professional activities must be secondary.

Adherence to this policy, as with all policies of the Board of Regents, is a condition of employment for faculty in the College of Public Health. Under this policy, as in all University matters, the members of a department are responsible to their chairperson, as the chairperson is responsible to his/her Dean, and the Dean, through the Senior Vice President and Provost of the Health Sciences Center, to the President, and subsequently to the Regents.

2. OBJECTIVES

The objectives are:

- a. To enhance the recruitment and retention of highly qualified faculty by providing alternate funding sources with which to supplement income; to provide incentives to the faculty to engage in the practice of their professions; to maintain and improve professional skills; and to enhance faculty scholarship.
- b. To improve the consultative and educational resources of the Health Sciences Center for the benefit of the public health.
- c. To ensure effective administration by The University of Oklahoma and the College of Public Health of all monies received and distributed, and to provide reporting and auditing of all monies received and disbursed as a result of professional practice by the faculty.

3. DEFINITIONS

- a. Those individuals of the College of Public Health who hold at least a 50% appointment in the College and have a modified or unmodified faculty appointment are members of the Professional Practice Plan. For those individuals holding a 9-10 month appointment, those funds earned during the 2-3 months of non-appointment are not included.
- b. All members of the faculty of the College of Public Health are appointed as individuals and they must exercise their professional capabilities under this plan as individuals. The University will not recognize individual, section, or departmental corporations.

- c. The guaranteed base salary is that guaranteed annually by contract with The University of Oklahoma or one of its affiliated institutions. This is to compensate the individual for that portion of his or her time which will be devoted to academic programs and to ensure that the academic programs take precedence over other responsibilities as determined by the Department Chair. It is recognized that individual faculty members may devote as little of the remainder of his or her work week as he or she wishes to professional practice activities and/or other professional involvement.
- d. The maximum amount of the work week that may be devoted to professional practice activities shall be negotiated annually at the time of annual review with the Department Chair or if not affiliated with a Department, with the Director of the Center or Institute. Any agreements are to be in writing. The Chairman of the Department will allow faculty to have a reasonable amount of time for professional practice activities, in keeping with the terms of this plan. In the case of Department Chairs, the amount of the work week devoted to professional practice activities shall be negotiated annually with the Dean, and in turn, the Dean shall negotiate with the Senior Vice President and Provost.
- e. Non-professional income is that income generated by activities outside the professional expertise for which the faculty member is hired by the University or one of its affiliated institutions.

4. OPERATIONAL PROCEDURES

- a. It is the prerogative of the individual faculty member to determine whether and to what extent he or she wishes to engage in professional practice activities subject to negotiation with the Chair. The decision to engage in such professional practice activities by the faculty members will be made with the knowledge and understanding that the fees received for professional services, earned during or outside the work week, are to be included as generated income governed by this policy. University fringe benefits will be computed on the guaranteed base salary. Amounts paid above these base salary amounts are to compensate faculty members for their professional practice activities. Such amounts will be paid to faculty members as W-2 income and may be included in the calculations of the University fringe benefits.
- b. Sources of Generated Income
 - i. Patient care and professional fees whenever or wherever earned by the faculty members
 - ii. Professional consultation
 - iii. Honoraria
 - iv. Continuing and other forms of education
 - v. Expert legal testimony
- c. Income Exclusions
 - i. Prizes and awards
 - ii. Non-professional income
 - iii. Compensation received as a result of military leave
 - iv. Income earned during leave without pay, but only when exclusion is specifically authorized by the Regents

- v. Faculty members' interests in:
 - (1) Royalties
 - (2) Copyrights
 - (3) Patent Rights
- vi. Reimbursement for travel expenses
- d. In the case where compensation has already had FICA, State and Federal Tax paid: inclusion of a copy of check stub and indication on PPP request TAXES PAID will prevent FICA, State and Federal taxes from being withheld twice.
- e. In the case where compensation has not already had FICA, State and Federal Tax paid, the University will withhold employee and employer FICA, State and Federal taxes and other applicable benefits.
- f. Billing, Collecting, Accounting, Disbursements, and Auditing
 - i. All revenues generated from faculty practice must be deposited with the HSC College of Public Health Professional Practice Plan.
 - ii. All receipts and disbursements will be handled in accordance with applicable University of Oklahoma Health Sciences Center, University of Oklahoma Board of Regents, and State of Oklahoma guidelines.

5. DISPOSITION OF GROSS GENERATED INCOME

Funds are to be expended in the following order:

- a. All direct and indirect expenses used to generate income.
- b. One (1) percent to the Dean's Fund for use in academic development of the College and four (4) percent to departmental funds.
- c. The balance will be paid to that individual faculty member or group within the College of Public Health, to the extent that the individual faculty member or faculty members of the group have contributed to the generation of income.
- d. Any other allocation requires a vote of the members of the professional practice plan.

6. GOVERNANCE OF THE PROFESSIONAL PRACTICE PLAN

The Professional Practice Committee of the College of Public Health shall be the governing body as outlined below.

Composition

The Professional Practice Committee shall consist of one (1) member elected from each department for staggered three-year terms. No elected member shall serve more than two consecutive three-year terms.

The Professional Practice Committee shall be charged with the responsibility of advising the Dean and other University officials regarding the administration of the Professional Practice Plan on behalf of the College of Public Health Faculty. The University administration, including

the accounting and legal departments, are available to assist the Committee as needed. In addition, the Professional Practice Committee may obtain, at its expense, the advice of legal counsel, accountants, consultants, and others as required. It is expressly understood, however, that only the University legal counsel may prepare legal documents and represent the University and its constituent parts in its external affairs.

Meetings and Quorum

The Professional Practice Committee shall meet with the Dean at least annually or on call of the Chair of PPP Committee or the Dean. A quorum shall consist of not less than two (2) committee persons.

Annually, at a time to be determined by the Professional Practice Committee, there shall be a meeting of the full membership of the Professional Practice Plan at which time an Annual Report of the Professional Practice Plan shall be given by the Professional Practice Committee to the faculty. In addition, elections will be held for members of the Professional Practice Committee. Special meetings may be called upon request of the Professional Practice Committee. The Annual Report shall contain a record of funds generated and disbursed retaining confidentiality of source of income and amount of income generated by or disbursed to each individual faculty member.

Written proxy voting will be accepted contingent upon the proxying member delivering the proxy to a PPP member with a copy to the Chair.

7. MISCELLANEOUS PROVISIONS

Policy Amendments

The policy for operation and governance of the Professional Practice Plan may be amended from time to time in any particular by the Regents of The University of Oklahoma. It is anticipated that the Regents will notify the members of the plan prior to such amendment with at least 30 days for response.

Proposed amendments will be submitted to the Professional Practice Committee for advice or comment. In addition, amendments to the policy may be proposed or initiated for the consideration of the Regents by:

1. Petition by greater than 1/3 of the members followed by,
2. Presentation by the Professional Practice Committee, with recommendation, to the full membership, and requiring,
3. Ratification by written ballot of 60% of the voting membership, and
4. Forwarding the proposed amendment through the Dean of the College of Public Health and Provost, Health Sciences Center, to the President for approval for submission to the Board of Regents of The University of Oklahoma.

President Boren recommended the Board of Regents approve the revisions to the College of Public Health Professional Practice Plan as submitted.

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

APPOINTMENT OF BOND COUNSEL AND FINANCIAL ADVISOR - HSC

In June 1998, the Board of Regents authorized the University's administration to explore financing options, not to exceed \$5 million, to purchase properties for the College of Medicine-Tulsa. The Health Sciences Center is in need of Bond Counsel and Financial Advisor services for developing an effective financing method for the purchase of the real property. The Bond Counsel and the Financial Advisor will participate with the staff of the University and the State Bond Advisor in determining and implementing a financing plan.

Request for Proposals for Bond Counsel were sent to 17 firms. Two firms responded to the request as follows:

Floyd Law Firm Norman	\$250/hour, not to exceed \$12,500
Stone Jessup, P.C. Tulsa	\$200/hour; not to exceed \$18,000

Request for Proposals for Financial Advisor were sent to 24 firms. Four firms responded to the request as follows:

Crews & Associates, Inc. Oklahoma City	\$9,500 (flat rate)
First Southwest Company Dallas	\$150/hour; not to exceed \$24,000
Governmental Finance of Oklahoma, Inc. Norman	\$125/hour; not to exceed \$10,000
Leo Oppenheim & Co., Inc. Oklahoma City	\$100/hour; not to exceed \$12,000

It is recommended that Floyd Law Firm be appointed by the Board of Regents as Bond Counsel and Leo Oppenheim & Co., Inc. be appointed as Financial Advisor to assist the University in developing an effective financing method for the purchase of real property in Tulsa.

President Boren recommended the Board of Regents appoint Floyd Law Firm to provide Bond Counsel services and Leo Oppenheim & Co., Inc. to provide Financial Advisor services to assist the University in developing an effective financing method for the purchase of real property in Tulsa.

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

PURCHASE OF CHILLER - HSC

At the June 1998 meeting, the Board authorized the sale and issuance of Taxable Utility System Revenue Bonds, Series 1998, to finance the addition of 3,000 tons of chiller capacity and other needed improvements at the Steam and Chilled Water Plant. The purchase of the chiller is one of the improvements to be implemented in accordance with the Master Plan for the Steam and Chilled Water Plant, approved by the Board at the October 1997 meeting. With the selection of the chiller, the engineers will prepare construction documents and specifications for the piping, installation and cooling tower within the next two months.

The Architectural and Engineering Consultants (Frankfurt-Short-Bruza) prepared bid specifications and the project was advertised for bids on July 13, 1998. Bids were issued to four vendors requesting bids on 1500-ton and 3000-ton chillers, as well as encouraging alternate bids.

Two vendors responded as follows:

York International Corporation		3000 Ton Chiller	\$1,373,239.00
Houston, Texas	two each	1500 Ton Chiller	\$934,458.00
Representative RB Akins Company		plus additional tests as requested by the	
Oklahoma City		owner	
The Trane Company	two each	J 1500 Ton Chiller	\$630,696
Oklahoma City	two each	K 1750 Ton Chiller	\$722,148

Evaluations have been completed by HSC employees and Frankfurt-Short-Bruza, Steam and Chilled Water Plant Architectural and Engineering Consultants. Funds are available in Steam and Chilled Water Plant account.

President Boren recommended the Board of Regents approve the award of a bid for two 1,750 ton chillers to The Trane Company in the amount of \$722,148 plus additional tests as requested by the owner not to exceed \$45,000.

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

PROPOSALS, CONTRACTS, AND GRANTS

In accord with Regents' policy, 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 were included in the agenda. Comparative data for fiscal years 1994 through 1997, and 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.

President Boren recommended the Board of Regents ratify the awards and/or modifications for June, 1998 as submitted.

Regent Bentley moved approval of the recommendation. The following voted yes on the motion: Regents Halverstadt, Siegfried, Noble, and Bentley. Regent Blankenship was out of the room at the time of this vote. The Chair declared the motion unanimously approved.

1998-99 BUDGET/SALARY PROGRAM - NORMAN CAMPUS INCLUDING THE COLLEGE OF LAW

New funding is available from the Oklahoma State Regents for Higher Education for a permanent 4% pay increase for Norman Campus faculty and staff in FY99. Approximately 50% of the recommended salary increase will be distributed across the board with the balance awarded on the basis of performance. The pay increase guidelines allowed flexibility for special salary needs such as compression, retention and exceptional merit resulting in an average 4.6% recommended increase for faculty and 4.3% recommended increase for staff.

Overall recommended pay increases total \$4.8 million, including \$3.6 million in Educational and General funds. Approximately 9.0% of faculty and 1.3% of staff are recommended to receive the 100 largest dollar increases. Nearly 3.3% of faculty and 3.2% of staff are recommended for the 100 highest percentage increases.

The schedule below reflects the distribution of salary increases by employee groups:

<u>Percentage Increase</u>	<u>Faculty</u>	<u>Staff</u>
15.0% or Greater	0.3%	0.7%
10.0% - 14.9%	3.1%	2.8%
4.5% - 9.9%	34.5%	25.4%
4.4% average	3.1%	0.8%
0 - 4.3%	59.0%	70.3%
Average Increase	4.6%	4.3%

A report was provided separately to the Board that detailed recommended pay for staff earning over \$40,000 annually and all faculty.

President Boren recommended the Board of Regents approve the FY99 Norman Campus pay program for faculty and staff with an effective date of October 1, 1998.

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

PURCHASE OF A 3700 DNA SEQUENCER - ANALYZER AND ASSOCIATED EQUIPMENT - NORMAN CAMPUS

As part of a National Institute of Health research contract, the Department of Chemistry and Biochemistry is authorized to purchase a 3700 DNA sequencer - analyzer. The department desires to purchase the instrument on a sole source basis from the manufacturer, Applied Biosystems Instruments/Perkin Elmer, with the following justification:

1. All students, including doctoral students, involved in DNA research are trained in rapid DNA sequencing techniques which have been developed using the ABI equipment for the past 10 years. A new learning process would have to be developed if Applied Biosystems Instruments/Perkin Elmer was not the sole source.
2. The department currently has 12 ABI 377 DNA sequencing instruments, each capable of sequencing 96 samples in seven hours, and one Molecular Dynamics 96 capillary sequencer capable of sequencing 96 samples in four hours. The 3700 DNA sequencer - analyzer can perform four times the number of sequencing runs, with a total of 384 samples, completely unattended while the Molecular Dynamics instrument requires approximately one hour of human intervention between every run.
3. The Chemistry Department developed computer software specific to the data format of ABI. No funding exists to convert this software to the instruments of other manufacturers.

Estimated cost of the analyzer, associated initial equipment, and supplies is \$300,000. The purchase was requested as a listed item on the Type 5 grant renewal submitted by the University. The request was approved and the purchase will be funded from the National Institute of Health research account 125-6127.

President Boren recommended the Board of Regents approve the award of a sole source purchase order to Applied Biosystems Instruments, a Division of Perkin Elmer, in the amount of \$300,000 for one DNA sequencer - analyzer and associated equipment.

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

REACTION FRAME AND TRIAXIAL CELL - NORMAN CAMPUS

This item was pulled from consideration prior to the Board of Regents' meeting.

ADAMS HALL RENOVATION OF NORTH HALLWAYS AND STAIRWELLS

Adams Hall was originally constructed in 1936 and a north wing extension was added in 1965; each has architectural finishes common to its respective period. This project will more closely blend the 1936 and 1965 architectural finishes by, among other things, remodeling elevator interiors; installing wood wainscot and other trim; replacing wood handrails, materials on stairs, and ceramic tiling on floors; redoing ceilings; and painting needed surfaces.

The project was advertised and bids were forwarded to seven construction firms. Pricing was requested for a base bid plus four alternates.

Responses were received from three companies as follows:

<u>Company</u>	<u>Base Bid</u>	<u>Alternate 1</u>	<u>Alternate 2</u>	<u>Alternate 3</u>	<u>Alternate 4</u>	<u>Total</u>
5S Inc. Norman	\$126,403	\$ 8,861	\$2,692	\$6,922	\$7,625	\$152,503
Pi Construction Austin, Texas	\$180,986	\$ 12,960	\$3,195	\$6,560	\$5,155	\$208,856
Nashert Construction Edmond	\$191,044	\$ 18,858	\$1,827	\$4,399	\$6,345	\$222,473

Bids were evaluated on the basis of price, conformance to specifications, and experience and qualifications of the firm. The evaluation committee consisted of the following individuals:

Richard Cosier, Dean, Michael F. Price College of Business
Don Carter, General Manager Engineering, Physical Plant
George Horn, Assistant Director, Purchasing

The project will be funded from Michael F. Price College of Business private funds.

President Boren recommended the Board of Regents approve a purchase order in an amount not to exceed \$175,378.45 including all change orders to 5S Inc. for renovation work at Adams Hall.

Vice President Driver requested a slight change in the wording of President Boren's recommendation and the President concurred as follows:

President Boren recommended the Board of Regents approve a purchase order in an amount not to exceed \$175,378.45 *which would include* all change orders to 5S Inc. for renovation work at Adams Hall.

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

L. DALE MITCHELL BASEBALL PARK IMPROVEMENTS

At the September 1997 meeting, the Board of Regents authorized award of a contract for construction of Phase I of the L. Dale Mitchell Baseball Park Improvements project to Nashert Constructors, Inc. Phase I includes construction of the upper concourse, concessions and restrooms, and the canopy roof at the facility. This work is now near completion.

At the May 1998 meeting, the Board awarded a contract for construction of Phase II to Nashert Constructors, Inc. Phase II includes the team locker room and other related team facilities. The Board also approved a total project budget of \$2,236,000 for Phases I and II.

I. ADDITION TO PROJECT SCOPE

The University has been approached by donors committed to raise additional funds for the project which will allow the University to modify the scope of the project to include extension of the canopy roof over the concourse at both the first base and the third base sides. This additional canopy will extend over all of the current upper stadium seating. The proposed extension of the canopy roof is included as a component of future planned phases for improvements to L. Dale Mitchell Baseball Park. This canopy extension can be included by change order in Phase I of the project.

II. AWARD A CHANGE ORDER

Nashert Constructors, Inc. has submitted a proposal for construction of the extended canopy with a cost of \$115,000. Representatives of the University and the project architect have met with Nashert personnel in an effort to reduce the cost for the work. A construction change order in an amount not to exceed \$115,000 will be needed in order to undertake the work.

III. SIGN THE CHANGE ORDER TO THE AGREEMENT FOR CONSTRUCTION**IV. APPROVE BUDGET AND MODIFY CAMPUS MASTER PLAN**

The extension of the roof canopy will require an increase in the total project budget of \$125,000 to cover the additional costs for construction, professional fees, and other related expenses. The Athletic Capital Fund will provide the necessary cash flow for the project pending receipt of the private funds. The total project budget required for both phases of the project is \$2,361,000. A combination of Oklahoma Development Finance Authority (ODFA) revenue bond and private funds have been allocated for the project.

President Boren recommended the Board of Regents:

- I. Approve an addition to the scope of the L. Dale Mitchell Baseball Park Improvements project (Phases I and II) to include an extension of the roof canopy;
- II. Award a change order to the Agreement for Construction for the L. Dale Mitchell Baseball Park Improvements, Phase I project in an amount not to exceed \$115,000;
- III. Authorize the President or his designee to sign the change order; and
- IV. Approve a total project budget of \$2,361,000 for Phases I and II and authorize the required modification of the Campus Master Plan of Capital Improvement Projects for the Norman Campus.

Director of Athletics, Mr. Joseph Castiglione, stated prospects for gifts from the private sector are very strong.

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

FACULTY-IN-RESIDENCE APARTMENT (WALKER CENTER)

At the March 1998 meeting, the Board of Regents awarded a contract in the amount of \$158,580 to J. L. Walker Construction, Inc. for construction of the Faculty-in-Residence Apartment #4 (Walker Center) project.

Substantial completion inspection of the project was held on July 31, 1998. In attendance were representatives of J. L. Walker Construction, Inc.; Bockus, Payne Associates Architects, the project architects; and the University. The results of the inspection indicated that the project was substantially complete. A punch list of minor work items was developed and given to J. L. Walker Construction, Inc. for correction.

President Boren recommended the Board of Regents:

- I. Accept the Faculty-in-Residence Apartment #4 (Walker Center) project as substantially complete effective July 31, 1998; and
- II. Authorize the final payment to J. L. Walker Construction, Inc. following completion of all punch list items.

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

OKLAHOMA MEMORIAL STADIUM PUBLIC FACILITIES RENOVATION, PHASE II

At the January 1998 meeting, the Board of Regents awarded a contract in an amount not to exceed \$1,237,020 to Berryman Enterprises, Inc. for construction of the Oklahoma Memorial Stadium Public Facilities Renovation, Phase II project. Subsequently, a contract in the amount of \$1,125,000 was executed with Berryman Enterprises, Inc.

Substantial completion inspection of the project was held on August 7, 1998. In attendance were representatives of Berryman Enterprises, Inc.; Hellmuth, Obata & Kassabaum, Inc. Sports Facilities Group, the project architects; and the University. The results of the inspection indicated that the project was substantially complete. A punch list of minor work items was developed and given to Berryman Enterprises, Inc. for correction.

President Boren recommended the Board of Regents:

- I. Accept the Oklahoma Memorial Stadium Public Facilities Renovation, Phase II project as substantially complete effective August 7, 1998; and
- II. Authorize the final payment to Berryman Enterprises, Inc. following completion of all punch list items.

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

ON-CALL ARCHITECTS AND ENGINEERS QUARTERLY REPORT

In June 1996, the Board of Regents authorized a group of architectural and engineering firms to provide professional services for small projects on an on-call basis to the University. It was indicated that the administration would provide a quarterly report to the Board of the work completed by each architect or engineer.

The work completed by on-call architectural and engineering firms during the fourth quarter of Fiscal Year 1998 is summarized below:

Norman Campus:

<u>Firm Name</u>	<u>Date Initiated</u>	<u>Work Performed</u>	<u>Fee</u>
Bockus, Payne Associates Architects	September 30, 1997	Architectural Design and Construction Documents (Lloyd Noble Center Athletic Heritage Displays, Phase II)	\$4,800
Cornforth Associates	September 17, 1997	Structural Engineering (Lloyd Noble Center Scoreboard)	\$355
Miles Associates	July 12, 1996	Architectural Design and Construction Documents (Law Center Re-Roof)	\$30,733
Robert B. Hendrick and Sons Company, Inc.	November 3, 1997	Topographic Survey (Cate Center Addition for Honors College)	\$3,290

Health Sciences Center:

<u>Firm Name</u>	<u>Date Initiated</u>	<u>Work Performed</u>	<u>Fee</u>
Miles Associates	April 29, 1998	Architectural Design (Biomedical Research Center, X-Ray Crystallography Lab)	\$17,065
Cornforth Associates	April 20, 1998	Structural Engineering (Biomedical Research Center, X-Ray Crystallography Lab)	\$750
	April 30, 1998	Structural Engineering (Williams Pavilion, Mobile File System Weight Limits)	\$1,010

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

ON-CALL CONSTRUCTION RELATED SERVICES CONTRACT -NORMAN CAMPUS

In March 1998, the Board of Regents authorized the administration to award a contract for on-call construction related services on the Norman Campus to PI Construction. At that time, it was indicated that the administration would provide to the Board at each meeting a report of the work completed since the last report. In addition, it was indicated that the administration would seek prior Board approval for any project that had an estimated cost of \$100,000 or greater.

COMPLETED SINCE LAST REPORT

<u>Building/Location</u>	<u>Project</u>	<u>Estimated cost of work</u>
108 South Campus	Renovate for Purchasing	\$90,196
Adams Hall	Storage Cabinet for Room 210	\$929
Adams Hall	Book Cases and Track Lighting for Room 7a	\$2,260
Adams Hall	Renovate Suite 211	\$21,891
Evans Hall	Renovate Rooms 314, 315, and 316b	\$27,668
Evans Hall	Shelving for Room 104c	\$701

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

REGENTS' FUND SEMI-ANNUAL FINANCIAL REPORT

This report, provided in accordance with University of Oklahoma Board of Regents' policy (8.11.7), is intended to be comprehensive and gives an account of all financial activity within the Regents' Fund since the June 30, 1997 report. Highlights for the year are attached hereto as Exhibit C.

The Regents' Fund Comprehensive Financial Report, as of June 30, 1998 and for the year then ended, was presented for information only. No action was required.

QUARTERLY FINANCIAL ANALYSIS

By request of the Board of Regents, the Quarterly Financial Analysis for fiscal year 1998 through the year ended June 30, 1998 is presented. The detailed information upon which the Executive Summary is based was included in the agenda.

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

Chairman Hall recessed the meeting at 4:41 p.m. and announced the Board would reconvene in regular session at 8:30 a.m. the following morning in the same location.

The Board of Regents reconvened at 8:36 a.m. in the Mezzanine Room of Shepler Center on September 9, 1998. All Regents were present except for Regent Lewis.

MEETING DATES FOR 1999

Dates for the 1999 Board of Regents' regular meetings have been compiled for consideration by the Regents as follows:

January 26-27	Tuesday and Wednesday	Oklahoma City
March 9-10	Tuesday and Wednesday	Norman
May 6-7	Thursday and Friday	Norman
June 15-16	Tuesday and Wednesday	Tulsa
July 19	Monday	
September 14-15	Tuesday and Wednesday	Lawton
October 26-27	Tuesday and Wednesday	Tulsa
December 7-8	Tuesday and Wednesday	Norman

During discussion of this item, it was suggested the October 1999 meeting be held on October 19-20.

Regent Bentley moved approval of the proposed dates for the 1999 Board of Regents' regular meetings, with the change for October as stated above. The following voted yes on the motion: Regents Halverstadt, Siegfried, Noble, Blankenship, and Bentley. The Chair declared the motion unanimously approved.

REGENTS' ALUMNI AWARDS

Regents' Alumni Awards are given each year to honor individuals, either alumni or friends of The University of Oklahoma, who have given generously of their time and services to the University. Donors who provide financial support in addition to giving generously of their time and talent will not be eliminated. However, this is not an award based solely on monetary contributions. Special attention is given to alumni who have continued their active support after recent graduation.

Nominations are submitted by alumni, friends, and employees of the University. Selection of the recipients is made by a committee appointed by the President of the OU Association. The Committee is composed of one Regent, three alumni, one faculty member, one staff member, and one student.

Recipients will be honored at a dinner on October 30 and the awards will be presented by the Chairman of the Board of Regents. Recipients will receive a plaque and their names will be placed on a large replica of the plaque in the Oklahoma Memorial Union.

President Boren recommended the Board of Regents confirm the Regents' Alumni Awards for 1998 as follows:

Robert Hume Brady - Charlotte, North Carolina
Cheri D. Cartwright - Norman, Oklahoma
Charles E. Daniels - Bartlesville, Oklahoma
Bonnie N. Kennedy - Danville, California
Michael I. Pierce - Tulsa, Oklahoma
Nancy Johnston Records - Oklahoma City, Oklahoma
Charles O. Schusterman - Tulsa, Oklahoma
L. K. Smith - Tulsa, Oklahoma
Lester Wilkonson - Wichita, Kansas
Frances E. (Fran) Ziegler -Dallas, Texas

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

KPMG PEAT MARWICK, LLP, FISCAL YEAR 1998 AUDIT PLAN, THE UNIVERSITY OF OKLAHOMA

At the May 1998 meeting, the Board of Regents approved the reappointment of KPMG Peat Marwick, LLP, to conduct an audit of the University's general purpose financial statements for the fiscal year ending June 30, 1998.

The Audit Committee of the Board of Regents has reviewed with representatives of KPMG Peat Marwick, LLP, the proposed audit plan to issue the auditors' reports on the 1998 financial statements of the Norman Campus including the transactions of the Norman Campus and the Law Center and the 1998 financial statements of the Health Sciences Center's Oklahoma City and Tulsa campuses. The Audit Committee believes the plan will meet the requirements of the audit engagement.

Regent Robin Siegfried, Chairman of the Audit Committee, or Mr. Kenneth D. Rowe, Director of Internal Auditing, will respond to questions.

Mr. Rowe stated there is no need for an executive session and he had nothing to report.

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

INTERNAL AUDITING ACTIVITIES, THE UNIVERSITY OF OKLAHOMA

During the quarter ended June 30, 1998, 13 audits were completed for the Norman Campus and the Health Sciences Center. Copies of the audit reports were filed with the vice president and the department responsible for the activity audited, the President's Office and the Regents' Office. A listing of these audits is as follows:

New Reports Issued

_____Norman Campus_____

 College of Geosciences

 NCAA Financial Audit for Fiscal Year 1997

 KGOU=KROU Radio Station

 NCAA Compliance - Recruiting

 University Libraries

 University Housing Special Review

 Investments

 Agency Clearing Accounts

_____Health Sciences Center_____

 College of Nursing

 College of Allied Health

 Occupational and Environmental Health, College of Public Health

 Robert M. Bird Health Sciences Library

 College of Dentistry

Within the completed audits, there were seven recommendations to improve transaction documentation, 56 recommendations to improve policy and procedure documentation; three recommendations to prepare financial evaluations or analyses or to improve a computation; two recommendations to implement or improve training; 55 recommendations to improve policies, procedures, processes, or controls; four recommendations to correct legal or contractual issues; and seven recommendations to require compliance with a policy. There were four significant issues reported during the fourth quarter: three resulted from inadequate internal controls and one was due to a lack of documentation that resulted in the use of University resources for personal benefit. Management has agreed to address all of the recommendations contained in the audit reports.

In addition to the audits completed by Internal Auditing this quarter, nine post-audit reviews were conducted as follows:

Post-Audit Reviews

_____Norman Campus_____

 Center for Student Life

 College of Law

 Student Affairs

 Auxiliaries Contract Administration

 University Research Park

_____Health Sciences Center_____

 College of Medicine-Tulsa Department of Surgery

 College of Medicine-Tulsa Department of Obstetrics and Gynecology

 College of Medicine-Tulsa Department of Psychiatry

 College of Medicine-Tulsa Dean's Office and Administration

Of the 82 recommendations, 66 have been fully implemented or adequate progress has been made toward implementation, and 16 recommendations have not been implemented or have been only partially implemented. Internal Auditing will perform additional follow-up reviews

with the College of Medicine-Tulsa Department of Obstetrics and Gynecology to review accounting system deficiencies and with the University Research Park to ensure the establishment of a new rate for water royalty fees with the Physical Plant.

Mr. Kenneth D. Rowe, Director of Internal Auditing, was present to respond to questions. He stated he had nothing specific to report.

President Boren and the Regents welcomed Mr. Rowe to his first Board meeting as Director of Internal Auditing.

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

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, a 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.

Professor Mary Margaret Holt received both her Bachelor's and Master's of Fine Arts from The University of Oklahoma. Her professional experience includes working with the San Francisco Ballet, the New York City Ballet, and the Houston Ballet. She also has been guest choreographer, master teacher and artist with over 20 ballet and opera companies. She has been at The University of Oklahoma since 1980 in both faculty and administrative positions in the School of Dance, the School of Drama and the College of Fine Arts Dean's Office. She served as Interim Dean, College of Fine Arts from July 1997 to July 1998. In addition to her teaching responsibilities, she is Chair of the School of Dance. She received the Cy and Lisa Wagner Presidential Professorship in 1997. A superb teacher and mentor to her students, Professor Holt provides the kind of high quality intellectual and administrative leadership that should be recognized by a Regents' Professorship at The University of Oklahoma.

President Boren recommended that Mary Margaret Holt be appointed a Regents' Professor effective September 1, 1998.

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

ACADEMIC PERSONNEL ACTIONS**Health Sciences Center:****LEAVES OF ABSENCE:**

Elkins, Ronald C., Professor and Vice Chair of Surgery, short term disability leave of absence with full pay, July 15, 1998 to September 8, 1998.

Rohrer, Michael D., Assistant Dean for Research and Professor of Pathology, College of Dentistry, Adjunct Professor of Pathology, College of Medicine, sabbatical leave of absence with full pay, January 1, 1999 through June 30, 1999. To learn in depth computerized image analysis and conduct research in Dr. Karl Donath's Laboratory and develop plans for Department of Oral and Maxillofacial Pathology to use computerized instructional techniques. Faculty appointment: 7-1-78. Previous leave: sabbatical leave of absence with full pay, 1-1-86 through 6-30-86. Teaching load to be covered by current faculty.

APPOINTMENTS OR REAPPOINTMENTS:

Ahearn, Pamela E., M.D., Assistant Professor of Family Practice, Tulsa, annual rate of \$80,000 for 12 months (\$6,666.66 per month), August 1, 1998 through June 30, 1999.

Beavers, Kay Suzette, D.D.S., Clinical Assistant Professor of Oral Diagnosis and of Periodontics, annual rate of \$40,000 for 12 months (\$3,333.33 per month), .80 time, August 17, 1998 through June 30, 1999.

Boyle, Michael J., M.D., Assistant Professor of Surgery, Tulsa, annual rate of \$82,742 for 12 months (\$6,895.17 per month), July 20, 1998 through June 30, 1999.

Bryant, Cheryl Lynne, M.D., Clinical Instructor in Pediatrics, annual rate of \$36,000 for 12 months (\$3,000.00 per month), .60 time, July 1, 1998 through June 30, 1999.

Carey, Ann Grace, Adjunct Assistant Professor of Communication Sciences and Disorders, annual rate of \$7,200 for 12 months (\$600.00 per month), .10 time, August 3, 1998 through December 31, 1998.

Cremin, Flinn R., R.N., Clinical Instructor in Pediatrics, Tulsa, annual rate of \$19,920 for 12 months (\$1,660.00 per month), .475 time, July 1, 1998 through June 30, 1999.

Evans, Kenneth L., M.D., Associate Professor of Family and Preventive Medicine and Program Director, Lawton Family Practice Residency Program, annual rate of \$100,000 for 12 months (\$8,333.33 per month), August 1, 1998 through June 30, 1999.

Gardner, John H., M.D., reappointed Clinical Assistant Professor of Radiological Sciences, annual rate of \$24,500 for 12 months (\$2,041.67 per month), .49 time, July 28, 1998 through June 30, 1999.

Greubel, Deborah L., Clinical Instructor in Internal Medicine, Tulsa, annual rate of \$60,000 for 12 months (\$5,000.00 per month), July 1, 1998 through June 30, 1999.

Grissom, Kelly L., Clinical Assistant Professor of Communication Sciences and Disorders, annual rate of \$30,500 for 10 months (\$3,050.00 per month), .75 time, August 10, 1998 through June 10, 1999.

Jain, Uday, M.D., Ph.D., Professor of Anesthesiology, annual rate of \$94,287 for 12 months (\$7,857.25 per month), September 1, 1998 through June 30, 1999.

Lauderdale, Jana, Adjunct Professor of Nursing, annual rate of \$50,000 for 12 months (\$4,545.45 per month), August 1, 1998 through June 30, 1999.

Lipsinic, Francis E., D.D.S., Clinical Assistant Professor of Fixed Prosthodontics, annual rate of \$32,000 for 12 months (\$2,666.67 per month), .60 time, August 15, 1998 through June 30, 1999.

Lloyd, Sarah Sparks, Ph.D., Assistant Professor of Research, Department of Obstetrics and Gynecology, annual rate of \$50,000 for 12 months (\$4,166.67 per month), July 1, 1998 through June 30, 1999.

Lyons, Carl Dean, R.Ph., Clinical Associate Professor of Pharmacy Practice, annual rate of \$32,000 for 12 months (\$2,666.67 per month), .40 time, July 1, 1998 through June 30, 1999.

Perkins, Wiley Damon, M.D., Assistant Professor of Medicine, annual rate of \$55,000 for 12 months (\$4,583.34 per month), July 1, 1998 through June 30, 1999.

Phipps, Su An, reappointed Clinical Assistant Professor of Nursing, annual rate of \$40,000 for 10 months (\$4,000.00 per month), August 1, 1998 through May 31, 1999.

Prochazka, Ernest J., M.D., Instructor in Family and Preventive Medicine, annual rate of \$70,000 for 12 months (\$5,833.33 per month), October 1, 1998 through June 30, 1999.

Rathbun, Suman Wasan, M.D., Instructor in Medicine, annual rate of \$50,000 for 12 months (\$4,166.67 per month), July 11, 1998 through June 30, 1999.

Shah, Syed Nayyar, M.D., Assistant Professor of Medicine, annual rate of \$60,000 for 12 months (\$5,000.00 per month), July 13, 1998 through June 30, 1999.

Solomon, Teshia G., Ph.D., Assistant Professor of Research, Department of Health Promotion Sciences, annual rate of \$50,000 for 12 months (\$4,166.67 per month), August 1, 1998 through June 30, 1999.

Voskuhl, Gene W., M.D., Assistant Professor of Medicine, annual rate of \$80,000 for 12 months (\$6,666.58 per month), July 1, 1998 through June 30, 1999.

Wright, Kevin C., M.D., Clinical Assistant Professor of Radiological Sciences, annual rate of \$24,500 for 12 months (\$2,041.67 per month), .49 time, August 18, 1998 through June 30, 1999.

CHANGES:

Allen, Mary, Associate Professor of Nursing and Director of Academic Programs, College of Nursing, salary changed from annual rate of \$68,999 for 12 months (\$5,749.92 per month) to annual rate of \$69,168 for 12 months (\$5,764.00 per month), July 1, 1998. Budget correction.

Anderson, Mark A., Associate Professor of Physical Therapy and Director of Graduate Studies, Department of Physical Therapy; given additional title Adjunct Associate Professor of Allied Health Education, July 1, 1998 through June 30, 1999.

Borrell, Gary K., Clinical Assistant Professor of Psychiatry and Behavioral Sciences, salary changed from annual rate of \$38,918 for 12 months (\$3,243.09 per month), .50 time, to annual rate of \$77,834 for 12 months (\$6,486.17 per month), full time, August 1, 1998 through June 30, 1999.

Chandrasekaran, Suresh, title changed from Instructor to Assistant Professor of Medicine, salary remains at annual rate of \$60,000 for 12 months (\$5,000.00 per month), August 1, 1998 through June 30, 1999.

Curtis, Keith W., Associate Professor and Interim Chair of Health Administration and Policy; title Associate Dean for Academic Affairs, College of Public Health, deleted; salary changed from annual rate of \$78,660 for 12 months (\$6,555.00 per month) to annual rate of \$71,682 for 12 months (\$5,973.50 per month), July 2, 1998 through June 30, 1999. Deletion of academic supplement.

Eichner, June E., Associate Professor of Biostatistics and Epidemiology and Associate Professor of Research, Center for American Indian Health Research; title changed from Interim Assistant Dean to Assistant Dean for Research, College of Public Health, July 1, 1998.

Emanuel Floyd W., Professor of Communication Sciences and Disorders, salary changed from annual rate of \$58,579 for 12 months (\$4,881.58 per month) to annual rate of \$63,579 for 12 months (\$5,298.25 per month), July 1, 1998. Budget correction.

Fisher, Mark, Assistant Professor of Medicine, salary changed from annual rate of \$54,611 for 12 months (\$4,550.92 per month) to annual rate of \$60,000 for 12 months (\$5,000.00 per month), July 1, 1998 through June 30, 1999. Budget correction.

Fuller, Vicki A., title changed from Adjunct in Dental Hygiene to Assistant Professor of Dental Hygiene, salary changed from without remuneration to annual rate of \$39,000 for 12 months (\$3,250.00 per month), August 1, 1998 through June 30, 1999.

Gay, Charles T., Associate Professor of Neurology, and Chief, Child Neurology, Department of Neurology; given additional title Endowed Chair in Child Neurology; salary changed from annual rate of \$80,500 for 12 months (\$6,708.33 per month) to annual rate of \$130,500 for 12 months (\$10,874.99 per month), August 1, 1998 through June 30, 1999. Temporary increase in base salary for endowed chair position.

Geis, Heather, Clinical Assistant Professor of Psychiatry and Behavioral Sciences, salary changed from annual rate of \$48,986 for 12 months (\$4,082.17 per month), .75 time, to without remuneration, June 30, 1998 (with accrued vacation through August 13, 1998).

Herndon, William A., title changed from Professor to Clinical Professor of Orthopedic Surgery and Rehabilitation, salary changed from annual rate of \$76,452 for 12 months (\$6,371.00 per month), .99 time, to without remuneration, August 31, 1998 (with accrued vacation through October 6, 1998).

Hollingsworth, Alan B., Associate Professor of Surgery and The G. Rainey Williams Chair in Breast Oncology, Department of Surgery, salary changed from annual rate of \$133,033 for 12 months (\$11,086.08 per month) to annual rate of \$180,000 for 12 months (\$15,000.00 per month), June 1, 1998 through June 30, 1999. The G. Rainey Williams Chair in Breast Oncology title approved at July 1998 meeting. Salary increase not included at that time. Budget correction.

Hornbrook, K. Roger, Professor and Chair of Pharmacology and Toxicology; given additional title Interim Chair, Department of Medicinal Chemistry and Pharmaceutics; salary changed from annual rate of \$94,380 for 12 months (\$7,865.00 per month) to annual rate of \$104,380 for 12 months (\$8,698.00 per month), August 1, 1998. Includes \$10,000 temporary supplement while serving as Interim Chair of Medicinal Chemistry and Pharmaceutics.

Inhofe, Nancy R., Clinical Assistant Professor of Pediatrics, Tulsa, salary changed from annual rate of \$16,000 for 12 months (\$1,333.33 per month), .20 time, to annual rate of \$16,790 for 12 months (\$1,399.17 per month), .20 time, July 1, 1998 through June 30, 1999. Budget correction.

Knehans, Allen W., Professor of Nutritional Sciences and Adjunct Associate Professor of Obstetrics and Gynecology; given additional title Adjunct Professor of Allied Health Education, July 1, 1998.

Logue, Mary Beth, title changed from Clinical Assistant Professor to Assistant Professor of Pediatrics, salary changed from annual rate of \$20,000 for 12 months (\$1,666.66 per month) to annual rate of \$40,000 for 12 months (\$3,333.33 per month), August 1, 1998 through June 30, 1999.

McEwen, Irene, Professor and Vice Chair of Physical Therapy; given additional title Adjunct Professor of Allied Health Education, July 1, 1998.

Mitchell III, Frank L., reappointed Clinical Assistant Professor of Surgery, Tulsa and Associate Program Director, Department of Surgery, Tulsa, salary changed from annual rate of \$25,000 for 12 months (\$2,083.33 per month), .25 time, to annual rate of \$50,000 for 12 months (\$4,166.66 per month), .35 time, July 1, 1998 through June 30, 1999. Budget correction.

Mouradian, Laurie, Associate Professor of Occupational Therapy and Adjunct Associate Professor of Physical Therapy; given additional title Adjunct Associate Professor of Allied Health Education, July 1, 1998 through June 30, 1999.

Mullasseril, Paul M., title changed from Clinical Associate Professor of Removable Prosthodontics to Clinical Associate Professor of Fixed Prosthodontics, August 1, 1998 through June 30, 1999.

Ondersma, Michele L., Clinical Instructor in Psychiatry and Behavioral Sciences; title changed from Clinical Instructor to Adjunct Clinical Instructor in Pediatrics; salary changed from annual rate of \$35,000 for 12 months (\$2,916.66 per month) to annual rate of \$40,000 for 12 months (\$3,333.33 per month), July 1, 1998 through June 30, 1999. Increase for new responsibilities as Palliative Care Director.

Pennington, Larry R., title changed from Professor of Surgery to G. Rainey Williams Research Professor of Surgery, July 1, 1998.

Sarale, Delia C., Clinical Assistant Professor of Pediatrics, salary changed from annual rate of \$30,600 for 12 months (\$2,550.00 per month), .60 time, to without remuneration, July 31, 1998 (with accrued vacation through September 14, 1998).

Savage, Lori K., title changed from Adjunct Assistant Professor to Clinical Assistant Professor of Radiologic Technology; salary changed from without remuneration to FTE: \$46,300, annual rate of \$41,300 for 12 months (\$3,441.67 per month), PPP: \$5,000, August 24, 1998 through June 30, 1999.

Schnebel, Brock E., title changed from Clinical Assistant Professor to Clinical Associate Professor of Orthopedic Surgery and Rehabilitation; retains title Athletics Section Chief, Department of Orthopedic Surgery, July 1, 1998 through June 30, 1999. Budget correction.

Smith, Kevin S., Associate Program Director, Oral and Maxillofacial Surgery Residency Program, Department of Oral and Maxillofacial Surgery, College of Dentistry, and Adjunct Assistant Professor of Oral and Maxillofacial Surgery, College of Medicine; title changed from Assistant Professor to Clinical Assistant Professor of Oral and Maxillofacial Surgery, College of Dentistry; salary changed from annual rate of \$63,860 for 12 months (\$5,321.67 per month), full time, to annual rate of \$38,000 for 12 months (\$3,166.67 per month), .60 time, July 1, 1998 through June 30, 1999.

Spencer, Ann Moire, title changed from Clinical Assistant Professor to Assistant Professor of Pediatrics, salary remains at annual rate of \$60,000 for 12 months (\$5,000.00 per month), August 1, 1998 through June 30, 1999.

Swanson, Keith, Associate Professor of Pharmacy Practice and Director of Pharmacy Student Services and Continuing Education, College of Pharmacy, annual rate of \$76,650 for 12 months (\$6,387.50 per month); FTE corrected from .97 time to full time, July 1, 1998 through June 30, 1999. Budget correction.

Walton, Vivian K., Assistant Professor of Dental Hygiene, salary changed from annual rate of \$39,771 for 12 months (\$3,314.25 per month) to annual rate of \$6,629 for 2 months (\$3,314.25 per month), July 1, 1998 through August 17, 1998. Budget correction. Retiring effective August 17, 1998.

Waner, Joseph L., Associate Vice President for Research, Health Sciences Center, and Professor of Pediatrics, salary changed from annual rate of \$78,838 for 12 months (\$6,569.83 per month) to annual rate of \$81,338 for 12 months (\$6,778.17 per month), July 1, 1998. Budget correction.

RESIGNATIONS AND/OR TERMINATIONS:

Adesina, Olutomisin, Assistant Professor of Pediatrics, June 30, 1998 (with accrued vacation through August 31, 1998).

Farrill, Tracy, Clinical Instructor in Pharmacy Practice, July 31, 1998.

Jett, Bradley, Assistant Professor of Research, Department of Ophthalmology, June 30, 1998 (with accrued vacation through August 14, 1998).

King, Jeanne A., Associate Professor of Neurology, August 1, 1998 (with accrued vacation through September 4, 1998).

Laskin, James J., Adjunct Assistant Professor of Physical Therapy, July 31, 1998 (with accrued vacation through September 16, 1998).

Loeffler, Christine, Clinical Assistant Professor of Radiological Sciences, August 31, 1998 (with accrued vacation through September 23, 1998).

McCarville, Mary E., Clinical Assistant Professor of Radiological Sciences, September 7, 1998 (with accrued vacation through October 22, 1998).

Shah, Purnima M., Assistant Professor of Anesthesiology, June 30, 1998 (with accrued vacation through July 17, 1998).

Sirmans, Susan, Assistant Professor of Pharmacy Practice, June 29, 1998 (with accrued vacation through July 29, 1998).

Soni, Jyotish C., Assistant Professor of Anesthesiology, August 10, 1998.

RETIREMENTS:

Allen, Loyd V., Professor and Chair of Medicinal Chemistry and Pharmaceutics, July 31, 1998; named Professor Emeritus of Medicinal Chemistry and Pharmaceutics. Retirement previously approved; approval of Emeritus title only.

Altmiller, Dale, Associate Professor of Pathology, Clinical Assistant Professor of Pediatrics, and Adjunct Assistant Professor of Clinical Laboratory Sciences, June 30, 1998 (with accrued vacation through August 24, 1998); appointed Clinical Associate Professor of Pathology, Clinical Assistant Professor of Pediatrics and Adjunct Assistant Professor of Clinical Laboratory Sciences, without remuneration, June 30, 1998.

Dubowski, Kurt M., George Lynn Cross Research Professor of Medicine and Adjunct Professor of Pathology, June 30, 1998; named George Lynn Cross Research Professor Emeritus of Medicine. Retirement previously approved; approval of Emeritus title only.

Fishburne, John I., Jr., Professor and Chair of Obstetrics and Gynecology and James A. Merrill Chair in Obstetrics and Gynecology, September 30, 1997. Paperwork inadvertently never processed.

Oleinick, Samuel R., Professor of Medicine and Adjunct Professor of Microbiology and Immunology, January 31, 1999 (with accrued vacation through February 17, 1999).

Walton, Vivian K., Assistant Professor of Dental Hygiene, August 17, 1998; named Professor Emeritus of Dental Hygiene, August 17, 1998.

Norman Campus:

LEAVES OF ABSENCE:

Sabbatical Leaves of Absence:

Fall Semester 1998 (with full pay)

Hassig, Ross, Professor of Anthropology, sabbatical leave of absence with half pay, August 16, 1998 through May 15, 1999 changed to sabbatical leave of absence with full pay, August 16, 1998 through December 31, 1998.

Spring Semester 1999 (with full pay)

Akin, Kaan, Associate Professor of Mathematics, sabbatical leave of absence with full pay, January 1, 1999 through May 15, 1999. Write and research on an extensive program studying superalgebra and supergeometry. Visit Brandeis University to work with Professor Buchsbaum on integral and modular representation theories of matrix groups. Faculty appointment: 1-1-85. Previous leaves taken: sabbatical with half pay 1-1-91 through 5-15-91; sabbatical with half pay 1-1-92 through 5-15-92; and leave of absence without pay 1-1-94 through 5-15-94. Teaching load covered by current faculty and adjunct lecturers.

Anderson, Eric H., Associate Professor of Art, sabbatical leave of absence with full pay, January 1, 1999 through May 15, 1999. Research video and sound on traditionally static typographic communications and investigate design technology software and hardware and its relationship to the internet. Faculty appointment: 8-16-90. No previous leaves taken. Teaching load covered by current faculty.

Ashby, Michael T., Associate Professor of Chemistry and Biochemistry, sabbatical leave of absence with full pay, January 1, 1999 through May 15, 1999. Research at Stanford with Professor Ed Solomon on large molecule work, including metalloproteins. Write papers for publications and proposals for National Science Foundation and National Institutes of Health. Faculty appointment: 8-16-90. No previous leaves taken. Teaching load covered by current faculty and teaching double load in Fall 1998 semester.

Blank, C. LeRoy, David Ross Boyd Professor of Chemistry and Biochemistry, sabbatical leave of absence with full pay, January 1, 1999 through May 15, 1999. Research on related activities associated with neurochemical phenomena, write papers for publications, and proposals for NSF and NIH. Faculty appointment: 9-1-73. Previous leaves taken: sabbatical with half pay 9-1-82 to 6-1-83 and sabbatical with full pay 1-1-92 through 5-15-92. Teaching load covered by current faculty.

Chester, Deborah A., Associate Professor of Journalism and Mass Communication, sabbatical leave of absence with full pay, January 1, 1999 through May 15, 1999. Research and write (outline and draft) on a medieval epic fantasy novel. Travel to University of California, University of Oregon, Seattle Pacific University, Columbia University, and University of Notre Dame to study medieval collections. Faculty appointment: 8-16-91. No previous leaves taken. Teaching load covered by current faculty.

Fung, Bing M., George Lynn Cross Research Professor of Chemistry and Biochemistry, sabbatical leave of absence with full pay, January 1, 1999 through May 15, 1999. Research of liquid crystals for three grants with travels to Hughes Research Laboratories in California, University of Paris at Orsay, University of Colorado, and University of North Carolina. Faculty appointment: 9-1-72. Previous leaves taken: sabbatical with full pay 1-1-86 to 5-16-86 and sabbatical with full pay 8-16-92 through 12-31-92. Teaching load covered by current faculty.

Henderson, Arnold G., Professor of Architecture, sabbatical leave of absence with full pay, January 1, 1999 through May 15, 1999. Finalize a book manuscript on architecture of Bruce Goff and continue field research on vernacular architecture in the Southern Plains. Faculty appointment: 9-1-68. Previous leaves taken: sabbatical leave of absence with half pay, 9-1-75 to 6-1-76; sabbatical leave of absence with full pay 9-1-82 to 1-16-83; and sabbatical leave of absence with full pay, 8-16-92 to 1-1-93. Teaching load covered by an adjunct and not offering the elective course during the Spring semester.

Henry, Richard C., Professor of Physics and Astronomy, sabbatical leave of absence with full pay, January 1, 1999 through May 15, 1999. Research and write on the evolution of carbon and nitrogen levels in galaxies, and the effect of cluster environment on the chemical evolution of spiral galaxies. Visit Williams College, Cardiff College, Wales, and the Observatoire de Paris to collaborate with colleagues. Faculty appointment: 8-16-84. Previous leave taken: sabbatical with full pay 8-16-91 to 1-1-92. Teaching load covered by adjusting teaching schedule.

Lomolino, Mark V., Associate Professor of Zoology and Associate Heritage Biologist, Oklahoma Biological Survey, sabbatical leave of absence with full pay, February 15, 1999 through August 15, 1999. Research and study the spatial dynamics of prairie dog towns with visits to University of New Mexico and associated Santa Fe Institute and Los Alamos Laboratories. Faculty appointment: 7-1-92. No previous leaves taken. Teaching load covered by current faculty.

Miller, Andrew G., Associate Professor of Mathematics, sabbatical leave of absence with full pay, January 1, 1999 through May 15, 1999. Research on the topology of 2- and 3-dimensional manifolds especially as relates to the symmetries of objects. Faculty appointment: 9-1-81. Previous leaves taken: leave of absence with pay 1-1-89 through 5-15-89 and sabbatical with half pay 8-16-91 to 5-16-92. Teaching load covered by current faculty and adjunct lecturers.

Morgan, David R., Professor of Political Science, sabbatical leave of absence with full pay, January 1, 1999 through May 15, 1999. Revise and update the book Oklahoma Politics and Policies. This book is used in the State as a core text for classes in State government and Oklahoma government. Faculty appointment: 9-1-69. Previous leaves taken: sabbatical with full pay 1-1-77 to 7-1-77; sabbatical with full pay 1-1-84 to 7-1-84; and sabbatical with full pay 1-16-90 to 1-1-91. Teaching load covered by current faculty.

Ray, David H., Associate Professor of Political Science, sabbatical leave of absence with full pay, January 1, 1999 through May 15, 1999. Complete manuscript for an introductory American government textbook. Research and write on the decision-making processes of American state legislature, focusing on differences between a highly professionalized legislature and a totally non-professional citizen legislature. Faculty appointment: 8-16-92. No previous leaves taken. Teaching load covered by graduate assistants.

Robertson, Terry D., Associate Professor of Finance, sabbatical leave of absence with full pay, January 1, 1999 through May 15, 1999. Construct a theoretical model to forecast terminal values for properties in collaboration with American Appraisal, Milwaukee, Wisconsin. Faculty appointment: 6-1-78. Previous leave taken: sabbatical leave of absence with full pay 8-1-86 to 1-1-87. Teaching load covered by practicing professionals.

Rupp-Serrano, Karen T., Associate Professor of Bibliography and Social Sciences Reference Librarian, University Libraries, sabbatical leave of absence with full pay, January 1, 1999 through June 30, 1999. Serve as the guest editor of an issue of the library science serial, the Journal Library Administration, and research in two articles for publication. Faculty appointment: 6-1-90. No previous leaves taken. Teaching load covered by current faculty.

Van Gundy, Arthur B., Professor of Communication, sabbatical leave of absence with full pay, January 1, 1999 through May 15, 1999. Research and writing on articulated versus unarticulated technological product and process needs, also on applying idea generation techniques to the TRIZ (Theory of Inventive Problem Solving) methodology. Conduct problem solving training in Singapore and lecturing in the United Kingdom. Faculty appointment: 9-1-76. Previous leaves taken: sabbatical with full pay 8-16-84 to 1-1-85 and sabbatical with full pay 8-16-92 through 12-31-92. Teaching load covered by current faculty and adjusting schedules.

Wallace, Linda L., Professor of Botany and Microbiology, sabbatical leave of absence with full pay, January 1, 1999 through May 15, 1999. Conducting data analyses and computer modeling protocols to build a model of grassland response to herbivory, submit work for applications, and a proposal to NSF Ecosystems to complete the large-scale testing of the model that is developed. Faculty appointment: 9-1-81. Previous leave taken: sabbatical with half pay 8-16-88 to 5-16-89. Teaching load covered by a visiting assistant professor.

Spring and Fall Semester 1999 (with half pay)

Durso, Frank, Professor of Psychology and Director, Human-Technology Interaction Center, sabbatical leave of absence with half pay, January 1, 1999 through May 15, 1999 and August 16, 1999 through December 31, 1999. Research in human factors procedures, computer-mediated communication methodologies, and computer applications. Write a book or major review paper and to establish OU and OKC as a center for human factors work in air traffic control. Travel to Atlantic City and Washington, D.C. Faculty appointment: 9-1-80. Previous leave taken: sabbatical with full pay 8-16-86 through 12-31-86. Teaching load covered by current faculty.

Hobbs, Catherine, Associate Professor of English, sabbatical leave of absence with half pay, January 1, 1999 through May 15, 1999 and August 16, 1999 through December 31, 1999. Complete and submit to publishers a book titled Rhetoric on the Margins of Modernity. Travel to Bologna, Clermont-Ferrand, Edinburgh, and Glasgow for research on Vico, Condillac, and Scottish Enlightenment rhetoric and work with exchange universities. Faculty appointment: 8-16-92. No previous leaves taken. Responsibilities will be covered by current faculty.

Leaves of Absence:

Anderson, Richard A., Associate Professor of Regional and City Planning, leave of absence without pay, August 15, 1998 through August 15, 1999, denied. Leave request denied. Not in the best interest of the University; small unit being reviewed for accreditation in FY 1999-2000.

Crockett, Norman L., Professor of History, short term disability leave of absence with pay, August 16, 1998 through December 31, 1998.

Kiacz, Daniel T., Professor of Art, short term disability leave of absence with pay, August 16, 1998 through December 31, 1998.

Smith, Mary F., Assistant Professor of Educational Leadership and Policy Studies, leave of absence without pay, August 16, 1998 through May 15, 1999. To care for critically ill father.

Smith, Patricia L., Associate Professor of Educational Psychology, short term disability leave of absence with pay, August 16, 1998 through December 31, 1998.

Vestal, Bedford M., Associate Dean, College of Liberal Studies, and Associate Professor of Zoology, short term disability leave of absence with pay extended, July 6, 1998 through January 3, 1999.

APPOINTMENTS OR REAPPOINTMENTS:

Allen, Erika T., Visiting Assistant Professor of Human Relations, annual rate of \$44,004 for 12 months (\$3,667.00 per month), August 16, 1998 through June 30, 1999.

Bedore, Joan M., Visiting Assistant Professor of Human Relations, annual rate of \$44,004 for 12 months (\$3,667.00 per month), August 16, 1998 through June 30, 1999.

Bishop, Milton L., reappointed Senior Research Associate, School of Petroleum and Geological Engineering, salary remains at annual rate of \$25,146 for 12 months (\$2,095.46 per month), .50 time, July 1, 1998 through September 30, 1998. Paid from grant funds; subject to availability of funds.

Champagne, Salvatore, Assistant Professor of Music, annual rate of \$34,000 for 9 months (\$3,777.77 per month), August 15, 1998 through May 15, 1999.

Fitzmorris, Cliff W., Instructor in Electrical Engineering, annual rate of \$11,000 for 9 months (\$1,222.22 per month), .25 time, August 16, 1998 through December 31, 1998.

Hill, Steven E., Adjunct Instructor in Architecture, annual rate of \$10,667 for 12 months (\$888.89 per month), .25 time, August 16, 1998 through December 31, 1998.

Jones, Cliff, Visiting Instructor in History, annual rate of \$52,500 for 9 months (\$5,833.33 per month), August 16, 1998 through December 31, 1998.

Kogan, Yefim L., reappointed Research Scientist, Cooperative Institute for Mesoscale Meteorological Studies, salary remains at annual rate of \$68,817 for 12 months (\$5,734.72 per month), July 1, 1998 through December 31, 1998. Paid from grant funds; subject to availability of funds.

Lamb, William J., reappointed Research Associate, School of Geology and Geophysics, salary remains at annual rate of \$70,000 for 12 months (\$5,833.33 per month), August 1, 1998 through October 5, 1998. Paid from grant funds; subject to availability of funds.

Laspisa, Ronald J., reappointed Visiting Associate Professor of Electrical Engineering, salary remains at annual rate of \$44,100 for 9 months (\$4,900.00 per month), August 16, 1998 through May 15, 1999.

Lyons, William F., Visiting Research Scientist, Environmental Verification and Analysis Center, annual rate of \$48,000 for 12 months (\$4,000.00 per month), October 1, 1998 through May 31, 1998. Paid from grant funds; subject to availability of funds.

Maddox, Robert A., reappointed Visiting Senior Research Scientist, Cooperative Institute for Mesoscale Meteorological Studies, salary remains at annual rate of \$50,004 for 12 months (\$4,167.00 per month), .49 time, July 18, 1998 through September 30, 1998. Paid from grant funds; subject to availability of funds.

Marsh-Matthews, Edith C., Visiting Associate Professor of Zoology, annual rate of \$17,217 for 9 months (\$1,913.00 per month), .41 time, August 16, 1998 through December 31, 1998.

Mefford, Max D., reappointed Senior Research Associate, School of Petroleum and Geological Engineering, salary remains at annual rate of \$40,704 for 12 months (\$3,392.00 per month), July 1, 1998 through September 30, 1998. Paid from grant funds; subject to availability of funds.

Moore, Anne L., Assistant Professor of Bibliography and Head, Access Services, University Libraries, annual rate of \$40,000 for 12 months (\$3,333.33 per month), October 1, 1998 through June 30, 1999.

Olasiji, Thompson D., Visiting Assistant Professor of Human Relations, annual rate of \$40,000 for 9 months (\$3,333.34 per month), August 16, 1998 through May 15, 1999.

Robles, Richard L., Instructor in Electrical Engineering, annual rate of \$10,000 for 9 months (\$1,111.11 per month), .25 time, August 16, 1998 through December 31, 1998.

Scott, Thurman E., reappointed Senior Research Associate, Energy Center Director's Office, salary remains at annual rate of \$49,995 for 12 months (\$4,166.25 per month), July 1, 1998 through December 31, 1998. Paid from grant funds; subject to availability of funds.

Steely, Jerry G., Visiting Assistant Professor of Human Relations, annual rate of \$20,250 for 9 months (\$2,250.00 per month), .50 time, August 16, 1998 through May 15, 1999.

Wrona, Monika Z., reappointed Adjunct Assistant Professor of Chemistry and Biochemistry, salary remains at annual rate of \$44,699 for 12 months (\$3,724.90 per month), September 1, 1998 through June 30, 1999.

Zagzebski, Linda Trenkaus, Ph.D., Kingfisher College Chair in the Philosophy of Religion and Ethics and Professor of Philosophy with tenure, annual rate of \$85,000 for 9 months (\$9,444.44 per month), August 16, 1999.

CHANGES:

Andrews, Richard D., title changed from Geologist IV to Geologist III, Oklahoma Geological Survey, July 1, 1998 through June 30, 1999.

Beard, Fred, Associate Professor of Journalism and Mass Communication, salary changed from annual rate of \$39,571 for 9 months (\$4,396.78 per month) to annual rate of \$42,000 for 9 months (\$4,666.67 per month), August 16, 1998. Counteroffer.

Blanchard, David O., reappointed and title changed from Research Associate to Research Scientist, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$39,133 for 12 months (\$3,261.06 per month) to annual rate of \$42,858 for 12 months (\$3,571.51 per month), July 1, 1998 through December 31, 1998. Paid from grant funds; subject to availability of funds.

Carpenter, Richard L., Jr., reappointed Senior Research Scientist, Center for Computational Geosciences, salary changed from annual rate of \$45,100 for 12 months (\$3,758.34 per month) to annual rate of \$48,708 for 12 months (\$4,059.00 per month), July 1, 1998 through June 30, 1999. Paid from grant funds; subject to availability of funds.

Conway, John W., reappointed Research Associate, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$45,604 for 12 months (\$3,800.34 per month) to annual rate of \$51,879 for 12 months (\$4,323.27 per month), July 1, 1998 through December 31, 1998. Paid from grant funds; subject to availability of funds.

Cortinas, John V., Jr., reappointed Research Scientist, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$52,381 for 12 months (\$4,365.11 per month) to annual rate of \$58,672 for 12 months (\$4,889.36 per month), July 1, 1998 through December 31, 1998. Paid from grant funds; subject to availability of funds.

Dhall, Sudarshan K., Interim Director and Professor of Computer Science, salary corrected from annual rate of \$89,200 for 12 months (\$7,433.33 per month) to annual rate of \$94,307 for 12 months (\$7,858.91 per month), July 1, 1998 through December 31, 1998. Budget correction.

Dillon, Connie G., Professor of Adult and Continuing Professional Education and Director, Oklahoma Research Center for Continuing, Professional and Higher Education, salary changed from annual rate of \$60,001 for 12 months (\$5,000.08 per month) to annual rate of \$55,921 for 9 months (\$6,213.44 per month), October 1, 1998. Changed from 12-month to 9-month faculty plus compression increase. Includes October 1 budget adjustment.

Dodson, Arlis B., reappointed Research Associate, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$57,360 for 12 months (\$4,780.02 per month) to annual rate of \$61,692 for 12 months (\$5,141.00 per month), July 1, 1998 through December 31, 1998. Paid from grant funds; subject to availability of funds.

Fillpot, Bob G., Dean, College of Architecture, and Professor of Architecture; appointed Professor of Architecture with tenure, August 1, 1998.

Gecol, Hatice, reappointed and title changed from Postdoctoral Research Associate to Visiting Postdoctoral Research Associate, School of Chemical Engineering and Materials Science, salary remains at annual rate of \$42,804 for 12 months (\$3,567.00 per month), June 11, 1998 through May 31, 1999. Paid from grant funds; subject to availability of funds.

Greene, John S., Assistant Professor of Geography; reappointed Research Scientist, Environmental Verification and Analysis, salary changed from annual rate of \$45,000 for 12 months (\$3,750.00 per month) to annual rate of \$48,600 for 12 months (\$4,050.00 per month), July 1, 1998 through June 30, 1999. Paid from grant funds; subject to availability of funds.

Hatlelid, Carl M., reappointed Special Project Consultant, Center for Computational Geosciences, salary changed from annual rate of \$45,000 for 12 months (\$3,750.00 per month), .75 time, to annual rate of \$61,250 for 12 months (\$5,104.17 per month), .97 time, July 1, 1998 through June 30, 1999. Paid from grant funds; subject to availability of funds.

Hix, Harry, Jr., reappointed Engleman/Livermore Professor of Community Journalism, salary remains at annual rate of \$51,500 for 9 months (\$5,722.22 per month), August 16, 1998; salary changed to annual rate of \$52,530 for 9 months (\$5,836.67 per month), October 1, 1998 through May 15, 1999. Three-year renewable term as Engleman Professor. Non-tenure track position.

Jing, Zhongqi, reappointed Research Scientist, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$71,519 for 12 months (\$5,959.90 per month) to annual rate of \$75,567 for 12 months (\$6,297.23 per month), July 1, 1998 through December 31, 1998. Paid from grant funds; subject to availability of funds.

Kain, John S., reappointed Research Scientist, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$52,296 for 12 months (\$4,358.00 per month) to annual rate of \$56,281 for 12 months (\$4,690.08 per month), July 1, 1998 through December 31, 1998. Paid from grant funds; subject to availability of funds.

Kogan, Zena, reappointed Research Scientist, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$24,858 for 12 months (\$2,071.50 per month), .50 time, to annual rate of \$26,101 for 12 months (\$2,175.08 per month), .50 time, July 1, 1998 through April 30, 1999. Paid from grant funds; subject to availability of funds.

Lee, Eric M., Assistant Professor of Art and Director, Fred Jones, Jr. Museum of Art; given additional title Chief Curator, Fred Jones, Jr. Museum of Art, July 1, 1998.

Mackeen, Pamela L., reappointed Research Associate, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$37,054 for 12 months (\$3,087.87 per month) to annual rate of \$42,164 for 12 months (\$3,513.69 per month), July 1, 1998 through December 31, 1998. Paid from grant funds; subject to availability of funds.

Mares, Michael A., Director, Sam Noble Oklahoma Museum of Natural History; Curator of Mammals, Sam Noble Oklahoma Museum of Natural History; and Professor of Zoology; salary changed from annual rate of \$92,777 for 12 months (\$7,731.41 per month) to annual rate of \$102,777 for 12 months (\$8,564.75 per month), July 1, 1998.

Marshment, Richard S., Professor of Architecture; title Interim Director, Regional and City Planning, deleted; salary changed from annual rate of \$58,348 for 9 months (\$6,483.11 per month) to annual rate of \$54,848 for 9 months (\$6,094.22 per month), August 16, 1998. End of administrative stipend.

Marzban, Caren, reappointed Research Scientist, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$45,604 for 12 months (\$3,800.34 per month) to annual rate of \$51,879 for 12 months (\$4,323.27 per month), July 1, 1998 through December 31, 1998. Paid from grant funds; subject to availability of funds.

Matthews, William J., Professor of Zoology and Curator of Ichthyology, Sam Noble Oklahoma Museum of Natural History; salary changed from annual rate of \$52,388 for 9 months (\$5,821.00 per month) to annual rate of \$64,032 for 12 months (\$5,336.00 per month), July 16, 1998 through June 30, 1999. Changed from 9-month to 12-month faculty.

McNichols, William J., Professor of Law; given additional title Welcome D&W DeVier Pierson Professorship of Law; salary changed from annual rate of \$87,584 for 9 months (\$9,732.00 per month) to annual rate of \$114,584 for 9 months (\$12,731.55 per month), October 1, 1998.

Melnikov, Valery M., reappointed Research Scientist, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$48,000 for 12 months (\$4,000.00 per month) to annual rate of \$55,003 for 12 months (\$4,583.60 per month), July 1, 1998 through December 31, 1998. Paid from grant funds; subject to availability of funds.

Mitchell, Edwin D., reappointed Research Associate, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$43,752 for 12 months (\$3,646.00 per month) to annual rate of \$46,896 for 12 months (\$3,908.00 per month), July 1, 1998 through December 31, 1998. Paid from grant funds; subject to availability of funds.

Palomar, Joyce D., Professor of Law; given additional title Judge Haskell A. Holloman Professorship of Law; salary changed from annual rate of \$75,850 for 9 months (\$8,428.00 per month) to annual rate of \$102,850 for 9 months (\$11,427.77 per month), October 1, 1998.

Penn, Melvin L., III, Instructor in Management; title changed from Corporate Relations Executive to Corporate and External Relations Executive, Michael F. Price College of Business; salary changed from annual rate of \$50,000 for 12 months (\$4,166.66 per month) to annual rate of \$65,000 for 12 months (\$5,416.67 per month), August 1, 1998 through June 30, 1999.

Peppler, Randy A., reappointed Research Associate and Associate Director, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$56,248 for 12 months (\$4,687.35 per month) to annual rate of \$61,623 for 12 months (\$5,135.26 per month), July 1, 1998 through June 30, 1999. Paid from grant funds; subject to availability of funds.

Portis, Diane M., reappointed Research Associate, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$33,935 for 12 months (\$2,827.91 per month), .75 time, to annual rate of \$35,971 for 12 months (\$2,997.59 per month), .75 time, July 1, 1998 through July 31, 1998. Paid from grant funds; subject to availability of funds.

Rasmussen, Erik N., reappointed Research Scientist, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$58,856 for 12 months (\$4,904.66 per month) to annual rate of \$66,872 for 12 months (\$5,572.67 per month), July 1, 1998 through December 31, 1998. Paid from grant funds; subject to availability of funds.

Richardson, Robert E., David Ross Boyd Professor of Law; given additional title Floyd and Martha Norris Chair in Law; salary changed from annual rate of \$105,781 for 9 months (\$11,753.00 per month) to annual rate of \$137,781 for 9 months (\$15,309.00 per month), October 1, 1998.

Richardson, Scott J., reappointed Research Scientist, Oklahoma Climatological Survey, salary changed from annual rate of \$20,140 for 12 months (\$1,678.34 per month), .50 time, to annual rate of \$33,080 for 12 months (\$2,756.68 per month), .75 time, August 1, 1998 through June 30, 1999; and Research Scientist, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$20,140 for 12 months (\$1,678.34 per month), .50 time, to annual rate of \$11,027 for 12 months (\$918.90 per month), .25 time, August 1, 1998 through November 30, 1998. (Total salary is \$44,107 for 12 months (\$3,675.58 per month). Paid from grant funds; subject to availability of funds.

Robertson, Lindsay G., Associate Professor of Law, salary changed from annual rate of \$63,000 for 9 months (\$7,000.00 per month) to annual rate of \$70,000 for 9 months (\$7,777.77 per month), October 1, 1998 through May 15, 1999.

Roegiers, Jean C., McCasland Chair in Petroleum Engineering and Professor of Petroleum and Geological Engineering; reappointed Director, Rock Mechanics Institute, August 16, 1998 through December 31, 1998.

Ryzhkov, Alexander V., reappointed Research Scientist, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$61,720 for 12 months (\$5,143.31 per month) to annual rate of \$70,330 for 12 months (\$5,860.80 per month), July 1, 1998 through December 31, 1998. Paid from grant funds; subject to availability of funds.

Schuur, Terry J., reappointed Research Scientist, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$41,580 for 12 months (\$3,465.00 per month) to annual rate of \$47,796 for 12 months (\$3,983.02 per month), July 1, 1998 through December 31, 1998. Paid from grant funds; subject to availability of funds.

Shepherd, Tommy R., reappointed Research Associate, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$36,554 for 12 months (\$3,046.16 per month) to annual rate of \$42,000 for 12 months (\$3,500.04 per month), July 1, 1998 through December 31, 1998. Paid from grant funds; subject to availability of funds.

Shove, Christopher R., Associate Professor of Regional and City Planning; given additional title Interim Director of Regional and City Planning, salary changed from annual rate of \$47,568 for 9 months (\$5,285.33 per month) to annual rate of \$51,068 for 9 months (\$5,674.22 per month), August 16, 1998 through May 15, 1999. Paid administrative stipend of \$3,500 while serving as Interim Director.

Smith, Travis M., reappointed Research Associate, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$37,054 for 12 months (\$3,087.87 per month) to annual rate of \$42,164 for 12 months (\$3,513.69 per month), July 1, 1998 through December 31, 1998. Paid from grant funds; subject to availability of funds.

Snow, John T., Dean, College of Geosciences; Director, Weather Center Programs; and Professor of Meteorology; salary changed from annual rate of \$100,285 for 10 months (\$10,028.50 per month) to annual rate of \$120,342 for 12 months (\$10,028.50 per month), August 1, 1998. Changed from 10-month to 12-month faculty.

Swisher, Robert D., Professor of Library and Information Studies; reappointed Interim Associate Provost, Office of the Provost, Norman Campus, July 1, 1998 through June 30, 1999; salary changed from annual rate of \$85,417 for 12 months (\$7,118.08 per month) to annual rate of \$89,629 for 12 months (\$7,469.08 per month), October 1, 1998. Budget increase.

Tepker, Jr., Harry F., Professor of Law; given additional title Floyd and Irma Calvert Chair in Law and Liberty; salary changed from annual rate of \$87,193 for 9 months (\$9,688.00 per month) to annual rate of \$119,193 for 9 months (\$13,243.66 per month), October 1, 1998.

Tersine, Michele G., reappointed Instructor in Management, salary changed from annual rate of \$38,000 for 9 months (\$4,222.22 per month), .95 time, to annual rate of \$39,675 for 9 months (\$4,408.34 per month), .95 time, August 16, 1998 through May 15, 1999.

Torres, Sebastian M., reappointed Research Associate, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$42,000 for 12 months (\$3,500.00 per month) to annual rate of \$46,897 for 12 months (\$3,908.10 per month), July 1, 1998 through December 31, 1998. Paid from grant funds; subject to availability of funds.

Trapp, Robert J., reappointed Research Scientist, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$44,210 for 12 months (\$3,684.18 per month) to annual rate of \$50,338 for 12 months (\$4,194.81 per month), July 1, 1998 through December 31, 1998. Paid from grant funds; subject to availability of funds.

Tuley-Williams, Dana J., promoted from Library Technician III to Cataloger, Online Processing Unit, University Libraries and Assistant Professor of Bibliography, salary increased from annual rate of \$19,594 for 12 months (\$9.42 per hour) to annual rate of \$34,000 for 12 months (\$2,833.33 per month), August 10, 1998 through June 30, 1999. Changed from Hourly to Academic.

Uno, Gordon E., David Ross Boyd Professor of Botany and Microbiology, salary temporarily changed from annual rate of \$62,056 for 9 months (\$6,895.11 per month) to annual rate of \$82,742 for 12 months (\$6,895.11 per month), July 27, 1998 through July 12, 1999. Changed from 9-month to 12-month faculty for one year. To be paid from NSF grant.

Walker-Esbaugh, Cheryl A., reappointed Instructor in Classics, salary changed from annual rate of \$23,881 for 9 months (\$2,653.44 per month) to annual rate of \$25,768 for 9 months (\$2,863.11 per month), August 16, 1998 through May 15, 1999. This is an exception to Regents' Policy on seven-year limitation on appointment of full-time temporary faculty.

Wilson, Norma R., reappointed Visiting McMahon Centennial Professor of Journalism and Mass Communication, salary remains at annual rate of \$61,500 for 9 months (\$6,833.33 per month), August 16, 1998; salary changed to annual rate of \$62,730 for 9 months (\$6,970.00 per month), October 1, 1998 through May 15, 1999. One-year renewable term as McMahon Professor. Non-tenure track position.

Zaras, Daphne S., reappointed Research Associate, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$40,543 for 12 months (\$3,378.62 per month) to annual rate of \$41,881 for 12 months (\$3,490.11 per month), July 1, 1998 through December 31, 1998. Paid from grant funds; subject to availability of funds.

RESIGNATIONS AND/OR TERMINATIONS:

Cavallo, Ann M., Associate Professor of Instructional Leadership and Academic Curriculum, May 15, 1998.

Everett, Jess, Associate Professor of Civil Engineering and Environmental Science, August 15, 1998.

Friedrich, Gustav W., Professor of Communication, July 31, 1998.

Parkinson, Jerry R., Professor of Law, May 16, 1998.

Reardon, Richard, Associate Professor of Psychology, July 1, 1998.

Reimann-Philipp, Ulrich, Visiting Assistant Professor of Botany and Microbiology, August 31, 1998.

Smagorinsky, Peter, Associate Professor of Instructional Leadership and Academic Curriculum, August 19, 1998.

Watson, James L., Research Associate, School of Geology and Geophysics, July 23, 1998.

President Boren recommended the Board of Regents approve the academic personnel actions shown above.

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

President Boren reported the following death:

Wilson, Leonard R., George Lynn Cross Research Professor Emeritus of Geology and Geophysics, on July 15, 1998.

ADMINISTRATIVE AND PROFESSIONAL PERSONNEL ACTIONS

Health Sciences Center:

APPOINTMENTS OR REAPPOINTMENTS:

Moye, Frederick V., Jr., Network Analyst, Department of Information Technology, annual rate of \$43,000 for 12 months (\$3,583.33 per month), August 24, 1998. Professional Staff.

Winn, Gayla L., Staff Dental Hygienist, University Dental Faculty Group, annual rate of \$48,100 for 12 months (\$4,008.33 per month), July 14, 1998. Professional Staff.

CHANGES:

Anderson, Joyce G., title changed from Administrative Manager to Senior Administrative Manager, Department of Biochemistry and Molecular Biology, salary changed from annual rate of \$40,061 for 12 months (\$3,338.00 per month) to annual rate of \$43,061 for 12 months (\$3,588.00 per month), August 1, 1998. Managerial Staff.

Benjamin, Janeth, Business Manager for Oklahoma Assistive Technology Center, Department of Physical Therapy, salary changed from annual rate of \$39,101 for 12 months (\$3,258.38 per month), .75 time, to annual rate of \$40,342 for 12 months (\$3,361.75 per month), .75 time, July 1, 1998; salary changed to annual rate of \$26,895 for 12 months (\$2,241.21 per month), .50 time, August 1, 1998. Managerial Staff.

Camp, Tommy D., Physician Assistant I, Department of Pediatrics, salary changed from annual rate of \$45,000 for 12 months (\$3,750.00 per month) to annual rate of \$47,000 for 12 months (\$3,916.66 per month), July 1, 1998. Budget correction.

Guy, Janice K., title changed from Clinic Manager to Senior Clinic Manager, Department of Medicine, Tulsa, salary changed from annual rate of \$43,370 for 12 months (\$3,614.17 per month) to annual rate of \$50,000 for 12 months (\$4,166.67 per month), July 1, 1998. Managerial Staff.

James, Shirley A., title changed from Adjunct Instructor in Physical Therapy and Associate Academic Coordinator of Clinical Education, College of Allied Health, to Clinical Physical Therapist, Department of Physical Therapy; salary changed from annual rate of \$43,284 for 12 months (\$3,607.00 per month), .75 time, to annual rate of \$36,743 for 12 months (\$3,061.92 per month), .75 time, August 1, 1998. Changed from Academic to Professional Staff.

Kachelmyer, Daniel L., Physician Assistant II, Department of Pediatrics, salary changed from annual rate of \$43,611 for 12 months (\$3,634.25 per month) to annual rate of \$50,000 for 12 months (\$4,166.66 per month), July 1, 1998. Budget correction.

Martin, Billy, Mechanical Foreman, Site Support, salary changed from annual rate of \$45,115 for 12 months (\$3,760.00 per month) to annual rate of \$45,325 for 12 months (\$3,777.00 per month), July 1, 1998. Professional Staff. Budget correction.

Ross, Rick, Staff Nuclear Pharmacist, Department of Pharmacy Practice, salary changed from annual rate of \$35,100 for 12 months (\$22.50 per hour), .75 time, to annual rate of \$51,100 for 12 months (\$4,258.33 per month), full time, August 1, 1998. Changed from Hourly to Professional Staff.

Skrasek, LeAnne, promoted from General Accounting Manager to Assistant Controller, Grants and Contracts Accounting, salary increased from annual rate of \$48,382 for 12 months (\$4,032.00 per month) to annual rate of \$54,000 for 12 months (\$4,500.00 per month), August 15, 1998. Changed from Managerial Staff to Administrative Staff.

Stinson, Tina, Physician Assistant II, Department of Pediatrics, salary changed from annual rate of \$47,250 for 12 months (\$3,937.50 per month) to annual rate of \$55,000 for 12 months (\$4,583.33 per month), July 1, 1998. Budget correction.

RESIGNATIONS AND/OR TERMINATIONS:

Jia, Mary, Radiation Safety Officer, Department of Radiation Safety, July 31, 1998 (with accrued vacation through August 25, 1998).

Smith, Karen S., Assistant Director for Budgets, Budget Office, Health Sciences Center, July 31, 1998 (with accrued vacation through September 14, 1998).

Norman Campus:

APPOINTMENTS OR REAPPOINTMENTS:

Baley, Susan G., Curator of Education, Fred Jones Jr. Museum of Art, annual rate of \$33,069 for 12 months (\$2,755.75 per month), .10 time, August 10, 1998 through June 30, 1999. Professional Staff.

Brackett, Bill D., reappointed Senior Program Development Specialist, Public and Community Services Development, College of Continuing Education, salary remains at annual rate of \$50,568 for 12 months (\$4,214.00 per month), July 1, 1998 through June 30, 1999. Professional Staff. Paid from grant funds; subject to availability of funds.

Bradford, Mark L., Software Engineer, Cooperative Institute for Mesoscale Meteorological Studies, annual rate of \$54,996 for 12 months (\$4,583.00 per month), July 6, 1998 through December 31, 1998. Professional Staff. Paid from grant funds; subject to availability of funds.

Cates, Carla L., reappointed Manager, Administration and Operations, Energy Center Director's Office, salary remains at annual rate of \$41,986 for 12 months (\$3,498.83 per month), July 1, 1998 through December 31, 1998. Managerial Staff. Paid from grant funds; subject to availability of funds.

Coberg, Richard, reappointed Program Director, College of Liberal Studies, salary remains at annual rate of \$64,000 for 12 months (\$5,333.33 per month), .75 time, July 1, 1998 through June 30, 1999. Professional Staff. Paid from grant funds; subject to availability of funds.

Correia, Peter R., reappointed Associate Program Director, National Resource Center for Youth Services, College of Continuing Education, Tulsa, salary remains at annual rate of \$54,457 for 12 months (\$4,538.08 per month), July 1, 1998 through June 30, 1999. Administrative Staff. Paid from grant funds; subject to availability of funds.

Corr, Edwin G., reappointed Acting Associate Director, International Program Center, and Acting Director, Energy Institute of the Americas, salary remains at annual rate of \$70,640 for 9 months (\$7,848.89 per month), August 15, 1998 through May 15, 1999. Administrative Staff.

Cruikshank, Donald J., reappointed Manager, Network Services, Energy Center Director's Office, salary remains at annual rate of \$46,776 for 12 months (\$3,898.00 per month), July 1, 1998 through December 31, 1998. Managerial Staff. Paid from grant funds; subject to availability of funds.

Curry, Nancy A., Staff Psychiatrist, Mental Health Service Testing and Counseling, Department of Counseling Services and Testing, annual rate of \$48,000 for 12 months (\$4,000.00 per month), .50 time, August 10, 1998 through June 18, 1999. Professional Staff.

Duca-Snowden, Sylvia V., reappointed Program Director, Oklahoma Climatological Survey, salary remains at annual rate of \$57,672 for 12 months (\$4,806.00 per month), July 1, 1998 through June 30, 1999. Administrative Staff. Paid from grant funds; subject to availability of funds.

Gibson, George T., Interim Director, Telecomputing Programs, University Center at Tulsa, and Visiting Professor of Industrial Engineering, annual rate of \$20,000 for 12 months (\$1,666.66 per month), .4125 time, July 1, 1998 through June 30, 1999. Managerial Staff.

Hurtado, Willa Jean, Acquisitions Editor, University Press, annual rate of \$42,500 for 12 months (\$3,541.67 per month), August 10, 1998. Professional Staff.

Jewett, Gwen S., reappointed Senior Systems Support Programmer, Oklahoma Climatological Survey, salary remains at annual rate of \$45,000 for 12 months (\$3,750.00 per month), September 1, 1998 through June 30, 1999. Professional Staff. Paid from grant funds; subject to availability of funds.

Minty, Kristin Alexander, Development Officer, Office of University Development, annual rate of \$60,000 for 12 months (\$5,000.00 per month), September 15, 1998. Managerial Staff.

Morrow, Brett A., Senior Systems Analyst, Cooperative Institute for Mesoscale Meteorological Studies, annual rate of \$41,580 for 12 months (\$3,465.00 per month), July 16, 1998 through December 31, 1998. Professional Staff. Paid from grant funds; subject to availability of funds.

Otto, Patti M., Senior Systems Analyst, Office of International Research, annual rate of \$43,388 for 12 months (\$3,615.67 per month), August 1, 1998. Professional Staff.

Shen, Ning, Software Engineer, Cooperative Institute for Mesoscale Meteorological Studies, annual rate of \$47,496 for 12 months (\$3,958.00 per month), July 1, 1998 through December 31, 1998. Professional Staff. Paid from grant funds; subject to availability of funds.

Song, Lulin, Software Engineer, Cooperative Institute for Mesoscale Meteorological Studies, annual rate of \$45,996 for 12 months (\$3,833.00 per month), August 1, 1998 through December 31, 1998. Professional Staff. Paid from grant funds; subject to availability of funds.

Thomas, James C., reappointed Director, SATTRN Project, Norman Campus Training and Consultant Project, salary remains at annual rate of \$57,506 for 12 months (\$4,792.16 per month), July 1, 1998 through June 30, 1999. Administrative Staff. Paid from grant funds; subject to availability of funds.

Walker, James M., reappointed Program Director, National Resource Center for Youth Services, College of Continuing Education, Tulsa, salary remains at annual rate of \$59,976 for 12 months (\$4,998.00 per month), July 1, 1998 through June 30, 1999. Administrative Staff. Paid from grant funds; subject to availability of funds.

Wayt, Lewis R., Visiting Research Assistant I, Department of Chemistry and Biochemistry, annual rate of \$21,120 for 12 months (\$1,760.00 per month), .50 time, June 1, 1998 through August 15, 1998. Professional Staff. Paid from grant funds; subject to availability of funds.

CHANGES:

Audas, Jean-Paul, title changed from Executive Director of Prospective Student Services to Executive Director of Recruitment Services, Office of Prospective Student Services; salary changed from annual rate of \$59,465 for 12 months (\$4,955.41 per month) to annual rate of \$65,043 for 12 months (\$5,420.25 per month), October 1, 1998. Administrative Officer.

Benner, Mark R., reappointed Senior Systems Analyst, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$45,604 for 12 months (\$3,800.34 per month) to annual rate of \$47,332 for 12 months (\$3,944.37 per month), July 1, 1998 through December 31, 1998. Professional Staff. Paid from grant funds; subject to availability of funds.

Bluitt, Anthony V., reappointed Director, Project Threshold, salary remains at annual rate of \$89,176 for 12 months (\$7,431.33 per month), September 1, 1998; salary changed to annual rate of \$96,310 for 12 months (\$8,025.83 per month), October 1, 1998 through August 31, 1999. Administrative Staff. Paid from grant funds; subject to availability of funds.

Burcham, Darwin H., reappointed Senior Software Engineer, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$61,754 for 12 months (\$5,146.13 per month) to annual rate of \$65,340 for 12 months (\$5,445.00 per month), July 1, 1998 through December 31, 1998. Professional Staff. Paid from grant funds; subject to availability of funds.

Condo, Thomas P., reappointed Coordinator, Departmental Computing Systems, School of Meteorology, salary changed from annual rate of \$40,243 for 12 months (\$3,353.59 per month) to annual rate of \$42,255 for 12 months (\$3,521.26 per month), July 1, 1998 through August 31, 1998. Professional Staff. Paid from grant funds; subject to availability of funds.

Dyer, Suzette M., Assistant Director, Student Life, and Campus Judicial Coordinator, Office of Student Life, salary corrected from annual rate of \$40,124 for 12 months (\$3,343.66 per month) to annual rate of \$40,736 for 12 months (\$3,394.65 per month), July 1, 1998. Managerial Staff. Correction of monthly salary due to error in calculation.

Eades, Deanna M., reappointed Financial Administrator, Center for Analysis and Prediction of Storms, salary changed from annual rate of \$37,500 for 12 months (\$3,125.00 per month) to annual rate of \$40,875 for 12 months (\$3,406.25 per month), July 1, 1998 through January 31, 1999. Professional Staff. Paid from grant funds; subject to availability of funds.

Fletcher, Steven A., reappointed Programmer/Analyst II, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$35,856 for 12 months (\$2,988.00 per month) to annual rate of \$40,291 for 12 months (\$3,357.61 per month), July 1, 1998 through December 31, 1998. Professional Staff. Paid from grant funds; subject to availability of funds.

Forren, Eddie, reappointed Senior Software Engineer, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$52,992 for 12 months (\$4,416.00 per month) to annual rate of \$57,284 for 12 months (\$4,773.70 per month), July 1, 1998 through December 31, 1998. Professional Staff. Paid from grant funds; subject to availability of funds.

Funston, Bob, Program Director, Norman Campus Training and Consultant Project, College of Continuing Education, salary changed from annual rate of \$54,850 for 12 months (\$4,570.83 per month) to annual rate of \$57,044 for 12 months (\$4,753.67 per month), October 1, 1998 through June 30, 1999. Paid from grant funds; subject to availability of funds.

Galey, Jean M., reappointed Academic Counselor, Project Threshold, salary changed from annual rate of \$36,400 for 12 months (\$3,033.33 per month), .88 time, to annual rate of \$39,400 for 12 months (\$3,283.33 per month), .88 time, September 1, 1998 through August 31, 1999. Professional Staff. Paid from grant funds; subject to availability of funds.

Ganti, Venkat, reappointed Software Engineer, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$47,004 for 12 months (\$3,917.00 per month), to annual rate of \$51,200 for 12 months (\$4,266.66 per month), July 1, 1998 through December 31, 1998. Professional Staff. Paid from grant funds; subject to availability of funds.

Gress, Wanda J., title changed from Classification Pending to Assistant to the University Vice President for Technology Development, Office of Technology Management, salary changed from annual rate of \$39,600 for 12 months (\$3,300.00 per month) to annual rate of \$47,000 for 12 months (\$3,916.66 per month), August 1, 1998. Changed from Professional Staff to Administrative Staff.

Hughes, Timothy W., reappointed Manager, Technical Projects, Oklahoma Climatological Survey, salary changed from annual rate of \$44,137 for 12 months (\$3,678.05 per month) to annual rate of \$45,902 for 12 months (\$3,825.17 per month), July 1, 1998 through June 30, 1999. Managerial Staff. Paid from grant funds; subject to availability of funds.

Hoggard, Kenyon R., reappointed Senior Systems Analyst, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$43,050 for 12 months (\$3,587.50 per month) to annual rate of \$45,203 for 12 months (\$3,766.88 per month), July 1, 1998 through June 30, 1999. Professional Staff. Paid from grant funds; subject to availability of funds.

Horn, Jeffrey D., reappointed Senior Software Engineer, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$45,996 for 12 months (\$3,833.00 per month) to annual rate of \$49,768 for 12 months (\$4,147.30 per month), July 1, 1998 through December 31, 1998. Professional Staff. Paid from grant funds; subject to availability of funds.

Jorgenson, Cheryl K., title changed from Director, Center for Institutional Data Exchange and Analysis, to Director, Institutional Research, Office of Institutional Research, August 1, 1998. Administrative Officer.

Kendall, Jill E., reappointed Academic Counselor, Project Threshold, salary changed from annual rate of \$38,400 for 12 months (\$3,200.00 per month) to annual rate of \$41,400 for 12 months (\$3,450.00 per month), September 1, 1998 through August 31, 1999. Professional Staff. Paid from grant funds; subject to availability of funds.

Kennedy, Douglas W., reappointed Data Manager, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$44,212 for 12 months (\$3,684.34 per month) to annual rate of \$46,896 for 12 months (\$3,907.97 per month), July 1, 1998 through December 31, 1998. Professional Staff. Paid from grant funds; subject to availability of funds.

Krause, John M., title changed from Research Associate to Software Engineer, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$34,650 for 12 months (\$2,887.50 per month) to annual rate of \$47,500 for 12 months (\$3,958.33 per month), July 13, 1998 through December 31, 1998. Changed from Academic to Professional Staff. Paid from grant funds; subject to availability of funds.

Kulasekharan, Sridhar, reappointed Systems Programmer, Oklahoma Climatological Survey, salary changed from annual rate of \$41,826 for 12 months (\$3,485.50 per month) to annual rate of \$45,172 for 12 months (\$3,764.34 per month), July 1, 1998 through June 30, 1999. Professional Staff. Paid from grant funds; subject to availability of funds.

Laws, Peter C., title changed from Programmer/Analyst II to Senior Systems Analyst, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$36,992 for 12 months (\$3,082.66 per month) to annual rate of \$41,160 for 12 months (\$3,430.00 per month), July 1, 1998 through December 31, 1998. Professional Staff. Paid from grant funds; subject to availability of funds.

Lehmann, Michael A., reappointed Software Engineer, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$41,273 for 12 months (\$3,439.45 per month) to annual rate of \$44,080 for 12 months (\$3,673.33 per month), July 1, 1998 through December 31, 1998. Professional Staff. Paid from grant funds; subject to availability of funds.

Liang, Jay J., reappointed Manager, Technical Projects, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$55,000 for 12 months (\$4,583.34 per month) to annual rate of \$59,954 for 12 months (\$4,996.17 per month), July 1, 1998 through December 31, 1998. Managerial Staff. Paid from grant funds; subject to availability of funds.

Liu, Yuhe, reappointed Senior Scientific Programmer/Analyst, Center for Analysis and Prediction of Storms, salary changed from annual rate of \$42,455 for 12 months (\$3,537.92 per month) to annual rate of \$45,851 for 12 months (\$3,820.95 per month), July 1, 1998 through January 31, 1999. Professional Staff. Paid from grant funds; subject to availability of funds.

Madden, Glenda G., promoted from Sales Manager to Assistant Director for Marketing, University Press, salary increased from annual rate of \$36,541 for 12 months (\$3,045.08 per month) to annual rate of \$50,000 for 12 months (\$4,166.67 per month), August 1, 1998. Managerial Staff.

McDowell, Eunice C., College Programs Director, School of Social Work, salary changed from annual rate of \$49,615 for 12 months (\$4,134.59 per month) to annual rate of \$51,848 for 12 months (\$4,320.65 per month), October 1, 1998 through June 30, 1999. Administrative Staff. Paid from grant funds; subject to availability of funds.

McPherson, William G., reappointed Senior Scientific Programmer/Analyst, Oklahoma Climatological Survey, salary changed from annual rate of \$42,500 for 12 months (\$3,541.67 per month) to annual rate of \$44,604 for 12 months (\$3,717.00 per month), July 1, 1998 through June 30, 1999. Professional Staff. Paid from grant funds; subject to availability of funds.

Murray, Rita M., reappointed Assistant Program Director, Norman Campus Training and Consultant Project, College of Continuing Education, salary remains at annual rate of \$52,148 for 12 months (\$4,345.66 per month), July 1, 1998; salary changed to annual rate of \$54,234 for 12 months (\$4,519.50 per month), October 1, 1998 through June 30, 1999. Managerial Staff. Paid from grant funds; subject to availability of funds.

Mustoe, James L., title changed from Assistant Director, Public Safety, Department of Public Safety, to Administrator, Security and Facilities Operations, Sam Noble Oklahoma Museum of Natural History; salary changed from annual rate of \$43,063 for 12 months (\$3,588.58 per month) to annual rate of \$42,000 for 12 months (\$3,500.00 per month), August 1, 1998. Administrative Staff.

Neumann, Stephen M., Coordinator, Athletic Radio/TV Broadcasts, Athletic Department, salary changed from annual rate of \$65,000 for 12 months (\$5,416.66 per month) to annual rate of \$67,500 for 12 months (\$5,625.00 per month), October 1, 1998.

Portwood, Lisa A., title changed from Interim Special Assistant to the Dean, University College, to Program Development Specialist, Instructional Services Academic Advising, University College, July 1, 1998. Changed from Administrative Staff to Professional Staff.

Priegnitz, David L., reappointed Senior Software Engineer, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$57,355 for 12 months (\$4,779.60 per month) to annual rate of \$60,693 for 12 months (\$5,057.77 per month), July 1, 1998 through December 31, 1998. Professional Staff. Paid from grant funds; subject to availability of funds.

Renfro, Karen B., title changed from Associate Director to Director of Prospective Student Services, Office of Prospective Student Services; salary changed from annual rate of \$43,500 for 12 months (\$3,625.00 per month) to annual rate of \$49,000 for 12 months (\$4,083.34 per month), October 1, 1998. Changed from Administrative Staff to Administrative Officer.

Shafer, Mark A., reappointed Climatologist II, Oklahoma Climatological Survey, salary changed from annual rate of \$43,179 for 12 months (\$3,598.29 per month) to annual rate of \$45,336 for 12 months (\$3,778.00 per month), July 1, 1998 through June 30, 1999. Professional Staff. Paid from grant funds; subject to availability of funds.

Simmons, Mendell L., reappointed Academic Counselor, Project Threshold, salary changed from annual rate of \$48,600 for 12 months (\$4,050.00 per month) to annual rate of \$52,600 for 12 months (\$4,383.33 per month), September 1, 1998 through August 31, 1999. Professional Staff. Paid from grant funds; subject to availability of funds.

Skaggs, Gary A., reappointed Manager, Network Services, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$42,799 for 12 months (\$3,566.59 per month) to annual rate of \$44,451 for 12 months (\$3,704.26 per month), July 1, 1998 through December 31, 1998. Managerial Staff. Paid from grant funds; subject to availability of funds.

Smith, Robin R., reappointed System Administration Specialist, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$41,388 for 12 months (\$3,449.00 per month) to annual rate of \$43,452 for 12 months (\$3,621.00 per month), July 1, 1998 through June 30, 1999. Professional Staff. Paid from grant funds; subject to availability of funds.

Stumpf, Gregory J., reappointed Senior Scientific Programmer/Analyst, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$48,392 for 12 months (\$4,032.63 per month) to annual rate of \$51,239 for 12 months (\$4,269.93 per month), July 1, 1998 through December 31, 1998. Professional Staff. Paid from grant funds; subject to availability of funds.

Thomas, Kevin W., reappointed Senior Scientific Programmer/Analyst, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$48,563 for 12 months (\$4,046.93 per month) to annual rate of \$52,201 for 12 months (\$4,350.05 per month), July 1, 1998 through December 31, 1998. Professional Staff. Paid from grant funds; subject to availability of funds.

Thompson, John L., Senior Software Engineer, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$54,996 for 12 months (\$4,583.00 per month) to annual rate of \$59,400 for 12 months (\$4,950.00 per month), September 1, 1998 through December 31, 1998. Professional Staff. Paid from grant funds; subject to availability of funds.

Whaley, Peggy J., Program Director, College of Continuing Education Precollegiate Programs, salary changed from annual rate of \$29,848 for 12 months (\$2,487.33 per month), .76 time, to annual rate of \$32,528 for 12 months (\$2,710.67 per month), .76 time, July 1, 1998 through June 30, 1999. Increase bringing employee to minimum of classification.

Wolfenbarger, J. Michael, reappointed Senior Scientific Programmer/Analyst, Oklahoma Climatological Survey, salary changed from annual rate of \$46,036 for 12 months (\$3,836.30 per month) to annual rate of \$50,639 for 12 months (\$4,219.93 per month), July 1, 1998 through June 30, 1999. Professional Staff. Paid from grant funds; subject to availability of funds.

Young, Robb A., reappointed Application Support Programmer, Oklahoma Climatological Survey, salary changed from annual rate of \$37,207 for 12 months (\$3,100.58 per month) to annual rate of \$40,928 for 12 months (\$3,410.64 per month), July 1, 1998 through June 30, 1999. Professional Staff. Paid from grant funds; subject to availability of funds.

RESIGNATIONS AND/OR TERMINATIONS:

Miller, Teresa L., Executive Director, OU Center for Poets and Writers, August 31, 1998.

Peters, Arva J., Manager, Benefits, Office of Personnel Services, July 31, 1998.

Phillips, Gay E., Senior Program Development Specialist, National Resource Center for Youth Services, College of Continuing Education, Tulsa, August 31, 1998.

President Boren recommended the Board of Regents approve the administrative and professional personnel actions shown above.

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

CHANGES IN PRESIDENT'S ASSOCIATES' POLICY

In September 1994, The University of Oklahoma Board of Regents changed the Associates' policy to allow Endowed Associates (contributors of \$25,000 or more) and Life Members (contributors of \$15,000 or more) to specify that one-half of the annual earnings from their gifts go to a college, school, department or academic program of the donor's choice. Since that time, this change in policy has been detrimental to the integrity and purpose of the Associates' program by limiting the unrestricted funds which are used to accomplish the goals of the University, to address important needs, and to take advantage of special opportunities to further the mission of the University. It is now recommended that the policy be changed back to its original form, which stipulates that Endowed Associates and Life Members' gifts be unrestricted.

Recognizing the continued growth and expanding scope of the President's Associates' Program, President Boren recommends that the allotted cost of administering the program be increased from 10 percent to 12 percent of Associates' gifts, both unrestricted and restricted. This change is necessary to ensure that the full costs of fund-raising activities and personnel associated directly with the program are covered through the funds raised. The funds are subject to the normal budget approval and control processes of the University.

Last year the Associates' Program generated \$1,758,258 in gifts, an 11 percent increase over the previous year. Participation increased by 30 percent, and now there are more than 2,000 members giving \$500 to \$5,000 annually to the University for the support of its academic programs.

President Boren recommended the Board of Regents change the Associates' policy regarding the restriction of gifts by Life Members and Endowed Associates, and regarding allotment of administration costs effective October 1, 1998.

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

RESOLUTION IN SUPPORT OF HIGHER ADMISSION STANDARDS

WHEREAS, the mission of The University of Oklahoma is to provide the best possible educational experience for our students through excellence in teaching, research and creative activity, and service to the State and society;

WHEREAS, in fulfilling this mission The University of Oklahoma consistently attracts and retains incoming freshmen classes with the highest academic scores in the State of Oklahoma, including the highest ACT scores, over two thirds of the State Regents' scholars who were in the top 1% of ACT test scores nationally and more National and National Merit Scholars per capita than any public university in the United States;

WHEREAS, in *U. S. News and World Report's* most recent rankings, The University of Oklahoma was ranked equal to the University of Texas and Texas A&M and other leading public universities and is achieving recognition in many ways as a University of national academic prominence;

WHEREAS, recognizing that ACT scores among high school seniors in Oklahoma are falling, these higher standards will provide an incentive for high school students to take more core courses to prepare for university coursework, the ACT and other national tests;

WHEREAS, by delaying the implementation of these standards until the year 2000, the University provides advance notice to high school students so that they may prepare for these changes by putting forth their absolute best effort in core courses in high school;

WHEREAS, these higher standards will not result in the loss of opportunity for special and talented students who deserve a chance through the aggressive use of the University's alternative admissions system which allows for special probationary admission for up to 8% of the students enrolled.

WHEREAS, careful study has revealed that these standards will not impact the diversity that is a source of strength for our University community;

WHEREAS, the subdivision of the institutions in the State system of public higher education into three tiers provides all citizens of Oklahoma with access to higher education at excellent community colleges, two-year colleges, as well as four-year colleges and universities;

WHEREAS, The University of Oklahoma maintains an active transfer program to attract and retain students who pursue opportunities at other State institutions and subsequently seek to complete their education at The University of Oklahoma;

WHEREAS, the final impact of this initiative will be to provide incentives for improved performance at all levels of education in Oklahoma and to keep more of our most talented students from seeking educational opportunities outside of our State.

NOW THEREFORE BE IT RESOLVED that The University of Oklahoma Board of Regents adopts this initiative to raise the admission standards of The University of Oklahoma effective for the fall semester of the year 2000 subject to the approval of the Oklahoma State Regents for Higher Education and by this Resolution seeks the approval of the Regents for Higher Education. Further, The University of Oklahoma Board of Regents enthusiastically embrace O.U.'s mission of providing educational experiences of the highest quality that will help keep Oklahoma's best students in our State and will help create a model of excellence for public higher education in the United States.

President Boren recommended that The University of Oklahoma Board of Regents endorse raising the admission standards for The University of Oklahoma to require incoming freshmen for the fall semester of the year 2000 to achieve an ACT score of 24 or to be ranked in

the top 30% of their high school class. President Boren further recommended that the Board petition the Oklahoma State Regents for Higher Education to obtain the consent of the State Board to proceed in implementing these standards.

President Boren reviewed the Resolution for the Regents and said the University officers, the Enrollment Committee and the College Deans enthusiastically endorse this change. President Boren said he had also discussed this with the Faculty Senate Executive Committee and Athletic Director Joseph Castiglione. This action is extremely important, not only for The University of Oklahoma, but for the entire educational system of the State. Regents Halverstadt and Bentley commented on their support of this Resolution and Regent Bentley challenged the OU staff to get the word out on the new standards to all schools, especially the small and rural schools. Chairman Hall stated this is significant and the University should be commended for accepting the challenge to continually strive towards excellence, raising standards for the State as well as the University.

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

CORRECTION AND EXTENSION OF AN OIL AND GAS LEASE

On March 6, 1996, the Board of Regents authorized execution of an Oil and Gas Lease with Outpost Royalty Company to drill for oil and/or gas. Certain stipulated conditions were reached and a Lease was executed by then Chairman Blankenship on March 6, 1996, including terms giving the University 3/16ths part of all oil produced and 3/16ths royalty of the gross proceeds received for the gas sold or used off the premises or in the manufacture of products. Due to a scrivener's error by grantee, the property description excluded surface and minerals thought to be owned by the railroad which in fact were owned by the University with a mere right-of-way for the railroad. West Bay Exploration Company of Traverse City, Michigan, the assignee of our grantee, now seeks to correct that error and to extend the Lease for an additional 60 days to take into account the extraordinary difficulties in obtaining waivers to drill from the affected local land owners and the City's permit to drill within the City limits of the City of Norman. This is the same Lease previously executed by the President, albeit with the description correction and the 60 day extension. In addition to the above described rights, the University will also receive a moderate stipend as consideration for the modifications previously described.

President Boren recommended the Board of Regents authorize the President to execute a Correction Oil and Gas Lease dated April 15, 1996 in favor of Outpost Royalty Company correcting one currently in effect executed by the Chairman of the Board, and extending it for 60 additional days to allow for the extra time it has taken grantee's assignee to obtain necessary waivers and permits to commence drilling operations and to negotiate additional consideration for the 60 day extension.

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

LITIGATION

Regent Halverstadt moved the Board meet in executive session for the purpose of discussing pending and possible litigation. The following voted yes on the motion: Regents Halverstadt, Siegfried, Noble, Blankenship, and Bentley. The Chair declared the motion unanimously approved.

The executive session began at 9:22 a.m. in the small conference room adjacent to the Mezzanine Room.

The meeting reconvened in regular session at 9:48 a.m. There was no report given on litigation in open meeting.

ACADEMIC ENRICHMENT - INTERNATIONAL PROGRAMS CENTER

Dr. Edward Perkins, Executive Director of the International Programs Center and William J. Crowe Chair in Geopolitics, will present a report on the recent trip to the African continent by a delegation of University faculty as well as Chairman Melvin Hall. The purpose of the trip was to survey universities with which we have Agreements of Exchange and initiate contact with those which OU might become involved in the future.

Background of the International Programs Center

The International Programs Center was created by President Boren in August 1996 to internationalize the curriculum of the University. It's goal is to foster interdisciplinary education that will prepare OU graduates for success in the global environment and to enhance the University's role as a regional leader in our nation's international relations.

The Center serves as the coordinating element over International Academic Programs and the Office of International Relations.

International Academic Programs (IAP) works with colleges and departments across the University to enhance international studies in all disciplines and to develop interdisciplinary curricula. IAP sponsors visiting faculty from the United States and around the world to conduct lectures in various international subjects and joins with other academic departments in appointing continuing faculty in various international specialties.

The Office of International Relations (OIR) currently coordinates exchange agreements with 95 universities in 40 countries, ranking first in the Big 12 in student exchanges. Approximately 1,700 international students from over 100 nations are in programs on the Norman Campus. The International Programs Center supports increasing OU and international faculty participation in exchanges to assist with faculty development and research collaboration.

Outreach is another import component of the Center. The aim is to enhance the University's relations with business, civic and educational leaders in Oklahoma and the region to increase awareness of international matters and to provide intellectual support for international business initiatives and related activities. This benefits State economic growth and strengthens relations between the community and The University of Oklahoma.

Dr. Perkins reported on the trip to Africa. A group of five from OU traveled to Ghana, Kenya and to South Africa, visiting 12 universities looking for possibilities of educational exchanges. Africa is important to the future of the United States as that country takes on

a leadership role in the world. Dr. Perkins said the group looked at the political situation and decided OU could have some relationships with a solid core of universities there. He said The University of Oklahoma is ahead of the game having made this trip and the International Programs Center, along with other segments of the University, will be working continuously to put into place those things which were begun in Africa. Dr. Perkins introduced the members of the delegation as follows: Dr. Millie Audas, Director of the Office of International Relations; Dr. Betty Harris, Director of Women's Studies; Dr. George Richter-Addo, Associate Professor of Chemistry and Biochemistry; and Chairman of the Board of Regents Melvin C. Hall.

President Boren said he is certainly enthusiastic about this visit and the possibilities for long-term relationships with some key universities there. OU leads the Big XII in number of exchange relationships (97) with universities around the world. President Boren expressed his appreciation to the whole delegation for opening new doors with these institutions. OU's programs in international studies and African-American studies will be enriched.

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

MINUTES

Regent Halverstadt moved approval of the minutes of the regular meeting held on July 20, 1998 as printed and distributed prior to the meeting. The following voted yes on the motion: Regents Halverstadt, Siegfried, Noble, Blankenship, and Bentley. The Chair declared the motion unanimously approved.

CAMERON UNIVERSITY

REPORT OF THE PRESIDENT OF THE UNIVERSITY

President Davis presented the following report:

President Davis introduced a presentation about the Army ROTC Unit by Lt. Col. Robert Visbal, a Field Artilleryman, commissioned through the University of California-Davis. He came to Cameron this year from the Pentagon where he was responsible for national combat training centers. Lt. Col. Visbal provided an overview of the Cameron ROTC program with a slide presentation.

Undergraduate and Graduate Enrollment

Graduate enrollment at Cameron University increased 14 percent for the fall semester, but did not quite offset a four percent drop in undergraduate enrollment, resulting in a net three percent drop in total students. The largest loss came among junior and senior students, whose cohort was down 10 percent. Students also enrolled in fewer hours this fall which caused FTE numbers to drop nearly twice as much as the actual number of enrolled students. Cameron's total students will number approximately 5,000 for the term.

KCCU-FM Wins State's Top Arts Award

Cameron radio station KCCU-FM has been selected to receive the Bill Crawford Memorial Media in the Arts Award for 1998, one of Oklahoma's most prestigious honors for media support of the arts. The honor is one of six major awards presented annually by the Oklahoma Arts Council. KCCU was selected for the award, named for the late arts' editor of *The Lawton Constitution*, based on its support of the arts and its contributions to the State's cultural enrichment. KCCU will receive the award during a ceremony October 22 at the Oklahoma State Capitol.

OCAST Grant Funds Cosmetics Research

Cameron faculty and students will be assisting a local cosmetics manufacturing firm develop procedures for analyzing its aloe vera-based products under a two-year grant program funded by the Oklahoma Center for the Advancement of Science and Technology. The project is one of the first approved by OCAST for regional universities. Dr. Ann Nalley, Professor of Chemistry, prepared the proposal for the grant and will serve as principal investigator on the project. She will be assisted by student interns from the University's Physical Sciences Department. The project is a part of the Oklahoma Applied Research Support Intern partnership which was created to nurture research and development projects that utilized a shared intern and held potential significance for business and industry. Recent USDA regulations mandate the monitoring of various ingredients in cosmetics produced by Cosmetic Specialty Labs, Inc. of Lawton. While procedures already exist to monitor components in their pure form, the analysis of mixtures used in complex cosmetic formulae creates a unique problem, since it involves sophisticated separation and pre-purification procedures. With the grant, Cameron will develop procedures to identify and determine percentages of active ingredients used in the company's products. Samples are to be tested at six-month intervals over the two-year life of the project. Recently acquired research equipment will allow faculty and students to identify and measure 30 separate cosmetic components. Three student interns will be trained as analytical and cosmetic chemists who can both separate and purify the cosmetic ingredients and develop analysis methods. The experience will assist students prepare for graduate study and also enhance their employability.

Project Promotes Science Instruction

Cameron recently assisted the Oklahoma Teacher Education Collaborative by hosting 200 area elementary students for the Preservice Elementary Teachers (PET) Project in Science workshop. The project, funded through a National Science Foundation grant, involved Cameron's physical sciences, math, biology and education departments, working through OTEC. The workshop trained 32 elementary education majors in science curricula through interaction with the elementary students. Cameron's OTEC program was created in 1996 and works with eight other Oklahoma higher education institutions. OTEC recruits people interested in teaching science, math or technology while working to retain students in those programs and reforming the science curriculum to model good teaching practices.

CU Efforts Touted

Cameron's Internet website and its alumni newsletter were among the winners in the Oklahoma College Public Relations Association's 1998 awards competition. The awards are presented annually by the PR organization to recognize excellence in advertising, photography, literature, promotional materials and development of new ideas in higher education. The Cameron website, located at www.cameron.edu, received an "Award of Excellence" recognizing its creativity, functionality and usefulness to current and potential students, faculty and the public. Specifically mentioned by judges were its interactive campus map and its online admissions form. This is the second year that the website, developed and maintained by Cameron's Computer Services Department, has received the award. Also honored was Cameron Today, the University's alumni newsletter, which received an "Achievement Award" for its blending of alumni, campus and faculty news. The publication is produced jointly by Media and Public Relations and Alumni Relations.

Professor Honored by ASCAP

Dr. Tim Crowley, Music Department Chair, has again been honored by the American Society of Composers, Authors and Publishers (ASCAP) for his song writing efforts. It is the third consecutive year that Professor Crowley has received an ASCAP award, which reflects the organization's assistance and encouragement of music writers. The Illinois native joined Cameron's Music Department as an Assistant Professor in 1996.

ESTABLISHMENT OF ENDOWED LECTURESHIP

Public Service Company of Oklahoma has donated \$50,000 to establish an endowed lectureship to assist Cameron's innovative Center of Excellence in Multimedia Design meet critical local, State and national needs for training developers and technologists. The Center will provide Oklahoma with a competitive edge for recruiting this type of business to the State. In recognition of this gift, President Davis recommends the establishment of the Public Service Company of Oklahoma Endowed Lectureship in Instructional Technology and Multimedia Design, and asks approval to seek matching funds from the Endowed Chairs Program of the State Regents. This endowed lectureship will play an important role in the growth of knowledge-based industry in Southwest Oklahoma.

President Davis recommended the Board of Regents approve the establishment of the Public Service Company of Oklahoma Endowed Lectureship in Instructional Technology and Multimedia Design at Cameron University and the application for matching funds from the Oklahoma State Regents for Higher Education.

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

TRANSFER OF \$199,857.26 TO HOUSING SYSTEM

Over the last four years, the administration has anticipated and budgeted deficits in the Housing System. Transferring available earnings from other Agency Special Funds will cover the FY 1997-98 deficits.

The fifth floor of North Shepler Hall was renovated and furnished. The residence hall rooms were converted to office space at a cost of approximately \$100,000 which contributed to the deficit.

President Davis recommended the Board of Regents approve the transfer of \$199,857.26 from other Agency Special Funds that have earnings available to the Housing System to cover operating deficits for 1997-98.

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

REPLACEMENT OF HEATER/CHILLERS AND COOLING TOWER FOR THE ADMINISTRATION BUILDING

The cooling system for the Administration Building is almost 30 years old and it has become necessary to replace the system.

The University solicited and received bids from four vendors. A fifth vendor, York International, did not submit a bid. The bid opening was held on Thursday, August 20, 1998, at 10:00 a.m.

<u>VENDOR</u>	<u>3 HEATER CHILLERS</u>	<u>1 COOLING TOWER</u>
Saker Construction Del City, Oklahoma	\$212,130	\$25,240
United Mechanical Oklahoma City	\$308,631	\$30,097
Associated Mechanical Kansas City, Missouri	\$228,300	\$32,200
Pippin Brothers Lawton	\$233,400	\$29,650

President Davis recommended the Board of Regents approve the award of the contract for the replacement of three heater/chillers and one cooling tower for the Administration Building to Saker Construction in the amount of \$237,370.

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

CURRICULUM 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 additions and modifications, a copy of which was included in the agenda, have been approved by the Provost of Cameron University, upon recommendation of the cognizant departments and deans, and approved by the Graduate Council.

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

Y2K PREPARATIONS

Computer programs developed during the 1970s and into the 80s when memory and disk space were costly used two positions to store the year in date fields. Thus, 1975 would be entered as "75", omitting the first two numbers. With the arrival of the new millennium, the correct century for a date field would have to be determined contextually, if it could be determined at all, with resulting confusion and chaos. The problem obviously is considerable due to our reliance on computer systems both on campus and off for the management of institutional affairs.

Several years ago, Cameron began converting two-digit year fields to four-digit year fields as data base changes were required. Concurrent with data base changes, both in-house and purchased software tied to those data bases were modified for Y2K compliance. The conversion is complete for most systems, and underway in those remaining.

Cameron's Computer Services Department has been responsible for directing the University's efforts to address Y2K problems. The following paragraphs describe the status of campus computer systems relative to this issue.

MAINFRAME COMPUTERS

Hewlett Packard 3000

Most of Cameron's administrative and business systems reside on the institution's Hewlett Packard 3000 Series 960 mainframe, which has been tested and passed Y2K compliance tests. Last March the University upgraded to a version of the MPE iX operating system which will support the year 2000 and beyond. The following summary shows the status of various data bases on the HP 3000, upon which administrative and business software systems depend. The readiness status of each linked software system is the same as the data base.

Systems Which Are Y2K Compliant

Accounts Receivable; Auxiliary Data Base for Regents' Reporting; Checks; Encumbrances; General Ledger; Human Resources; Miscellaneous Claims; Open Holds (Accounts Payable); Person/Entity; Purchase Orders; Bi-Tech System Root Data Base; Update Control; Position Master for Budgeting; VTLS (Library Operations); Degree Audit; Financial Assistance Need Analysis; Financial Assistance; Teacher Education; Traffic; Facilities Inventory; Inventory; Fleet Management; Foundation; Mailing Lists; and HP 3000 System Usage Tracking.

Systems Which Are Not Y2K Compliant, Status and Priority

Payroll is 95 percent complete, scheduled for completion by December 1998 and is considered critical; Alumni, 50 percent complete, scheduled for March 1999 and critical; ACT, scheduled for January 1999, high; Auxiliary Data Base for Regents' Reporting, scheduled for March 1999, medium; and Student Activity Transcripts, scheduled for April 1999, low.

MENUMAN, the menu processor that most users see immediately after logging on to the HP 3000 is not Y2K compliant, but the problem is minimal. The processor will continue to function, but will not validate date formats, which will present problems only if invalid dates/date formats are entered for job scheduling. Computer Options Company (COCO) is in the process of updating MENUMAN for Y2K compliancy and the revised processor should be available around December 1998.

Hewlett Packard 9000

The HP 9000 operates the Campus Smart Card system and runs Unix which stores system dates as a 32-bit integer representing seconds since January 1, 1970 UTC or GMT. A 32-bit integer can hold the value of 2,147,483,647 seconds before the next increment causes a negative result on 32-bit operating systems. This will occur at 5:14:07 on January 19, 2038, so a 32-bit Unix system will function properly through the end of 2037. Hewlett Packard's HP-UX 11.0, which is just now available, is a 64-bit operating system which will function through the year 9999. Application software issues for the ID Card System are being addressed by AT&T.

LOCAL AREA NETWORK

While the hardware and software which operate Novell Netware 4.11 have been validated by Novell's Project 2000 as ready for the new millennium, we are continuing to monitor the various Netware Clients that are being run, particularly those on systems other than Windows '95. Cameron's Linux systems are subject to standard Unix Y2K compliancy issues and it appears unlikely that the University will experience any significant Y2K operating system problems. The Minisoft products in use may have some file-transfer date-related problems of a minor nature, but plans are to have these deficiencies corrected by December 1998.

NETWORK BACKBONE SYSTEM

The software and hardware which comprise Cameron's network backbone, including Hewlett Packard Open View for Windows, Transcend Enterprise Manager for Windows, LanPlex 2500 switches, switch hubs and CS 2500 communication servers appear to be compliant, based on certifications from manufacturers.

PERSONAL COMPUTERS

An evaluation of PCs on campus has revealed fewer than 10 units which have Y2K deficiencies. These computers will be replaced by December 1998.

TELECOMMUNICATIONS SYSTEM

Cameron's telephone system has a Northern Telecom SL-1 switch which is certified by the manufacturer as Year 2000 compatible. The MOSCOM voice mail system is not Y2K compliant, but utilizes only time-of-day, day-of-week, and day-of-month formats, which can be set for January 1, 1972, and continue for another 28 years without problems.

ENERGY MANAGEMENT SYSTEMS

All campus energy management systems are Barber-Colman units and we are awaiting new software from the manufacturer to make them Y2K compliant, at an estimated cost of \$10,000.

BANKING AND FINANCIAL RELATIONSHIPS

Local banking relationships are established with Citizens Bank, whose systems are in order. In fact, Cameron and Citizens Bank have offered a series of seminars for the public which addressed Y2K issues. Financial relationships with the State of Oklahoma and United States Government agencies appear to present no problems. The University has no debt, so payment schedules are of no concern.

Cameron University's preparations for challenges associated with Year 2000 computer problems were reported for information only. No action was required.

INTERNAL AUDITING ACTIVITIES, CAMERON UNIVERSITY

During the quarter ended June 30, 1998, audits of KCCU-FM Radio Station, the Library, Plant Funds, Utilities, Agency Clearing Accounts, Auxiliaries Contract Administration, and NCAA Compliance-Recruiting were completed. Copies of the audit reports were filed with the department responsible for the activity audited, the President's Office and the Regents' Office.

There were two recommendations to improve policy and procedure documentation and four recommendations to improve policies, procedures, processes, or controls. There were no significant issues reported during the quarter. Management has agreed to address all of the recommendations contained in the audit reports.

In addition to the audits, a post-audit review regarding Transfers was conducted for Cameron University and the two issues had been fully addressed by management.

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

QUARTERLY REPORT ON PURCHASES

Policies of the Board of Regents require that purchases in excess of \$75,000 be referred to the Board of Regents for action, with the exception that the President or his designee may award purchase orders and construction contracts up to, but not exceeding, \$100,000 where (a) competitive bids were solicited, (b) more than one bid was received and, (c) the low responsive bid is selected. Purchases made in these authorized instances are reported quarterly to the Board of Regents.

Cameron University made no such purchases from April 1, 1998 through June 30, 1998.

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

QUARTERLY FINANCIAL ANALYSIS

Being reported this month is the Quarterly Financial Analysis for the quarter ended June 30, 1998. The following comments are submitted for consideration.

ALL FUNDS, CAMERON UNIVERSITY

STATEMENT OF REVENUES AND EXPENDITURES

At June 30, 1998, revenues for all funds were at \$31.5 million which were 97.1% of the budget.

Expenditures were at \$31.4 million or 87.5% of the budget. Overall, the budget's revenues and expenditures are close to the amounts anticipated.

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

1. Revenues - Revenues of \$23.1 million were reported and are 99.0% of the budget. This is comparable to last year's revenue of \$21.8 million and 98.9% of the budget. Revenues are up due to an increase in State appropriations.
2. Expenditures - Expenditures of \$23.1 million are reported at 85.4% of the budget. This is compared to the prior year expenditures of \$22.2 million and 82.7% of the budget. Expenditures have increased due to salary and benefits adjustments.

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

1. Revenues - Revenues of \$5.4 million were reported at 84.8% of the budget. This is comparable to the prior year revenues of \$5.2 million and 90.6% of the budget.
2. Expenditures - Expenditures of \$5.5 million were reported at 86.1% of the budget. This is comparable to last year's expenditures of \$5.2 million at 89.5% of the budget. Most areas show a slight increase or decrease. These minor fluctuations are in line with expectations.

STATEMENT OF REVENUE AND EXPENDITURES - AUXILIARY ENTERPRISES

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

DISCRETIONARY RESERVES

Discretionary reserves represent that portion of the University's resources which are not currently budgeted for expenditure or otherwise held for specific future uses. As such, resources of this nature are available to fund future capital projects, operating needs, and/or unforeseen contingencies for any lawful purpose of the University.

E & G PART I

The E&G Part I discretionary reserves are \$1,833,780 at June 30, 1998. Adjustments will be made to this reserve figure throughout the year.

E & G PART II

The E&G Part II has no discretionary reserves. These reserves are needed for working capital for the programs to operate, many of which are reimbursed in arrears.

AUXILIARY ENTERPRISES

The decline of student credit hour enrollment will likely require a reduction in student activity allocations in future budgets.

Miscellaneous Auxiliary Funds have a very small discretionary reserve of approximately \$22,000.

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

Facility Fee discretionary reserves are approximately \$1,600,000. Several projects on the Campus Master Plan will likely be funded from this source.

PLANT FUNDS

Section 13 and New College Funds currently have discretionary reserves of \$150,000. Private Sources discretionary reserve is \$10,000 at this time.

Renewals and Replacements - Auxiliary Enterprises Funds were initially created as an R & R fund for the Housing System. The current discretionary reserves are approximately \$1,483,000.

The Facility Fee Bond Fund has a discretionary reserve of \$381,024. Several projects on the Campus Master Plan will likely be funded from the above sources.

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

ACADEMIC PERSONNEL ACTIONS

APPOINTMENTS:

Aguilar, Donald, M.Ed., Assistant Professor and Chair of Department of MultiMedia Design, annual rate of \$60,000 for 12 months, August 17, 1998 through June 30, 1999.

Davis, Thomas C., Ph.D., Assistant Professor, Department of Politics, Sociology and Criminal Justice, annual rate of \$32,000 for 9/10 months, August 17, 1998 through May 16, 1999.

September 9, 1998

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Newman, Cova, B.S., Lead Teacher, Reading Center, Department of Education, annual rate of \$28,000 for 9/10 months, August 17, 1998 through May 16, 1999.

Treadwell, Sheila, B.S., Lead Teacher, Child Development Center, Department of Education, annual rate of \$24,000 for 9/10 months, August 17, 1998 through May 16, 1999.

Wright-Smith, Linda, M.Ed., Assistant Professor, Department of MultiMedia Design, annual rate of \$60,000 for 12 months, August 11, 1998 through June 30, 1999. \$10,000 contingent upon completion of Ph.D. degree.

CHANGES:

Clinton, Suzanne, Assistant Professor, given additional title of MBA Graduate Coordinator; salary changed from annual rate of \$50,736 to \$51,736.

Crowley, Timothy, Assistant Professor, given additional title of Chair, Department of Music.; salary changed from annual rate of \$33,048 to \$34,048.

RESIGNATIONS:

Gooch, Roxanne, Temporary Assistant Professor, Department of Business, July 28, 1998.

Williams, Keith, Associate Professor, Department of Mathematical Sciences, August 11, 1998.

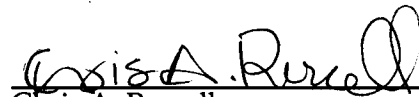
President Davis recommended the Board of Regents approve the academic personnel actions shown above.

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

LITIGATION

This item was included in the agenda for a report on pending and possible litigation. There was no executive session or report.

There being no further business, the meeting adjourned at 11:19 a.m.


Chris A. Purcell
Executive Secretary of the Board of Regents

**THE UNIVERSITY OF OKLAHOMA HEALTH SCIENCES CENTER
COURSE CHANGES
1998-99**

Course Additions in Support of MS and Ph.D. Programs in Allied Health Sciences

AHE	5113	Allied Health Standards and Practice
AHE	5133	Evidence Based Practice
AHE	5213	Patient Education to Prevent Disease and Disability in Allied Health
AHE	5233	Management of Allied Health Services
AHE	5253	Leadership in Allied Health Education
AHE	5930	Research Techniques
AHE	5950	Practicum in Allied Health Sciences
AHE	5960	Directed Readings
AHE	5971	Seminar in Allied Health Sciences
AHE	5980	Research for Master's Thesis
AHE	5990	Special Studies
AHE	6113	Ethics: Choices and Challenges
AHE	6133	Application of Evidence Based Practice
AHE	6233	Leadership in Allied Health Education
AHE	6950	Practicum in Allied Health Sciences
AHE	6960	Directed Readings
AHE	6970	Seminar in Allied Health Sciences
AHE	6980	Research for Doctoral Dissertation
AHE	6990	Special Studies
RS	6233	Arthrology and Tissue Physiology
RS	6243	Sports Medicine for Special Populations
RS	6253	Current Topics in Pediatric Rehabilitation

THE UNIVERSITY OF OKLAHOMA HEALTH SCIENCES CENTER
COURSE CHANGES
1998-99

COURSE DELETIONS:

NURS	3993	Honors Colloquium
NURS	3970	Honors Seminar
RLTN	3722	Introduction to Clinical Radiation Oncology

COURSE ADDITIONS:

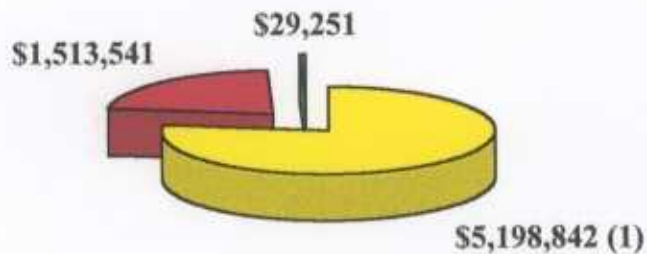
MI	5211	Current Literature in Microbiology and Immunology
MI	6400	Microbial Pathogenesis
RS	5483	Topics in Assistive Technology
RS	5473	Early Intervention for Children and Families

**Regents' Fund
Highlights of June 30, 1998
Financial Statements**

I. Market Value

The total market value of the Regents' Fund at June 30, 1998 was \$35,673,453. During the year ended June 30, 1998, recognized revenues of \$6,741,634 exceeded expenditures of \$1,277,382 resulting in a net increase to market value of \$5,464,252. This increase is attributable primarily to unrealized appreciation on investments and to cash gifts.

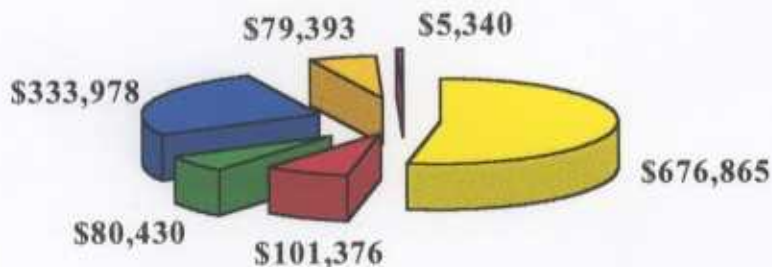
FY98 Revenues



■ Investment Earnings (77.1%) ■ Cash Gifts (22.5%) ■ Other Income (0.4%)

(1) Effective July 1, 1997, the University adopted the provisions of Governmental Accounting Standards Board (GASB) Statement No. 31. GASB No. 31 requires that investments be reported at fair value and that any change in unrealized appreciation (depreciation) be reported as investment earnings. Investment Earnings includes unrealized appreciation of \$3,980,031.

FY98 Expenditures



■ Departmental Support (53.0%) ■ Investment Fees (8.0%)
 ■ Loan Administrative/Collection Costs (6.3%) ■ Scholarships (26.1%)
 ■ Operating Expenses (6.2%) ■ Loan Write-Off/Cancellation (0.4%)

II. Cash Gifts and Contributions

The following cash gifts and contributions were received during the year ended June 30, 1998.

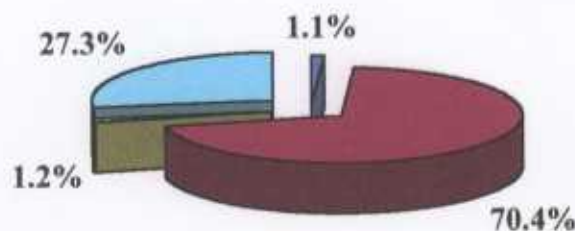
• A gift from the Dr. Laurence L. Jones Trust for benefit of the Dr. Laurence L. Jones Scholarship Fund	\$	1,451,095
• An anonymous gift for the benefit of the Women's Studies Library Fund		17,846
• An unrestricted gift from the Rebecca Watson Revocable Trust		10,000
• An anonymous gift for the benefit of the Ragan-Kramer-Wieder Qualitative Research Award Fund		7,500
• A gift from BASF Corporation for the benefit of the CEMS General Support Fund		5,000
• A gift from the Hispanic American Student Association for the Benefit of the OU General Scholarship Fund		4,500
• An anonymous gift for the benefit of the Department of Communication Support Fund		3,000
• A gift from 3M for the benefit of the CEMS General Support Fund		3,000
• A gift from Santa Fe Energy Resources, Inc. to establish the John C. Major Memorial Scholarship Fund		2,000
• A gift from ARCO for the benefit of the CEMS General Support Fund		2,000
• A gift from the Big 8 Conference for the benefit of the OU General Scholarship Fund		2,000
• A gift from Ultramar Diamond Shamrock Corporation for the Benefit of the College of Engineering Support Fund		2,000
• A gift from the Pacific West Cancer Fund for benefit of the OU General Scholarship Fund		1,500

• A gift from Chevrolet for the benefit of the Sylvia Lewis Scholarship Fund	\$ 1,000
• A gift from Sunoco for the benefit of the CEMS Scholarship Fund	1,000
• A gift from Charles McCauley for benefit of the CEMS General Support Fund	50
• A gift from Wirthlin Worldwide for the benefit of the OU General Scholarship Fund	50
	<hr/>
	\$ 1,513,541
	<hr/>

III. Consolidated Investment Fund (CIF)

- **Asset Allocation**

Cash and investments held by the CIF at June 30, 1998, had a market value of \$29,342,477, up \$7,201,596 (32.53%) from June 30, 1997. The asset allocation of the CIF as of June 30, 1998 is fully summarized below.



■ Cash Equivalents	■ Multi-Strategy Equity Fund
■ Intermediate Term Fund	■ Multi-Strategy Bond Fund

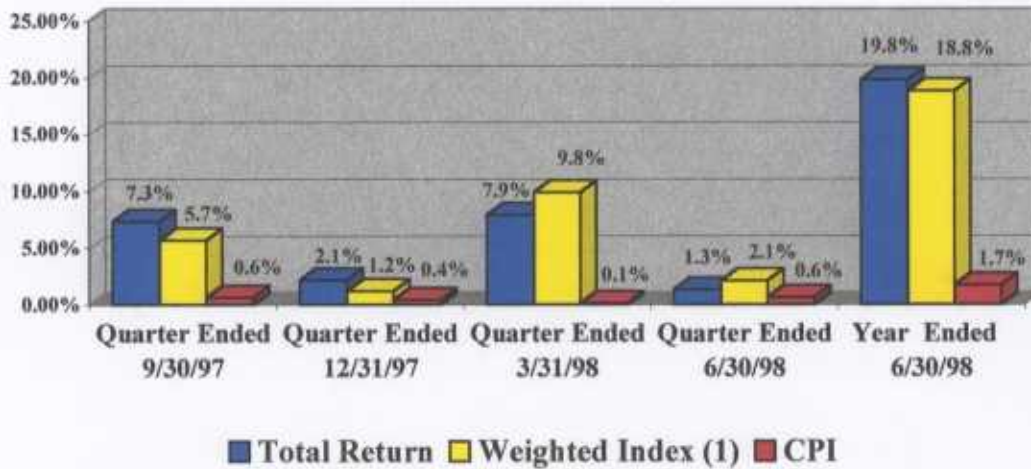
- **CIF Performance**

- The absolute objective of the CIF is to seek an average total annual real return of 5.0% or CPI and other costs plus 5%. The relative objective of the CIF is to seek competitive investment performance versus appropriate or relative capital market measures, such as securities indices. These objectives shall be measured primarily by comparing investment results, over a moving annualized one, three, five, seven, and ten year time periods.

- **Short Term Performance (12 Month)**

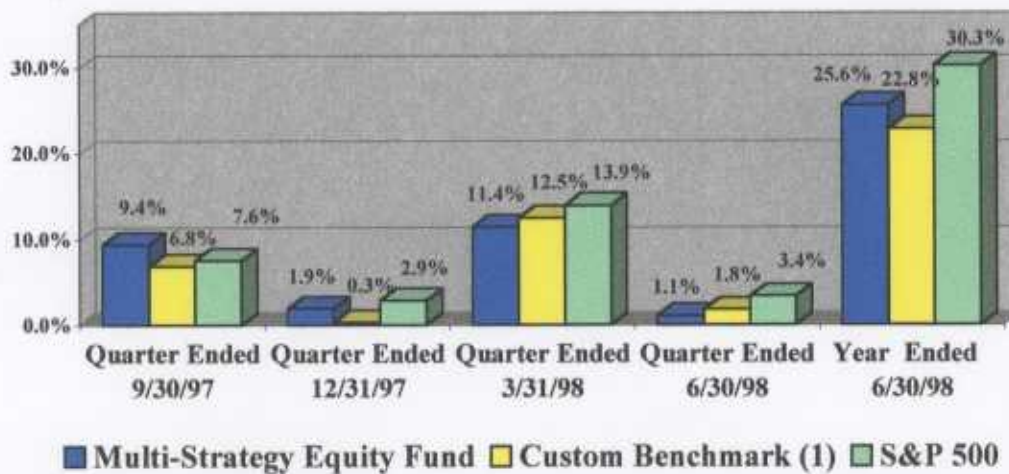
As illustrated in the graphs below, the total return on the CIF for the year ended June 30, 1998 is 19.8%, exceeding the weighted index of 18.8% by 100 basis points. The equity fund return (25.6%) exceeded the custom benchmark (22.8%) by 280 basis points. The bond fund return (11.7%) exceeded the Lehman Aggregate Bond Index (10.6%) by 110 basis points.

Total CIF



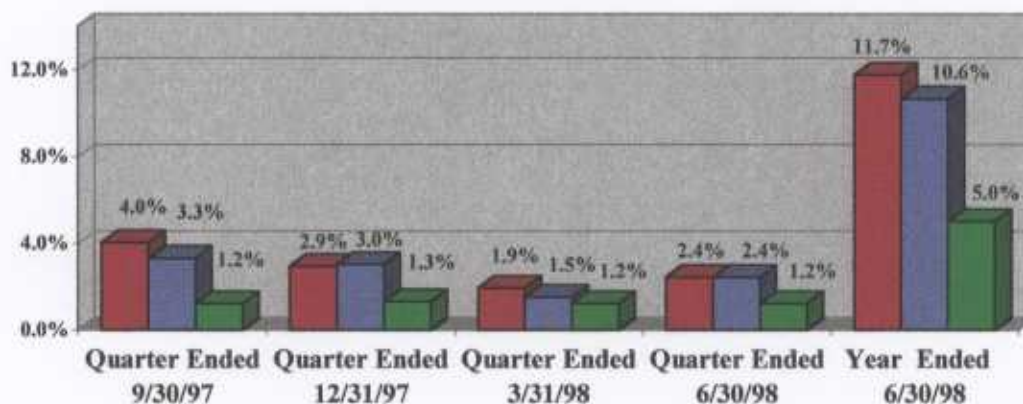
(1) The weighted index is a composite of equity indices represented by The Common Fund Custom Benchmark, the Lehman Aggregate Bond Index, and the 91 day Treasury Bill.

CIF Equity Funds



(1) The Custom Benchmark is an index computed by The Common Fund that consists of various equity indices. The benchmark is a more appropriate measure for performance reflecting the fund's diversification and asset allocation structure. The Custom Benchmark is based upon: 1) 22% Russell 3000 Index, 2) 17% Russell 1000 Growth Index, 3) 17% Lipper Equity Income Fund Index, 4) 18% MSCI World/MSCI ex-U.S. Index, 5) 11% S&P 500 Index, and 6) 15% Van U.S. Fund of Funds Index.

CIF Bond Funds

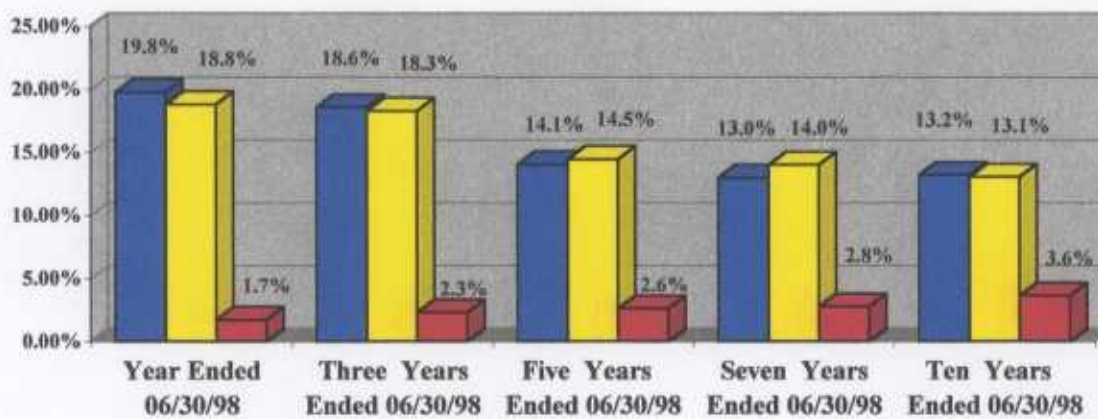


■ Multi-Strategy Bond Fund ■ Lehman Aggregate Bond Index ■ 91 Day Treasury

- **CIF Historical Performance (1, 3, 5, 7, and 10 Years)**

- In accordance with the Regents' Fund Statement of Investment Policy, Returns for one, three, five, seven, and ten years are presented below.

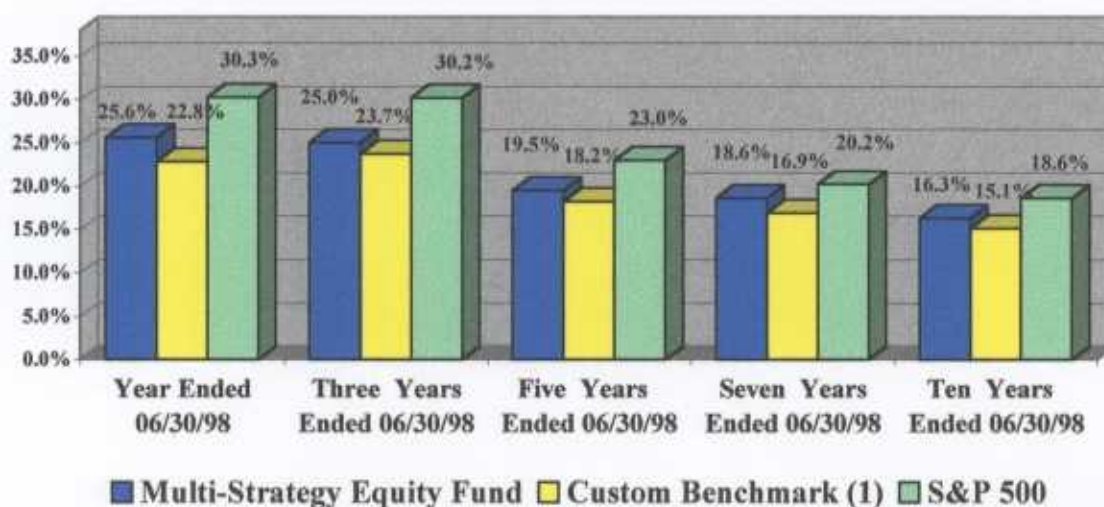
Total CIF



■ Total Return ■ Weighted Index (1) ■ CPI

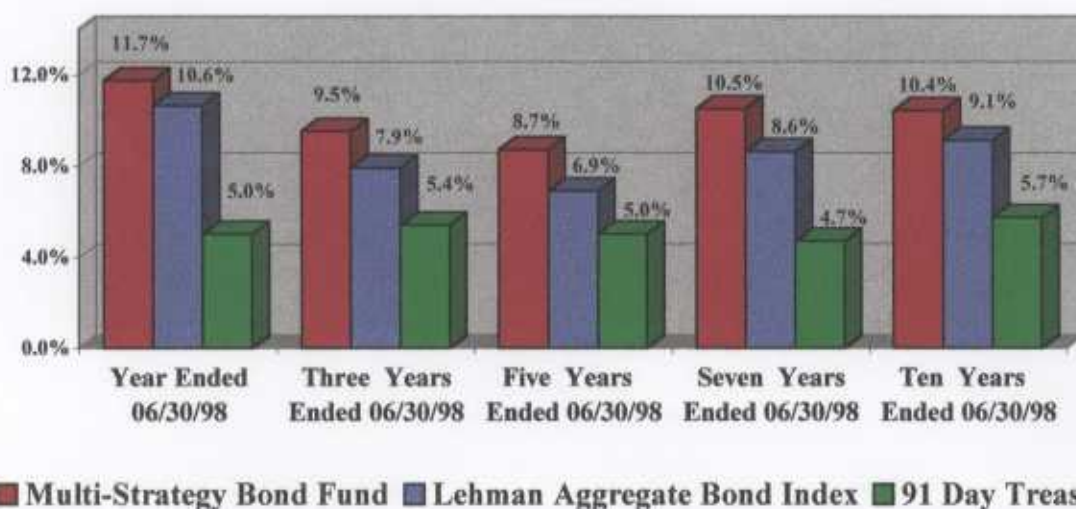
- (1) The weighted index is a composite of equity indices represented by The Common Fund Custom Benchmark, the Lehman Aggregate Bond Index, and the 91 day Treasury Bill.

CIF Equity Funds



(1) The Custom Benchmark is an index computed by The Common Fund that consists of various equity indices. The benchmark is a more appropriate measure for performance reflecting the fund's diversification and asset allocation structure. The Custom Benchmark is based upon: 1) 22% Russell 3000 Index, 2) 17% Russell 1000 Growth Index, 3) 17% Lipper Equity Income Fund Index, 4) 18% MSCI World/MSCI ex-U.S. Index, 5) 11% S&P 500 Index, and 6) 15% Van U.S. Fund of Funds Index.

CIF Bond Funds



IV. Short Term Investment Fund (STIF) Performance

- The market value of STIF at June 30, 1998 is \$4,517,054.
- As indicated below, the total return on the STIF for the year ended June 30, 1998 is 5.9%, exceeding the 91-Day Treasury bill rate of 5.0% by 90 basis points.

