

**MINUTES OF AN ORGANIZATIONAL MEETING  
THE UNIVERSITY OF OKLAHOMA BOARD OF REGENTS  
WEDNESDAY, MARCH 9, 2022**

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**MINUTES OF AN ORGANIZATIONAL MEETING  
THE UNIVERSITY OF OKLAHOMA BOARD OF REGENTS  
March 9, 2022**

An organizational meeting of the Board of Regents governing The University of Oklahoma, Cameron University and Rogers State University was called to order in the Auditorium, Robert M. Bird Library, on the Health Sciences Center Campus in Oklahoma City, Oklahoma, at 8:00 a.m., March 9, 2022.

The following Regents were present for all or parts of the meeting: Michael A. Cawley, Chair of the Board, presiding; Regents Frank Keating, Natalie Shirley, Eric Stevenson, Anita L. Holloway and Rick Nagel. Regent Phil B. Albert resigned from the Board on January 21, 2022.

Others attending all or a part of the meeting included Mr. Joseph Harroz, President of The University of Oklahoma; Interim HSC Senior Vice President and Provost Gary Raskob; NC Senior Vice President and Provost Andre-Denis Wright; OU-Tulsa Interim President James Sluss; Vice Presidents Dorothy Anderson, Matt Brockwell, Sean Burrage, Joe Castiglione, Mackenzie Dilbeck, Belinda Hyppolite, and Amy Noah; Acting Vice President of Operations Brian Holderread; Associate Vice President for Budget & Finance Stewart Berkinshaw; Chief Audit Executive Charles Wright; Chief Legal Counsel Anil Gollahalli; External Counsel Drew Newville; OU Foundation President and CEO Guy Patton; and Executive Secretary of the Board of Regents, Dr. Chris A. Purcell. Others attending the meeting included Hollye Hunt, Executive Director of Governmental Affairs; and NC Senior Vice President and Provost Emeritus Kyle Harper.

Attending from Cameron University was Dr. John McArthur, President of the University.

Attending the meeting from Rogers State University was Dr. Larry Rice, President of the University.

Notice of the time, date and place of this meeting was submitted to the Secretary of State, and the agenda was posted in the Office of the Board of Regents on or before 8:00 a.m. on March 7, 2022, both as required by 25 O.S. 1981, Section 301-314.

Chairman Cawley opened the meeting and asked for a motion to enter executive session. Regent Stevenson moved the Board enter executive session for the purposes of sections D, E, F, G, H, J, and K, as listed on the Executive Session agenda item, below. The following voted yes on the motion: Regents Keating, Stevenson, and Nagel. The Chair declared the motion unanimously approved.

The Board moved to the Provost's Conference Room for the executive session at 8:02 a.m., where Regents Shirley and Holloway joined them.

### **EXECUTIVE SESSION**

Proposed Executive Session: Possible discussion and vote to enter Executive Session pursuant to 25 O.S. § 307(B) for the following discussion purposes:

- a. Confidential communications between the Board and its attorney(s) concerning pending research or financial investigation(s) and/or claims, where the Board's attorney has determined disclosure will seriously impair the ability of the Board to conduct the investigation(s) in the public interest as authorized under 25 O.S. § 307(B)(4);
- b. Confidential communications between the Board and its attorney(s) concerning potential claim(s) involving real estate operations, where the Board's attorney has determined disclosure will seriously impair the ability of the Board to process the claim(s) in the public interest as authorized under 25 O.S. § 307(B)(4);
- c. Confidential communications between the Board and its attorney(s) concerning pending personnel claims, where the Board's attorney has determined disclosure will seriously impair the ability of the Board to conduct the investigation(s) in the public interest as authorized under 25 O.S. § 307(B)(4);
- d. Confidential communications between the Board and its attorney(s) concerning pending negligence, unjust enrichment claims or other legal claims, where the Board's attorney has determined disclosure will seriously impair the ability of the Board to conduct the investigation(s) in the public interest;
- e. Discussion of the potential purchase and/or appraisal of real property under 25 O.S. § 307(B)(2);
- f. Routine, periodic review of employment of University President(s) as authorized under 25 O.S. § 307(B)(1).
- g. Routine, periodic review of employment of University personnel as listed in Attachment A as authorized under 25 O.S. § 307(B)(1).
- h. Routine, periodic review of employment of University personnel as listed in the Academic and Administrative and Professional Personnel agenda items of the RSU, CU and OU public agendas as authorized under 25 O.S. § 307(B)(1).
- i. Discussion of assessment of potential vulnerability of governmental facilities as authorized under 25 O.S. § 307(B)(11)(b) and 51 O.S. § 24A.28(A)(2).
- j. Discussion of confidential trade secret information as authorized under 25 O.S. § 307(B)(7), 12 OS § 2508, 78 OS § 86, and 51 O.S. § 24A.19.
- k. Discussion of confidential trade secret information as authorized under 25 O.S. § 307(B)(7) and 51 O.S. §24A.10a. and 63 O.S. § 3224(D).
- l. Discussion of confidential information pertaining to donors or prospective donors under 25 O.S. § 307(B)(7) and 51 O.S. § 24A.16a.
- m. Discussion of filed litigation against Cameron University, including the following cases and/or claims where the Board's attorney has determined disclosure will seriously impair the ability of the Board to conduct the investigation(s) in the public interest as authorized under 25 O.S. § 307(B)(4):  
None.
- n. Discussion of filed litigation against Rogers State University, including the following cases and/or claims where the Board's attorney has determined disclosure will seriously impair the ability of the Board to conduct the investigation(s) in the public interest as authorized under 25 O.S. § 307(B)(4):  
None.
- o. Discussion of filed litigation against the University of Oklahoma, including the following cases and/or claims where the Board's attorney has determined disclosure will seriously impair the ability of the Board to conduct the investigation(s) in the public interest as authorized under 25 O.S. § 307(B)(4):
  1. *B.E.R.T., et al. v. University et al.*, Case No. CIV-21-1022 in the United States District Court for the Western District of Oklahoma;
  2. *Garg v. University*, Case No. CJ-2018-628 in the District Court for Cleveland County, Oklahoma;

3. *Gou v. University*, Case No. CIV-21-679-R in the United States District Court for the Western District of Oklahoma;
4. *In re: Genentech, Inc. Herceptin (Trastuzumab) Marketing and Sales Practices Litigation*, 16-MD-2700 in the United States District Court for the Northern District of Oklahoma;
5. *Knox/Shepherd v. Oklahoma State Regents for Higher Education and Board of Regents for the University of Oklahoma, Cameron University and Rogers State University*, Case No. CJ-2020-2383 in the District Court for Oklahoma County, Oklahoma;
6. *McLaughlin v. University, et al.*, Case No. CIV-21-539 in the United States District Court for the Western District of Oklahoma;
7. *Melton v. University, et al.*, Case No. CJ-21-423 in the District Court for Cleveland County, Oklahoma;
8. *Meyer v. University, et al.*, Case No. CIV-15-403 in the United States District Court for the Western District of Oklahoma;
9. *Patterson v. University, et al.*, Case No. CIV-20-355-R in the United States District Court for the Western District of Oklahoma;
10. *Tufaro v. University, et al.*, Case No. CIV-20-1138-J in the United States District Court for the Western District of Oklahoma.

Individuals include:

- President, The University of Oklahoma
- President, Cameron University
- President, Rogers State University
- Vice President of the University of Oklahoma and General Counsel to the Board of Regents of the University of Oklahoma governing the University of Oklahoma, Cameron University and Rogers State University
- Executive Secretary of the University of Oklahoma Board of Regents; Vice President for University Governance; and Secretary of the University of Oklahoma, Cameron University and Rogers State University
- Chief Audit Executive
- Member(s) of the Board of Regents of the University of Oklahoma
- Senior Vice President and Provost, Norman Campus
- Interim Senior Vice President and Provost, Health Sciences Center
- Interim President, OU at Tulsa
- Vice President of Diversity, Equity and Inclusion and Chief Diversity Officer
- Vice President for Intercollegiate Athletics Programs and Director of Athletics



- Vice President for Research and Partnerships
- Vice President for University Advancement
- Vice President for Human Resources
- Acting Vice President for University Operations
- Vice President for Student Affairs and Dean of Students
- Vice President for Online Learning
- Senior Vice President and Chief Financial Officer
- Vice President of Administration & Finance, HSC
- Associate Vice President, Chief Budget Officer, Norman
- Executive Director of Governmental Affairs
- Executive Dean, College of Medicine
- Professor of Classics and Letters and Provost Emeritus

The Board returned to the Auditorium, and Regent Holloway moved the Board exit executive session at 3:04 p.m. The following voted yes on the motion: Regents Keating, Shirley, Stevenson, Holloway, and Nagel. The Chair declared the motion unanimously approved.

## **ELECTION OF OFFICERS**

Regent Stevenson moved that Frank Keating be elected Chair of the Board, Natalie Shirley be elected as Vice Chair of the Board, and Liz Roberts be elected as Interim Executive Secretary of the Board of Regents. The following voted yes on the motion: Regents Keating, Shirley, Stevenson, Holloway, and Nagel. The Chair declared the motion unanimously approved.

## **MINUTES**

Regent Cawley moved approval of the minutes of the meetings held on December 2-3, 2021, as printed and distributed prior to the meeting. The following voted yes on the motion: Regents Keating, Shirley, Stevenson, Holloway, and Nagel. The Chair declared the motion unanimously approved.

## **RESOLUTION HONORING SERVICE**

### **RESOLUTION**

WHEREAS, Michael A. Cawley was appointed to the Board of Regents governing The University of Oklahoma, Cameron University, and Rogers State University by Governor Kevin Stitt to fill an unexpired term in 2019;

WHEREAS, he earned undergraduate degrees in Economics and English Literature and a Juris Doctorate from the University of Oklahoma;

WHEREAS, after serving in the United States Army, and after an almost 20-year legal career in Ardmore, in 1991 he became the president, CEO, and trustee of the Samuel Roberts Noble Foundation Inc., retiring from the Noble Foundation in April 2012;

WHEREAS, Regent Cawley, who is highly involved in civic and philanthropic activities, currently serves as a member of numerous boards, including the Merrick Foundation, Dean A. McGee Eye Institute, Dean A. McGee Eye Institute Foundation, Oklahoma Medical Research Foundation, the State Fair of Oklahoma, and the Investment Committee of the Oklahoma Arts Institute;

WHEREAS, during his time on the Board of Regents, Cameron University achieved the distinction as the most affordable university in Oklahoma for tuition, fees, and room and board for undergraduate and graduate students;

WHEREAS, Cameron continued privately funded construction projects in support of the student experience, including the addition of a Film and Theatre Studio, teaching greenhouses, an outdoor fitness area (in partnership with the National Fitness Campaign), and a complete renovation of Conwill Hall;

WHEREAS, Cameron completed a fundraising campaign for a renovation and expansion of the University Library on the Lawton campus and the creation of a library and information technology learning center on the Duncan campus;

WHEREAS, Cameron developed and published guaranteed course rotations at the program level to assist students and academic advisors with longer term degree progression planning;

WHEREAS, as a result of Regent Cawley's guidance and support, Cameron University has been able to modify course delivery formats and University operations to continue to provide outstanding student-centered learning experiences during a pandemic and by doing so, enable citizens to have increased access to quality higher education opportunities, prepare its students for professional success, and become a driving force in the cultural and economic development of the region;

WHEREAS, during his time on the Board of Regents, Rogers State University expanded distance education delivery in high-demand areas, including fully online programs in Master of Business Administration and Bachelor of Science in Nursing RN-to-BSN;

WHEREAS, RSU added its second master's degree in the Master of Science in Community Counseling in the fall of 2021 semester and added five options in the Master of Business Administration;

WHEREAS, RSU entered into a new partnership with Pryor High School, which resulted in the opening of the Pryor High School Innovation Center at RSU in the fall of 2021, allowing Pryor students to take advantage of concurrent enrollment. Classes offered include manufacturing, engineering, and robotics;

WHEREAS, during his time on the Board, RSU entered into an agreement with OU-Tulsa to advance higher education opportunities in Tulsa, offering upper-level RSU degree programs in Business Administration and Public Affairs;

WHEREAS, RSU added a new admission cycle to the traditional, pre-licensure Bachelor of Science in Nursing (BSN) program, allowing entry into the program in both fall and spring semesters, for the first time in the program's history, and dedicated renovations to the Nursing classroom through private gifts to the Rogers State University Foundation from donors who funded \$135,000 in recent improvements;

WHEREAS, Rogers State University, in partnership with RSUTV and the Cherokee Nation, continued to develop classes preserving and perpetuating the Cherokee language, and developed distance education delivery via over-the-air broadcast of general education credit courses;

WHEREAS, during Regent Cawley's term on the Board, RSU signed an Education Partnership Agreement with the National Security Agency, which allows NSA personnel to provide students with academic and career advice;

WHEREAS, RSU received a one-million dollar gift in honor of the late Alyson Marie Knight to an endowment that provides scholarships for students at Rogers State;

WHEREAS, Regent Cawley has shown his support for Rogers State University and a significant enthusiasm for higher education throughout his term on the OU Board of Regents;

WHEREAS, at the University of Oklahoma, over the years, Regent Cawley has supported his alma mater as chair of the OU Foundation Board of Trustees, chair of the OU Associates Council, chair of the fundraising efforts associated with the completion of the Jimmie Austin OU Golf Course and the Charlie Coe Teaching Center, and service on the search committee that resulted in the hiring of Joe Castiglione as the University's athletics director;

WHEREAS, the University faced widespread disruption caused by the COVID-19 pandemic and, through Regent Cawley's guidance and support, crafted a proactive response that ensured the health and safety of students, faculty, and staff and enabled its academic mission to continue uninterrupted;

WHEREAS, during his time on the Board, Joseph Harroz, Jr., former dean of the OU College of Law, was unanimously selected to serve as the University's 15<sup>th</sup> president after having served as interim president since May 2019;

WHEREAS, under Regent Cawley's leadership, OU unveiled its first Strategic Plan in over a generation – "Lead On, University" – which draws upon 130 years of history and the feedback of thousands of students, faculty, staff, and alumni and defines a clear plan for the University's future and comprehensive strategies to achieve it;

WHEREAS, the research landscape at OU progressed tremendously during his time on the Board, with the University of Oklahoma being ranked in the top 7.9 percentile in total research expenditures out of 915 ranked institutions nationwide for fiscal year 2020, according to the Higher Education Research and Development survey from the National Science Foundation, and OU's total research and development expenditures for FY20 eclipsing the nationwide average, reaching \$362.2 million – a 19.7% increase from the previous fiscal year;

WHEREAS, Oklahoma health care took a major step forward with the historic merger formalized between the University of Oklahoma and University Hospitals Authority and Trust to join their clinics and hospitals into Oklahoma's first comprehensive academic health system – OU Health – a move that will improve Oklahoma's health and economic vitality by uniting unparalleled patient care, groundbreaking treatments, and the brightest health care researchers;

WHEREAS, the addition of Cross Village to OU Housing's suite of on-campus living communities made it the largest expansion of housing for the OU freshman experience since the mid-1960s;

WHEREAS, during Regent Cawley's term as Chairman, the OU Board of Regents unanimously authorized proceedings that allowed the University of Oklahoma's athletics program to join the Southeastern Conference in 2025 after the expiration of the Big 12 Conference's current media rights agreements – a move that will sustain the University's tradition of national-caliber athletics excellence, strengthen the flagship University as a whole, and serve the wider interests of the State of Oklahoma;

WHEREAS, in fall 2021, the University of Oklahoma welcomed the Class of 2025 – the largest, most diverse, and highest academically qualified freshman class in the school's 131-year history. The class included 4,582 students, with 38% identifying as minorities and a quarter of whom were first-generation college students. The class also boasted a higher GPA than any other incoming class, with an average high school GPA of 3.66;

WHEREAS, the economic growth driven by the OU research enterprise generated results that resonated with the State Legislature, with Oklahoma Legislators in 2021 designating the most state funding for the benefit of OU in nearly 20 years – totaling more than \$94 million in multi-year commitments;

WHEREAS, giving to the University of Oklahoma for fiscal year 2021 brought in a record \$231 million plus in commitments, with an additional \$10 million in new, committed legacy gifts to benefit the University's mission; and during the 2020-2021 academic year, an all-time record of more than \$35 million was awarded to students, including student-athletes, on all three campuses from privately funded scholarships;

WHEREAS, for his many contributions to OU, Regent Cawley has been presented with the Regents' Alumni Award, as his extraordinary dedication to OU is an inspiration for all who wish to enrich their alma mater.

NOW, THEREFORE, BE IT RESOLVED that the Regents governing The University of Oklahoma, Cameron University, and Rogers State University hereby express profound appreciation to Michael Cawley for his steadfast leadership, vision, and contributions to the respective Universities and the State of Oklahoma and look forward to his continuing interest in and support of the Universities.

Vice Chair Keating recommended the Board approve the above resolution honoring service. Regent Keating moved approval of the recommendation. The following voted yes on the motion: Regents Shirley, Stevenson, Holloway, and Nagel. The Vice Chair declared the motion approved.

Regent Shirley commented, "I didn't know Mike at all, I knew him by reputation, but I didn't know him as a person and having worked with him over the past two years, 18 months, however long is it it's been, I can tell you, it has just been such a joy. We have disagreed sometimes with vigorous shaking of our head and our fingers, but he's always been a gentleman, he's always been kind. He's always been willing to listen and, and this University is better for his leadership. So thank you, Mike." Her remarks were followed by Regent Stevenson, who said, "And I would just add Mike what I've most appreciated is how you've led through some of the crises that we had, like you back to this about being calm and steady. You are the embodiment of never letting them see you sweat. I love that about you and I've learned, I hope I've learned a lot of that you about you, but what a lot of you probably don't know is this is a super athlete. This man can play golf. I've seen him in action and he

is really good. Mike is a lot of fun and it's been an honor to serve with you and to be under your leadership, and I appreciate all you've done and I hope that you will continue to stay involved with us and we can tap into your wisdom and your insight." Regent Cawley responded, "Well, thank you very much, and I would just like to say that it's been a particular honor for me in joining this Board of Regents. I have been completely amazed by several things. One, I just had no idea of the breadth and scope of everything that goes on at this University. It is big, there are lots and lots of moving parts and it is complicated and sophisticated and big dollars, and I'm really impressed with the management team. Joe, you've put together an incredibly sharp team. You and your team do a wonderful job of managing this Board of Regents and are such a joy to work with. They all take their job seriously. This job is really serious. It has really turned into a big time important job and has been big time fun for me and an honor, because of working with really bright, considerate, energetic, and serious minded people about serving the University of Oklahoma. And for that, I'll always be thankful."

## **RESOLUTION HONORING YEARS OF SERVICE**

### **RESOLUTION**

WHEREAS, Chris Purcell joined the Office of the Board of Regents in November of 1991, her OU life actually beginning with her enrollment as a freshman,

WHEREAS, except for one semester immediately after obtaining her bachelor's degree in which she taught kindergarten at two Oklahoma City elementary schools, her entire career has been at OU,

WHEREAS, after that semester, she accepted a job in the Office of Student Affairs in which long hours, late nights, discipline, quick thinking, creative problem solving, tact, flexibility, kindness, thoughtfulness, and the ability to say 'no' were must-have skills to handle all of the student trips, celebrations and challenging times of the job,

WHEREAS, during that time, she achieved both her Master of Education degree and her Doctorate in Lifelong Learning/Adult Education,

WHEREAS, in 1991 after serving as Assistant Vice President, Director of Student Development and Interim Vice President of the Office, she left Student Affairs to become only the third Executive Secretary of the Board of Regents in the life of the University, also gaining the title of Secretary of the University and maintaining her Adjunct Professor titles in the departments of Human Relations and Higher Education,

WHEREAS, both Cameron University and Rogers State University were moved under the OU Board's governance by the State Legislature during her service, Cameron University in her first year as Executive Secretary,

WHEREAS, throughout her time as Executive Secretary, later adding the title Vice President for University Governance, she continued to teach OU students in on-campus courses,

WHEREAS, through the Advanced Program, she was one of OU's ambassadors to military men and women and their family members, bringing a little bit of OU and of home to them on bases around the world and in the United States,

WHEREAS, to keep the University's mission front and center, she employed students in the Board Office, mentoring them and many others—students from broken homes, extreme poverty, students who have attained political office, students who have succeeded in business and professions, and students who are revered members of their communities,

WHEREAS, when President Boren became president of the University and asked her to continue her community involvement, she served as a University representative to organizations which include or have included the Norman Economic Development Advisory Board (Mayor's appointee); Norman Community Transportation Bond Committee; Norman Envisioners; Norman Community Foundation (founding member); Leadership Oklahoma; Junior League of Norman; Assistance League of Norman; Norman Public Schools Foundation Board; Last Frontier Council, Boy Scouts of America Executive Board; United Way of Norman; and the Norman Volunteer of the Year Committee,

WHEREAS, at the University she has served on the North Central Association Accreditation Committee; the Women's Philanthropy Network Planning Committee; Outstanding Junior Selection Committee; NCAA Certification Self-Study Committee; and Search Committee for Higher Education Professor; among many other such committees, also receiving the honor of serving as a Camp Crimson namesake,

WHEREAS, in the Board Office, she has served with 35 different Regents while still maintaining contact with and assistance to an ever-changing number of former Regents (currently 26); four OU Presidents and two interim OU Presidents; three Cameron University Presidents; and two Rogers State University Presidents,

WHEREAS, she has facilitated five presidential searches and one athletic director search for the Board, with the first OU presidential search also happening during her first year as Executive Secretary, and

WHEREAS, always looking for ways to help others learn, grow, and succeed, her long service to the University was as invaluable as it was constant, full of great wisdom; passion; and devotion, her impact on the University from the classroom to the Office of Student Services to the Office of the Board of Regents will not be forgotten,

NOW, THEREFORE, BE IT RESOLVED that the Regents governing The University of Oklahoma, Cameron University, and Rogers State University, on behalf of themselves and all former members of this Board, and on behalf of all other members and friends of the Universities, do hereby express their great gratitude to Chris Purcell for her excellence of character, service, and dedication to the Universities, the reverberations of which have and will continue to echo across the Universities for years to come,

BE IT FURTHER RESOLVED that the Regents do hereby confer the title of Executive Secretary Emeritus of the Board on Chris A. Purcell effective as of the date of her retirement.

Chair Cawley recommended the Board approve the above resolution honoring years of service.

Regent Nagel moved approval of the recommendation. The following voted yes on the motion: Regents Keating, Shirley, Stevenson, Holloway, and Nagel. The Chair declared the motion unanimously approved.

Chair Cawley said, "And now, it's my opportunity to comment on Chris Purcell. I've never, since graduating and being involved in OU, Chris Purcell has always been there. I know she's done everything for the Board of Regents

for years, but she's been an incredible ambassador for the University in almost every respect. I just don't know of anybody or anything that's been associated with the University who hasn't walked away with a good feeling and a good taste in their mouth because of the relationships you you've had with all these people. The Chair read parts of the resolution honoring Dr. Purcell, and stated, "That's true. Her impact on the University from the classroom, to the office of Student Services, to the office of the Board of Regents will not be forgotten. It's been such an honor, Chris, for us to work with you and we've been, our work has been made much easier because of your excellence. Thank you!" Vice President Purcell responded, "Thank you! I want to say it has been an honor to work with all of you. I never dreamed, I never planned on this happening to me. I was here, it just evolved as after I left the University and was teaching school and I got a call to come back and it is the best thing other than my husband and my family that's ever happened, and I really appreciate it. It's a great place. The wonderful staff that we have in our office can tell you, I've often said, there'll be a time when it comes, when it's time for me to leave, ... what I would like to do is just set up a table out on the North Oval and be the OU greeter, kind of like at Walmart where they, when people say, where, where do you go? I'm going to say you, you need to go here, and I always enjoy doing that. I enjoy walking on the campus and seeing people that are looking around and I want to share my enthusiasm and I could not *not* mention Cameron and Rogers. They are a vital part of the OU Board's family and we enjoy, and I'm proud to call them a part of my family. They're really special people and I've enjoyed that and getting to know them and see what's going on, but thank you, and thank the students, thank the staff, thank you, Joe, all of you. I appreciate it. Thank you very much.

## **CAMERON UNIVERSITY**

### **REPORT OF THE PRESIDENT OF THE UNIVERSITY**

Before we get situated, and Chris, before you get un-embarrassed. This is from the Cameron group [the President presented Dr. Purcell with a painting]. Again, just ditto for the other remarks, but this local artist, Robert Peterson, and his wife Marina just endowed a scholarship for under-represented individuals who wish to pursue a career in the arts. So the painting is picked out as much, well, for the painting, as for my thanks to you for your service and your talent, but how you've chosen to leverage that and share it for the benefit of others, particularly those on our campus. Thank you. Regent Cawley, I'll say more nice things about you later, but I do want to thank you. You do more with a good question than most of us do with the long speech, so thank you for the questions, thank you for the wisdom. It's much appreciated. At Cameron, I update that our students continue to take things in stride. Their resilience continues to astound me. I mean the pandemics, weather, it doesn't matter. They just seem to keep plugging along. We did distribute the remaining \$2 million in federal COVID relief funds to our students enrolled for spring classes in February. For the half of our students classified as low income, that means each received a thousand dollars. The other students received \$670 given our tuition and fee structure. If they chose to spend the money with Cameron, that was one free class each. That means that's been continuing now for about five semesters that they've been able to take one or two classes for free each term. The total amount of student aid from the three federal programs Care, CERSA, and ARPA have totaled about \$10 million of direct aid to students. A comparable amount has been provided to the institution to spend on their behalf. We've invested that in IT, infrastructure

improvements, maintaining housing rates and rooms with no roommates, changing air quality systems. I think we've filtered anything you could filter, even the coffee tastes better on campus. We continue to work, though weather intruded on our homecoming celebrations in February, we still had solid participation. Nonetheless, graduates representing the sixties through this century were inducted into our various halls of fame. The athletics hall of fame had a great event, and it's just a pleasure and an inspiration to a sitting president to get to hear the stories of those who've come before you to see the benefit of our institutions and how they've helped shape their lives and give them new opportunities or additional opportunities. Recent graduate, okay, recent to me, 1996, Hope Rumpy is going to serve as our commencement speaker on May 6th and May 7th. She is the most recent in a long line of Cameron ROTC cadets to achieve the rank of general officer. She currently is the Adjutant General for the United States Army with headquarters at Fort Knox. A great story, and we look forward to her sharing that with our students and cadets. We're going to make the Army pay a lot. She's going to give two commencement speeches and do the commissioning and put the lieutenant's bars on our cadets this year. That concludes my report.

### **CONSENT ITEMS**

The Consent Agenda contained items, listed and shown below, requiring Board approval but for which no substantive discussion was anticipated. Prior to seeking approval of the Consent Agenda, the Chair provided any Board member the opportunity to move an item from the Consent Agenda and onto the Action Agenda to be discussed. Otherwise, the Chair entertained a motion to approve the items on the Consent Agenda as listed. No such request was made regarding these items.

### **DUNCAN LIBRARY RENOVATION CONTRACT AUDIT AND COMPLIANCE SERVICE ACADEMIC & ADMINISTRATIVE PERSONNEL ACTIONS**

Regent Nagel moved approval of the Consent Items. The following voted yes on the motion: Regents Keating, Shirley, Stevenson, Holloway, and Nagel. The Chairman declared the motion unanimously approved.

### **DUNCAN LIBRARY RENOVATION CONTRACT**

*Regents' Policies 4.3 and 4.10.3 provide that contracts over \$50,000 be selected via a competitive bidding process and approved by the Board; Oklahoma Statute Title 61 Section 103 requires all public construction contracts exceeding \$50,000 be awarded by open competitive bidding and awarded to the lowest responsible bidder.*

The Cameron University Duncan Campus consists of a single building of approximately 30,000 square feet that houses traditional and interactive classrooms, science labs, faculty and administrative offices, a large centrally located multi-use room, conference rooms and student activity center. The proposed project will renovate current space by updating the computer lab and existing classrooms into collaboration and learning areas to enhance the learning experience for students at the Duncan campus.

Construction documents were prepared by the project's architect, LWPB Architects & Planners, PC, and the project was advertised for bid. On January 13, 2022, bids were received from two of the four firms that requested and received bid packages. The bids were evaluated by the project consultants and the following representatives of the University:



Ninette Carter, Special Assistant to the President  
Robert Hanefield, Director, Physical Facilities  
Laura Kane, Purchasing Agent

Due to the inherent nature of the project and the beginning of the spring semester, it was necessary to obtain prior approval as allowed by the Board Bylaws to proceed with the project prior to the March Board meeting. It is recommended that the Board ratify the authorization previously provided for a contract be awarded to Crossland Construction Company, Inc., Columbus, Kansas, the firm representing the best and lowest bid at \$644,000. The next lowest bid was from WW Builders, Inc., Duncan, Oklahoma for \$801,343.

The project is funded through a private gift from the McCasland Foundation.

President McArthur recommended the Board of Regents ratify the authorization previously provided for the President or his designee to award and execute a contract for the construction of the Duncan Campus Library renovation to Crossland Construction Company, Inc., the low bidder, for \$644,000, and the necessary change orders during the construction project within statutory and project budget limitations.

#### **AUDIT AND COMPLIANCE SERVICE – CU**

At the beginning of 2021, the Board of Regents selected the public accounting firm of BKD, LLP to provide audit and compliance services for five fiscal years (renewable each year) beginning with the fiscal year ended June 30, 2021. The firm has agreed to provide the second year of services to the University.

Pursuant to the BKD, LLP audit and compliance service proposals, total fees for FY22 amount to \$71,400, and decrease of \$5,740 (7.44%) from FY21 (decrease due to NCAA Audit).

Funding has been identified and is available and budgeted within the respective operating budgets.

President McArthur recommended the Board of Regents:

- I. Reappoint the public accounting firm of BKD, LLP to serve as the University's financial statement and A-133 compliance auditors for the year ending June 30, 2022, for a fee of \$59,500;
- II. Reappoint the public accounting firm of BKD, LLP to serve as the University's KCCU-TV financial statement auditors for the year ending June 30, 2022, for a fee of \$11,900; and
- III. Authorize the President or their designee to execute the engagement of this firm for these services for the fiscal year ended June 30, 2022, the second year of their five-year proposal.

## **ACADEMIC AND ADMINISTRATIVE PERSONNEL ACTIONS**

*Section 3.1.1 of the Regent's Policy Manual grants the Board the authority to manage certain personnel actions.*

### **RESIGNATION(S)**

Smith, Danyle, Instructor, Department of Social Sciences, January 5, 2022.

Walls, Shannon, Instructor, Department of Agriculture, Biology, and Health Sciences, December 31, 2021.

### **RETIREMENT(S):**

Baxter, Carrie, Instructor, Department of Agriculture, Biology, and Health Sciences, August 1, 2022.

Klein, Scott Richard, Professor, Department of Art, Music, and Theatre Arts, named Professor Emeritus, May 11, 2022.

Penick, Mary, Assistant Professor, Department of Business, named Assistant Professor Emeritus, May 11, 2022.

Smith, Dave, Instructor, Department of Computing and Technology, May 11, 2022.

President McArthur recommended the Board of Regents approve the personnel actions listed.

### **DEATH(S):**

President McArthur regretted to report the following death:

Curt Johnson, Police Officer, Public Safety, December 22, 2021.

## **FOR INFORMATION ONLY ITEMS**

Also included in the agenda were the following items that were identified, by the administration of the University, as "For Information Only." No action was required, but discussion, comments or consideration could have occurred if requested.

**CURRICULUM CHANGES  
ON-CALL ARCHITECTS AND ENGINEERS QUARTERLY REPORT  
QUARTERLY REPORT OF PURCHASE OBLIGATIONS  
QUARTERLY FINANCIAL ANALYSIS**

**CURRICULUM CHANGES**

*Oklahoma State Regents for Higher Education policy 3.4.3.B requires that addition, modification, or deletion of courses be reported to the institutional governing board and the State Regents.*

The Oklahoma State Regents for Higher Education confer upon each institution the authority to add, modify and delete courses, but require that the changes be communicated to them for information. The modifications listed below have been approved by the President, upon recommendations of the Vice President for Academic Affairs, respective deans and department chairs, and the Curriculum Committee or Graduate Council.

<u>COURSE MODIFICATIONS</u>			
BUS	3881	Workshop	Change in prerequisites and description
BUS	3882	Workshop	Change in prerequisites and description
BUS	3883	Workshop	Change in prerequisites and description
BUS	3884	Workshop	Change in prerequisites and description
CS	3183	Database Design and Management	Change in prerequisites and description
EDUC	5603	Methods of Teaching Struggling Readers	Change in prerequisites, co-requisites, and description
ENGR	2002	Professional Development	Change in prerequisites and description
IAS	3263	Security Architecture and Design	Change in prerequisites and description
IAS	4063	Current Topics in Information Assurance and Network Security	Change in description
IT	3000	IT Workshop	Change in prerequisites and description
IT	3001	IT Workshop	Change in prerequisites and description
IT	3002	IT Workshop	Change in prerequisites and description
IT	3003	IT Workshop	Change in prerequisites and description
IT	4443	IT Capstone	Change in prerequisites and description

March 9, 2022

37919

MIS	3033	Database Design and Management	Change in prerequisites and description
ORGL	3223	Professional Communications	Change in status

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

### ON-CALL ARCHITECTS AND ENGINEERS QUARTERLY REPORT

*Action by the Board on May 11, 2017 required reports of completed on-call engineers and architects work and cumulative total fees for the fiscal year be provided to the Board on a quarterly basis.*

In June 2021, the Board of Regents authorized a group of architectural and engineering firms to provide professional on-call services. Work completed or initiated during the second quarter of fiscal year 2022 by on-call architectural and engineering firms is summarized below.

<u>Firm Name</u>	<u>Date Initiated</u>	<u>Work Performed</u>	<u>Fee</u>
LWPB Architecture	April 27, 2020	Construction Documents – New Atrium Addition to Library	\$3,439.50
LWPB Architecture	May 4, 2021	Architectural Services for Duncan Library Renovation	\$14,180.40
LWPB Architecture	May 4, 2021	Architectural Services for Duncan Library Renovation	\$16,880.40
LWPB Architecture	April 27, 2020	Construction Documents – New Atrium Addition to Library	\$3,439.50
LWPB Architecture	April 27, 2020	Construction Documents – New Atrium Addition to Library	\$1,719.75
LWPB Architecture	May 4, 2021	Architectural Services for Duncan Library Renovation	\$6,826.80

CUMULATIVE TOTAL PROFESSIONAL  
ARCHITECTURAL AND ENGINEERING FEES FOR WORK  
COMPLETED BY ON-CALLS THROUGH THE FIRST QUARTER  
OF FISCAL YEAR 2021-2022

<u>Firm Name</u>	<u>Total Fees</u>
LWPB Architects and Planners	\$65,826.00

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

**QUARTERLY REPORT OF PURCHASE OBLIGATIONS**

*Section 4.10.8 of the Regents' Policy Manual requires the reporting of purchase obligations at least quarterly.*

The Board of Regents' policy governing the buying and selling of goods and services states that:

- I. Purchases and/or acquisition of goods and services over \$250,000 must be submitted to the Board for prior approval; and
- II. Purchase obligations between \$50,000 and \$250,000 must be reported quarterly to the Board as an information item. Sole source procurements in this category must also be reported and identified as such.

The required reports for the quarter ended December 31, 2021 are as follows:

**PURCHASE OBLIGATIONS FROM \$50,000 TO \$250,000**

Item	Description	Campus- Department	Vendor	Award Amount	Explanation/ Justification
1.	Software renewal	Teaching & Learning	EAB Global Inc	\$73,650.00	Software renewal
2.	Software renewal	Information Technology Services	OneNet	\$112,879.00	Software renewal
3.	Software renewal	Information Technology Services	Business Imaging Systems Inc	\$60,6987.77	Software renewal
4.	Construction	Physical Facilities	Crossland Construction Company Inc	\$149,859.77	Continuation of construction of Library atrium
5.	Furniture purchase	Business Office	Scott Rice Company Inc	\$53,316.33	Purchase of furniture for Library atrium
6.	Furniture purchase	Business Office	Scott Rice Company Inc	\$62,599.00	Purchase of furniture for Library atrium
7.	Fee reimbursement	Business Office	Western Oklahoma State College	\$75,098.00	Reimbursement of Carl Perkins funding purchases
8.	Maintenance	Physical Facilities	Bedrock Nursery	\$52,000.00	Renewal of campus flower beds maintenance contract
9.	Furniture purchase	Teaching & Learning	Scott Rice Company Inc	\$94,297.50	Purchase of furniture for Library atrium

10.	Insurance	Business Office	Office of Management & Enterprise Services	\$280,278.95	Property & contents insurance premium for campus
11.	Software renewal	Library	Amigos Library Services Inc	\$58,934.86	Software renewal

**SOLE SOURCE PROCUREMENTS IN EXCESS OF \$50,000**

Item	Description	Campus-Department	Vendor	Award Amount	Explanation/Justification
1.	Fitness equipment	School/Graduate & Professional Studies	National Fitness Campaign LP	\$112,500.00	Purchase of National Fitness Campaign kit and installation

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

**QUARTERLY FINANCIAL ANALYSIS**

*The reporting schedule of the Finance, Audit, and Risk Committee establishes a quarterly reporting requirement for financial statements.*

By request of the Board of Regents, the Cameron University Statements of Net Position as of December 31, 2021 and 2020, and Statements of Revenues, Expenses and Changes in Net Position for the six months then ended are attached hereto as Exhibit A. The statements are unaudited and are presented for management use only.

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

**ROGERS STATE UNIVERSITY**

**REPORT OF THE PRESIDENT OF THE UNIVERSITY**

I want to start by saying thank you and congratulations to you, Chairman Cawley for your leadership the last few years, and I know we'll have more to say tonight, but I just want to say thank you for giving up time away from your job, your family, and so forth by helping us through some interesting times of COVID, thank you very much for that. Thank you. Secondly, thank you for selecting Chairman Keating, once again, he's my boss at the commander in chief level. We've done this before, but thank you. I mentioned a few of these things yesterday in the FAR meeting, but I wanted to also mention to the rest of the Board our enrollment, it's trending upward, fingers crossed. We have 1500 plus applications we're working. We've engaged enrollment specialists, Ruffalo Noel Levitt. Thank you, Chairman Cawley and Regent Holloway for the advanced support and getting us started earlier and that's in our consent and ratification today. And in conjunction with enrollment, we also are continuing to rebuild our financial aid with the help of an outside consultant and one other bright spot in all of this is we have now completed, I didn't know this yesterday, we've now signed and completed 22 pathways with Tulsa Community College. In the old days, those were called

our articulation agreements, but now that the new word is transfer pathways. So 22 new pathways, so that will help us. That'll also help OU Tulsa in our partnership there. So, let me hasten to say that Amazon has selected in the Tulsa Metro area, RSU is one of four universities that were selected by Amazon to be the school of choice for them to invest their finances to educate their employees. RSU is the only regional in the Tulsa area that received that accolade, so we're very happy about that. The State Regents have set a new benchmark for us, and they've given special permission to enroll ninth and 10th grade high school students in Cherokee I and II, and that's a new benchmark for us, and we're proud of that. Of course the Cherokee Nation will fund this effort. We'll partner with Claremore High School to offer a concurrent cybersecurity certificate that will join the many ranks of other STEM programs at Claremore High School. Happy to report that eight RSU Allied Health students have been accepted to graduate school for physical therapy, and we know where that best school is. The only one in the state is right here, occupational therapy and athletic training, and then we're set to host the Oklahoma Literacy Association Conference in April. That's a big deal for us to host any statewide conference and then a couple fun things, our softball team. We're, if you don't know, we're NCAA Division II, and for the first time we're in the top 10 and our softball team is ranked number five in the nation, so go Hillcats, we're proud of that. Our men's and women's golf are setting records. They have virtually won every tournament that they have been involved in. So, we're very happy about that. We won't talk about the other sports they're struggling, but we won't talk about those. We'll brag on them a bit, okay. And last but not least, I too want to say thank you to my friend of 13 years, Chris Purcell, Dr. Chris Purcell, and many of you know, many of you don't know, but a little over 13 years ago, we were right next door in this room when I first met Dr. Purcell. I don't think anyone on this Board was there. They may have made a different decision, I don't know, but right next door, there was a meeting of the OU Board and I was interviewed, they interviewed my wife and there was also a young General Counsel named Harroz in that room, but thankfully he gave good advice and said, go ahead and proceed with that. But, anyway, Chris, I just want to say thank you for 13 years for me, and 21 years for Roger State. You're the only Vice President for Governance that Rogers State University has ever known. So new territory for us, but thank you for your friendship, your mentoring, thank you for your keeping me between the ditches and not getting too far off track. And yes, thank you for the tickets over years. So there you go. But as a token of our appreciation, there's a gift that you can unwrap later, but by the power invested me by no one, I declare you an honorary Hillcat for life [the President presented Dr. Purcell with a Hillcat bobblehead mascot].

## **CONSENT ITEMS**

The Consent Agenda contained items, listed and shown below, requiring Board approval but for which no substantive discussion was anticipated. Prior to seeking approval of the Consent Agenda, the Chair provided any Board member the opportunity to move an item from the Consent Agenda and onto the Action Agenda to be discussed. Otherwise, the Chair entertained a motion to approve the items on the Consent Agenda as listed. No such request was made regarding these items.

**SUBSTANTIVE PROGRAM CHANGES  
RATIFICATION FOR RUFFALO-NOEL LEVITZ CONTRACT  
AUDIT AND COMPLIANCE SERVICE  
ACADEMIC PERSONNEL ACTIONS**

Regent Shirley moved approval of the recommendation. The following voted yes on the motion: Regents Keating, Shirley, Stevenson, Holloway, and Nagel. The Chair declared the motion unanimously approved.

## SUBSTANTIVE PROGRAM CHANGES

The Oklahoma State Regents of Higher Education require that all substantive changes in degree programs be presented to the institution's governing board for approval before being forwarded to the State Regents for consideration. The program modifications presented below have been approved by the President and by the Vice President for Academic Affairs, upon recommendation of the appropriate department and faculty, dean, Curriculum Committee, and Academic Council.

### I. PROGRAM:

Department of Technology and Justice Studies  
 Bachelor of Technology in Applied Technology (107)  
 New Option: National Security for Information Technologies

### 1. PROPOSED:

Add New Option: National Security for Information Technologies

HIST 3653 War and Technology  
 POLS 3083 Intelligence, Politics, and Public Policy  
 POLS 4033 American Foreign Policy  
 POLS 4103 National Security Strategy

TECH Specialty: A cohesive program of study in a technical field that fulfills the requirements of an Associate of Applied Science (A.A.S.), Associate of Science (A.S.), or the equivalent and at least 18 of the required 30 Technical Specialty credit hours must include:

IT 3333 Cybersecurity Investigations  
 IT 4373 Information Assurance Regulations and Ethics  
 IT 4443 Fundamentals of Information and Cybersecurity  
 HIST 3123 Introductions to Military History  
 HIST 3613 War, Ethics, and Religions  
 POLS 3053 International Relations

Total credit hours: 42

COMMENTS: Rogers State University (RSU) has signed a five-year Educational Partnership Agreement (EPA) with the National Security Agency (NSA). This agreement provides for RSU learners to have one-on-one mentorship with an NSA Analyst through-out their education, as well as internships with the NSA. The U.S. Bureau of Labor Statistics reports employment of information security analysts is projected to grow 31 percent from 2019 to 2029, much faster than the average for all occupations. The U.S. Bureau of Labor Statistics also projects the Department of Homeland Security will require an additional 158,200 new employees by 2026.

### 2. PROPOSED:

Option: Cybersecurity and Information Assurance

Add IT 2163 - Introduction to Computer Forensics & Investigations and modify wording to "and *ten (10)* of which must include:"



COMMENTS: RSU's current Cybersecurity and Information Assurance Option is lacking in ethical implications. IT 2163 will meet this need.

## II. PROGRAM

Department of Health Sciences  
Bachelor of Science-Nursing BSN (128)  
Prerequisite changes

### PROPOSED:

Program prerequisite revision: NURS 4433, Nursing Science & Evidence Based Practice and NURS 4443, Professional Roles in Nursing will be used to satisfy Regents' computer proficiency requirement given robust use of computer and presentation software.

Addition to program core requirements: new course: NURS 3111, Dosage Calculation and Medication Safety.

Course prerequisite addition: NURS 2112, Introduction to Nursing: *Student must have completed a minimum of 30 credits of college-level coursework to enroll in course.*

COMMENTS: Existing nursing courses satisfy the computer proficiency requirement. The addition of NURS 3111 will ensure high quality nursing graduates. The change in NURS 2112 will benefit all nursing students, especially transfer students.

## III. PROGRAM

Department of Health Sciences  
Bachelors of Science-RN-to-BSN (118)  
Prerequisite changes

### Change of Prerequisite:

#### CURRENT:

NURS 3513 RN: Contemporary Nursing Practice  
Prerequisite: Successful completion of NURS 3113, 3125, and 3134 with a grade of "C" or higher.

#### PROPOSED:

NURS 3513 RN: Contemporary Nursing Practice  
Prerequisite: Admission to the program

COMMENTS: When the course number and name of the course were changed (as a batch) in spring/fall 2020, these updated prerequisites were inadvertently excluded from the curriculum proposal.

## IV. PROGRAM

Department of Psychology and Sociology  
Masters of Science-Community Counseling (214)  
Add Co-requisite

### PROPOSED:

#### Add a co-requisite:

CC 5213 Ethnicity and Culture in the Counseling Field  
Co-requisite: CC 5903-Rehabilitation Counseling

Add a co-requisiteCC 5903 Rehabilitation Counseling

Prerequisites: CC 5113-Counseling Theory.

Co-requisite: CC 5213-Ethnicity and Culture in the Counseling Field

COMMENTS: Students benefit in understanding and application by taking CC 5213 and CC 5903 at the same time.

V. PROGRAM

Department of Biology

Bachelor of Science-Biology (112)

Add course to Ecology Area

PROPOSED:General Biology Option-Ecology Area: add the existing course BIOL 3034

General Ecology to the elective list in the Ecology emphasis.

COMMENTS: The addition of BIOL 3034 General Ecology corrects an oversight in the original proposal. It serves as a foundational prerequisite for all other courses.

VI. PROGRAM

School of Professional Studies

Bachelor of Science-Organizational Leadership (775)

State Mandated changes

PROPOSED:Changes to the Program Core:Delete from course Inventory: ORGL 4223-Individual, the Organization and Society and ORGL 4993-Professional Internship.Add ORGL 4313 Global Leadership and Diversity and ORGL 4213-Organizational Culture and Leadership.Change course title: From ORGL 4333 Leading and Managing to Leadership Theory and Practice.Change course descriptions and objectives for: ORGL 3113-Foundations of Organizational Leadership and Personal Development, ORGL 3223-Professional Communications, and ORGL 4553 CapstoneChanges to the Business Studies Option:Remove BADM 2843-Business Statistics, BADM 3113-Business Communication, and MKTG 3113-Principles of Marketing.Add SCMT 3003-Supply Chain Management and MGMT 3033 Conflict Resolution: I'm Always Right.Changes to the Social Studies Option:Remove SOC 3950-Special Topics in SociologyAdd SOC 3463-Social Inequality

COMMENTS: A curriculum review was performed by OSHRE and the recommended curriculum changes from OSHRE are the same for each participating university.

President Rice recommended the Board of Regents approve the proposed changes in the Rogers State University academic programs.

## **RATIFICATION FOR RUFFALO-NOEL LEVITZ CONTRACT – RSU**

As the challenges to maintain and grow enrollment increase, Rogers State University must become more strategic in attracting and retaining students. Ruffalo-Noel Levitz is the recognized leader in providing consulting services for higher education enrollment management. After spending 12+ hours with RSU personnel and evaluating the existing structures, RNL responded to our RFP with the following proposal:

Develop Strategic Enrollment Planning	\$201,200
Develop Dynamic SEO Strategy and Content	\$ 69,000
RNL Advanced Fin Aid Solutions	\$ 65,575/year for three years

Attached here as Exhibit B are details of the services to be provided.

President Rice recommended the Board of Regents ratify the approval of the request to enter a consulting contract with Ruffalo-Noel Levitz (RNL) for Strategic Enrollment Planning, Dynamic Search Engine Optimization Strategy and Content Development, and Advanced Financial Aid Solutions. Interim approval was granted by Chair Cawley on February 8, 2022.

## **AUDIT AND COMPLIANCE SERVICE - RSU**

At the beginning of the 2021/2022 fiscal year, the Board of Regents selected the public accounting firm of BKD, LLP to provide audit and compliance services for five fiscal years (renewable each year) beginning with the fiscal year ended June 30, 2021. The firm has agreed to provide the second year of services to the University.

Pursuant to the BKD, LLP audit and compliance service proposals, total fees for FY 2022 amount to \$76,400, and decrease of \$5,690 (6.93%) from FY 2021 (decrease due to NCAA Audit).

Funding has been identified and is available and budgeted within the respective operating budgets.

President Rice recommended the Board of Regents:

- I. Reappoint the public accounting firm of BKD, LLP to serve as the University's financial statement and A-133 compliance auditors for the year ending June 30, 2022, for a fee of \$60,100;
- II. Reappoint the public accounting firm of BKD, LLP to serve as the University's KRSU-TV financial statement auditors for the year ending June 30, 2022, for a fee of \$16,300; and
- III. Authorize the President or his designee to execute the engagement of this firm for these services for the fiscal year ended June 30, 2022, the second year of their five-year proposal.

**ACADEMIC PERSONNEL ACTION(S) – RSU****SABBATICAL LEAVE(S) OF ABSENCE**

Ford, James, Ph.D., Professor of English & Humanities, also serves as the Director of Academic Enrichment, sabbatical leave of absence with full pay, August 2022 through December 2022. Plans to publish a monograph on Honors Assessment. This assessment guide would include chapters on co-curricular assessment, developing effective student learning outcomes, and the peculiar challenges of Honors assessment in particular. This will also enable a significant revision and improve the assessment procedures, documents, and processes for RSU's Honor Program. It will enhance academic effectiveness while providing a vital service to the institution. Teaching load will be appropriately covered by full-time and adjunct faculty. Dr. Ford has served RSU for twenty-one years.

Oberrieder, Matthew, Ph.D., Associate Professor of English & Humanities, also founded the Honors Program at RSU in 2005, sabbatical leave of absence with full pay, January 2023 through May 2023. Plans for a comprehensive revision & expansion of his Greek to English translation of Hesiod's epic poem *Theogony*, extensive scholarly footnotes, an extended concluding "Commentary" both of which cross-reference other works of ancient Greek and Roman "mythology" – for example, Homer's *Iliad* and *Odyssey* – to address and clarify issues of ancient Greek language and intellectual concepts and to illuminate and demonstrate the foundational significance of *Theogony*. Foundational to RSU teaching (as to the liberal arts overall) is the ancient Greek literary-intellectual tradition. Teaching load will be appropriately covered by full-time and adjunct faculty. Dr. Oberrieder has served RSU for nine years.

Taylor, Quinton, Ph.D., Professor of History & Political Science, sabbatical leave of absence with full pay, January 2022 through May 2022. Sabbatical leave is requested. Completion – the publication of a book on the *Federalist Papers*, the *Federalist* is a series of essays written by Alexander Hamilton, James Madison, and John Jay during the debate over the ratification of the U.S. Constitution in 1787-88. An understanding of the *Federalist* is essential to teaching American History and Politics, which will enhance his effectiveness as a teacher and contribute to professional development. Teaching load will be appropriately covered by full-time and adjunct faculty. Dr. Taylor has served RSU for twenty-one years.

President Rice recommended approval of the faculty personnel actions listed.

**FOR INFORMATION ONLY ITEMS**

Also included in the agenda were the following items that were identified, by the administration of the University, as "For Information Only." No action was required, but discussion, comments or consideration could have occurred if requested.

**QUARTERLY REPORT OF PURCHASES  
QUARTERLY FINANCIAL ANALYSIS**

**QUARTERLY REPORT OF PURCHASES – RSU**

*Section 4.10.8 of the Regents’ Policy Manual requires the reporting of purchase obligations at least quarterly.*

The Board of Regents policy governing the buying and selling of goods and services states that:

- I. Purchases and/or acquisition of goods and services over \$250,000 must be submitted to the Board prior to approval; and
- II. Purchase obligations between \$50,000 and \$250,000 must be reported quarterly to the Board as an information item. Sole source procurements in this category must also be reported and identified as such.

**QUARTERLY REPORT PURCHASES – ALL**  
 October 1,2021 through December 31, 2021

**PURCHASE OBLIGATIONS FROM \$50,000 TO \$250,000**

<u>Item</u>	<u>Description</u>	<u>Department</u>	<u>Vendor</u>	<u>Award Amount</u>	<u>Explanation/Justification</u>
1.	Insurance	All Campuses	OMES	\$61,632.51	Insurance Premium – Workers Compensation
2.	Service	Bartlesville	Sodexo, Inc.	\$67,579.07	Janitorial
3.	Service	UVC Dorm	Sodexo, Inc.	\$60,042.77	Janitorial
4.	Service	UVB Dorm	Sodexo, Inc.	\$52,415.43	Janitorial
5.	Technology Upgrade	Claremore Campus	Norlem Technology Consulting Inc.	\$59,607.59	Outdoor Wi-Fi System
6.	Data Processing	All Campuses	Jenzabar, Inc.	\$98,700.00	Cloud Hosting Services
7.	Data Processing	All Campuses	Jenzabar, Inc.	\$56,750.00	Information/Form Assembly
8.	Rents	Athletics	City of Claremore	\$150,000.00	EXPO Center lease

**SOLE SOURCE PROCUREMENTS FROM \$50,000 TO \$250,000**  
 Competition Not Applicable

None to Report

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

## QUARTERLY FINANCIAL ANALYSIS – RSU

By request of the Board of Regents, the Rogers State University Statement of Net Position as of December 31, 2021, and Statement of Revenues, Expenses, and Changes in Net Position for the twelve months then ended and related Executive Summary are attached hereto as Exhibit c. The statements are unaudited and are presented for management use only.

### QUARTERLY FINANCIAL ANALYSIS For the quarter ended December 31, 2021 and 2020

#### EXECUTIVE SUMMARY

Highlights from the Statements of Net Position as of December 31, 2021, and Statement of Revenues, Expenses and Changes in Net Position for the twelve months ended are presented below for information only.

#### STATEMENT OF NET POSITION

- The University grew total assets by \$2.4 million. Total cash and cash equivalents, restricted and unrestricted, increased \$5.1 million over the year. Net capital assets decreased \$2.8 million due to depreciation.
- Total liabilities increased \$6.3 million primarily due to an increase of \$9.4 million in the net pension liability (NPL). The NPL is generated by our participation in Oklahoma Teacher Retirement and is generally beyond our control. The liability assigned to RSU is heavily influenced by stock and bond market fluctuations and trail those fluctuation by one year. A portion of that increase was offset by a \$2.6 million decrease in our Capital lease payable.
- The majority of our deferred outflows and inflows are also related to our participation in Oklahoma Teacher Retirement as well and are largely dependent on stock and bond market influences beyond our control.
- Entries related to these amounts are made annually.
- The University continues to reduce bonded and capital lease debt.

#### STATEMENT OF REVENUES, EXPENSES AND CHANGES TO NET POSITION

- The University continues to experience fluctuations in revenues due to a year-over-year drop in enrollment and to waiving the online class fee. However, these lost revenues are largely offset by HEERF grant funds.
- The balance of the changes on our statements are primarily timing differences and are considered reasonable.

This report is unaudited and presented for informational purposes only.

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

## REPORTS OF COMMITTEE CHAIRS

*Regent Holloway, Finance, Audit & Risk:* The Finance, Audit and Risk Committee is continuing to operate in alignment with our annual calendar. Since our last report to the room in December, we've met twice in January and March, and so with my report, I'd like to update you on the significant matters that our committee has considered at the last two meetings. As I do continually remind the group, all committee actions are advisory only, and any formal actions will come before this forum. So at both our January in March meetings, we discussed today's proposed agenda item to consolidate the academic service fee at OU Norman from 700 different items into around 50. This was done to, or proposed to simplify the billing for our students and for our finance function. This change has zero impact and cost to our students and their families. And as a result, it is revenue neutral to the university. We also discuss the proposed \$40 per credit hour fee increase in targeted STEM fields that's driven by plan growth in these academic areas, consistent with our strategic plan. This will generate 6 million in additional revenue to the university and will be used to hire at least 30 new faculty in these STEM areas. Of note, this represents the only special fee planned under our multi-year strategic plan budget, and based on extended conversations, our committee is unanimously supportive of these changes. Part of our discussion on these agenda items, surrounded the need to institute a well deserved regular raise program for our faculty and staff, and we agreed as a board, in that regard that beyond this year, our faculty and staff raise program must be performance based and the standards for performance must be clear, and demonstratable for that team. We recognize that pausing raises in the past has led to an understanding that performance may not be financially rewarded in our environment, and we aim to change this culture immediately. So we're directing that standards for performance based raises be developed and brought to the board before any raise program is approved beyond this coming June program. At our March meeting, we received updates on the second quarter financial results for all campuses, and that was comparing those results to their budgets for the same period. For each institution, all of our campuses, the actual results yielded no significant concerns compared to the established budgets on an overall position basis, and our cash remains strong. We continue to monitor the inflationary impacts on cost at all our campuses, and we continue to monitor our enrollment trends and specifically for the OU Health Sciences Center campus, we are continuing to monitor the financial impacts of hospital staffing shortages, and specifically the, the cost impact of the nursing shortage. We're very excited about our announcement yesterday to address our academic role in producing nurses to meet the current demand in the state for those critical positions. And also at our January meeting, we received an update on progress towards our established financial goals. In a couple of other matters, we in March met with representatives from our external auditors BKD. They were reporting on the results of certain compliance audits, compliance reviews, agreed upon procedures at all campuses, and from those reports, we did identify certain internal control observations and improvements that could be made, and we were satisfied with our management team's responses on their planned improvements in those areas. Finally, at each meeting, we did receive a report from internal audit function under Charles Wrights direction, and we're continuing to monitor operational and internal control improvements as a result of his department's work. So with that, I'll close my report as always, which you will hear from me each time with a repeat of our committee's governance expectation and that is that each university, that we are responsible for

maintaining a culture of commitment to ethics and compliance, strong financial, internal controls, and good reporting mechanisms for compliance concerns. Again, we want to be wise with the financial resources that we're entrusted with, and we want to make sure that that our financial focus is on achieving the mission of providing a quality education and quality healthcare to our state.

*Regent Shirley, Academic Affairs & Research:* In terms of Academic Affairs, while almost every meeting that we have, there are weighty and meaty things to consider. This particular meeting was more of a thoughtful presentation of where we are in a number of different areas. We received a draft strategic plan from OU Tulsa. Much more work will need to go into that particular plan. But I believe, and I believe the committee is confident that there is a general, good motion moving forward. We also looked at OU Online and considered the progress that they are making right now. They are on pace for 3000 online students by the fall, which is a significant achievement and congratulations all around are due. And that's my report on Academic Affairs.

*Regent Shirley, Facilities & Properties:* In terms of Facilities and Properties, one of the major issues that regularly comes before the Facilities and Properties Committee is the fact that we have have a number of vacancies among the staff. It has reached a critical juncture. We are now, our vacancies are now exceeding 25% in operations. We have done a lot of work to address this issue, but a lot of work needs to continue in order to provide the level of services that the faculty and staff have come to expect and deserve. Significant discussion was held concerning the freshman housing master plan. The administration team led by Brian Holderreed has spent hundreds, if not thousands of man hours, considering the goals of housing and options to achieve those goals. The goals include proper updated housing, and importantly, engagement of freshman students, which leads directly to retention. As surprising as it may be, research clearly shows that roommates and engagement particularly at the freshman level, and involvement are essential for freshman retaining or staying in school, which I think is a goal certainly of the university, of parents and of the state. Likewise, the staff visited housing at a number of very high performing universities and then developed four terrific options. The plan is staged out over a period of years, but is moving forward with all due speed. And while there will be no new net rooms, the rooms will be modern and appropriate to the needs and desires of incoming freshmen. And as the parent of six children, importantly, parents, the first step will be demolishing one of the current, the freshman housing, what used to house freshmen, and then the first new building is expected in hoped to be online by 2025. So while there may be things that intervene, this is not a consideration that has gone, that has fallen on deaf ears in the administration, and they're working very hard to resolve the freshman housing issues. And with that, Mr. Chairman, that is my report.

*Regent Stevenson, Administration & Operations:* Two things I'll touch on and one is just the work that the team is doing around updating our brand. As everyone in this room knows that we have an incredible story at the University of Oklahoma. We have an incredibly strong brand and what the attempt there is to do is to how do we tell more people about that? How do we do that in a way that attracts new students, makes the students that are here even more excited and around retention. And, also importantly, how do we make our alumni even more proud about what the brand stands for and how do we continue to evolve that? It's also an important component of what we do around our foundation and fundraising. So really excited about the progress



that Makenzie and her team are making. I think that will roll out sometime this summer, but tremendous progress there. I know most of you, if not, all of you saw that's so exciting there. The second piece I wanted to update on is around David Horton and his leadership around IT and cybersecurity. I don't need to tell anyone how important that is to the university, especially at this time, David has done a really, really powerful job of beginning and really advancing the centralization of everything IT, and including even down to our laptops. It sounds like a trivial thing, but it really is the forefront of security for all the systems that we have here. And I just as a Regent, I know as a board, it's important that he knows and that the university knows that he has our full support for that centralization and every level, every place that people can cooperate with that it really allows him to do his work faster, puts us in a better position. And if we don't think that's a real issue, just read the newspaper and it's gonna increasingly become so, so thank you, David, for your leadership and work there. That concludes my report.

## **THE UNIVERSITY OF OKLAHOMA**

### **REPORT OF THE PRESIDENT OF THE UNIVERSITY**

Thank you, Chairman Cawley. This is your last meeting as chair. I'm not sure if anybody heard about that. You came in two and a half years ago. You've dealt with COVID, we've done conference realignment. I know you take full credit for the record class sizes, research, all of those area solely from you. We've had the OU Health merger, the acquisition of Cross, so many things have happened in that short time and has already been said, you are that calm, steady hand. Your only negative is that speaking after you is zero fun, because you have the voice of God, but you know, prior to this again, I knew you by reputation, you are an icon in the state, you care so much about it and your service here is something about which we're proud and for which we're grateful, and you're stuck with all of us as friends so don't think you're getting out of this except for the chairmanship, but incredibly grateful to you, so thank you. I was listening to the stories about Chris Purcell, and we could all say when we first met Chris, everyone has nice things to say about her, except for me, because the very first time I was at an OU meeting, I was a 27-year old University official who had just started. We went to a Regent's meeting. It was in Lawton and everyone was ordering a drink and I ordered a drink, but Chris brought over a Shirley Temple to me, which was a riff on my then younger age, which I've not forgotten about. No one these days is mistaking that as an issue for me. But, you know, I was looking around when everyone was talking and all of us have been touched by you and 50 years at the University so far and 30 plus years as Secretary to the Board, all of the accomplishments were listed, but the role you've played in all of our lives is something that's enduring and we're incredibly grateful. Every time someone had a moment in their life that is special, you've made sure it's been recognized and that touches everyone's life and so we'll have that table set up for you on the front of the North Oval and you can greet everyone as they come in. We're set. We've also, there's a lot of gifts that are taking place, but one of the things that we wanted to do was create something, you know, what do you buy Chris Purcell? And, the answer for us was just to put together a scholarship fund, The Chris Aubrey Purcell Regents Scholarship, made the first contribution towards it. We'll be asking each of you before you leave to give to that, that's right. There're no free passes, including the press, but we thought that was one way and you can dictate where it will go, but want to have hopefully a continuing honor for you. The theme of the talking points I

have, to me, is people and the folks that are a critical part of what takes place. And so a lot of the individual accolades will hand you a press release, and hopefully you'll publish those positive things as your most prominent headline, but what I'm going to do is just talk about a few people that are here and before doing so acknowledge that it was two years ago to this meeting and to this week that we then went into spring break and shut down for COVID. A lot's transpired in that two years and we're at an important point in that. Individuals that have been so critical in this, public health expert and Dean of the College of Public Health for 20 years has now stepped in to help us as the Interim Provost. We all know Gary Raskob. I knew him before he took that job 20 years ago. He is already doing a stunning job. We're incredibly grateful for it. He has helped get us through this pandemic, he, along with some others. A world renowned expert in thrombosis. He'll describe that to you later, but he's here, advisor to the CDC, NSF and other organizations. We're grateful to have him here, he is making a remarkable impact. I'll move through this kind of quickly, 'cause I know everyone's getting a little tired, but these are really important people that are doing critical things for us. Dr. Dale Bratzler, who has been our Chief COVID Officer, is taking over during this time period as Dean of the College of Public Health. Dr. Mary Beth Humphrey is the interim VP for Research. So grateful to her for stepping in for Dr. Martha Ogilvie, who served in that role before. I want to recognize someone who just walked in. I'm so glad he is here. We did a nationwide search for the first person to be CEO of the new OU Health. There's never been a CEO of OU Health. Did a national search and could not be more pleased. He just walked in. Dr. Richard Lofgren is here with us, , thrilled to have you here. So his resume is remarkable. He spent the last, since 2013 as CEO of University of Cincinnati Health, he's been at over four different university systems. Every job that you can hold in an academic healthcare system on the academic and clinical side, suffice it to say, he has held. We'll be asking you to come to a future Regents meeting to have a longer discussion, but thank you for stopping in. His first day was two days ago, although he showed up early, which everybody appreciated in the office on Friday.

Dr. Lofgren said: I really want first and foremost to say thank you for giving me the opportunity. I can't tell you how thrilled I am to be part of OU Health. I did ask about what it was that's enticing, needless to say, talking to President Harroz was an important element to that. It is like you can't spend five minutes with him without getting energized, and the more I learned about OU Health, the more that I got excited about the opportunity. Really OU is the flagship academic health system and has been impacting healthcare throughout all of Oklahoma. So it truly is an honor and privilege to be present and I plan to learn more and I hope to have an opportunity to spend more time with you.

President Harroz thanked Dr. Lofgren, and said, absolutely thrilled to have you here and could not be more excited about it. It's a true partnership and we're thankful for that. I want to recognize two folks that are typically heroes every single day. We have two individuals that are here and I'd ask if they'd stand, Dr. Harold Burkhart and Dr. Ian Dunn. Dr. Burkhart is the head of Pediatric cardio thoracic surgery. His results and outcomes for this state taking care of the hearts of babies and surgery are, are stunning. We just received data each year on his performance, how many lives he saves, he's doing it every single day, and we are so thrilled to have him as part of this community, but whenever we needed him as an interim CEO to step into OU Health, Dr. Burkhart answered the call and it is not an easy call to answer. We told him it would last exactly 90 days, and that was the past this past May, so roughly

three to five weeks. It's remarkable work he is doing and has done. Ian Dunn came in as interim chief physician executive, which if you don't know fully integrated, comprehensive academic health systems, it is a critical central job in the sort of triumvirate of critical jobs. And, by day, Ian Dunn is the head of Neurosurgery, Chair of Neurosurgery, and he stepped in to handle this role as well. Neither one of them has had any pause in their clinical work. They've continued their work without relent, without any pause and filled in these roles, doing a remarkably difficult job, and they were heroes before and watching what they've done so selflessly, honestly, makes me emotional. I'm so honored to get to know them, to work with them, and to consider them friends. I'd like all of us to, and they always say, don't recognize us. So I say, just come by, we won't call you out in any way, but I'd like for all of us, just to express our appreciation to these two heroes.

Dr. Dunn: Appreciate the kind remarks from everybody. And, good to see Dr. Lofgren here. We appreciate the opportunity to have stepped in, and we had some challenging headwinds, but I think the best is yet to come. So thank you.

Dr. Burkhardt: Well, I learned in the past eight months, you'll be asked to say something. I'm going to say this will just take a minute, but first of all, thank you, President Harroz, for your kind words. I'd like to start off by saying, it's been an honor to serve as acting CEO during the past eight months during this transition to our integrated healthcare system. There are a few accomplishments I'm particularly proud of that I want to point out. Our commitment to putting the patient first and ensuring their needs come first. Our successful transition of the physicians and providers to the integrated healthcare system and all the positive changes we've made in nursing, so hopefully though more understand how important we think they are to the success of the healthcare system. I'd like to thank President Harroz and Mr. Rainey Williams, Chairman of the OUH board for their support, guidance and confidence in giving me the opportunity to lead our team during this transition. I was surrounded by an incredible, dedicated, leadership team, including my colleague, Dr. Dunn, who were clearly aligned in the principles of patient first mindset and I'm thankful for their commitment and work ethic. As President Harroz pointed out while doing this job I continued taking care of cardiac surgical needs of the children of Oklahoma, and I really have to thank my cardiac team, the administration staff, and the healthcare providers who went the extra mile to ensure that all our patients continued to get patient first care. We actually did more cases this past eight months than we did the previous eight months. A special thanks to the Board of Regents who allowed me to attend their meeting a few months ago. Their support and understanding during a difficult time in healthcare was sincerely appreciated by the entire team. And finally, I'm excited with the arrival of Dr. Lofgren and look forward to being supportive as OU Health transitions to the healthcare system of Oklahoma. Thank you.

President Harroz resumed his report, saying, and before you all leave, I always love asking them to stay long for a meeting because they're just literally doing neurosurgery and saving babies lives. It always feels like we should expedite meetings because of their timing. I also want to call out, we talked about the Dean of College of Nursing who is with us today, who's also served as chief nursing executive. We had an announcement yesterday. I know you all saw it, but when we talk about making a sacrifice and making the extra effort, what we rolled out yesterday from the College of Nursing in terms of taking every single available, qualified nursing applicant is groundbreaking. So much had to be done to bring all of those nursing students

in. We have an expedited program for them, so that we can produce nurses during the crisis that's out there right now. So incredible gratitude to each of you and to all of you, and if you have to go back to work, we understand. Thank you all for being here so much, we're grateful. Broader news, a couple other quick items, I'll go through them quickly. We were proud and honored and humbled to be recognized by Forbes as one of the top 50 employers in the United States, number one in Oklahoma, and only behind three other universities, MIT, Michigan, and Yale in terms of workplaces, and when we talk about our strategic plan, a big part of that is this idea that we want to be a place of belonging for all, not just our students, but for our faculty and staff as well. This is something they do independent of us. We weren't in there able to influence the voting or the counting, and at the end of the day, it's all about people, and that recognition belongs to everyone in the University community that has earned that. We also, since the last time we were here talking about serving healthcare needs I'll round it out by saying, back in January, we announced that we were bringing additional opportunities to educate dentists in Northeast Oklahoma, and have moved to the Schusterman campus where we're expanding the College of Dentistry and its clinical practice and its education of students there as well. That was thanks to a \$2 million gift from Delta Dental of Oklahoma and that foundation. Research is up. We have a number of agenda items, but I'd say the theme of this, Mr. Chair, is gratitude for all of those who are making a difference, best example by Chris Purcell.

## **CONSENT ITEM(S)**

The Consent Agenda contained items, listed and shown below, requiring Board approval but for which no substantive discussion was anticipated. Prior to seeking approval of the Consent Agenda, the Chair provided any Board member the opportunity to move an item from the Consent Agenda and onto the Action Agenda to be discussed. Otherwise, the Chair entertained a motion to approve the items on the Consent Agenda as listed. No such request was made regarding these items.

**AWARDS, CONTRACTS & GRANTS – ALL**  
**RISK MANAGEMENT AND INSURANCE BROKERAGE SERVICES – ALL**  
**WORKERS' COMPENSATION THIRD-PARTY ADMINISTRATOR – ALL**  
**IT EQUIPMENT AND SOFTWARE RESELLER – ALL**  
**STAFFING SERVICES FOR INFORMATION TECHNOLOGY PROJECTS – ALL**  
**BACKUP AND RECOVERY SOFTWARE PACKAGE – ALL**  
**DATA CABLE INSTALLATION SERVICE PROVIDER – ALL**  
**REVISIONS TO THE REGENTS' POLICY MANUAL–SECTION 7–UNIVERSITY**  
**ADVANCEMENT – ALL**  
**AMENDMENT TO SUPPLEMENTAL RETIREMENT PLAN – ALL**  
**AUDIT, TAX, AND COMPLIANCE SERVICES – ALL**  
**REGENTS' AWARDS FOR OUTSTANDING JUNIORS – ALL**  
**STAFF WEEK RESOLUTIONS – ALL**  
**ACADEMIC PROGRAM REVIEW FINAL REPORTS – HSC**  
**OU HEALTH BOARD OF DIRECTORS APPOINTMENTS – HSC**  
**PROGRAM MODIFICATION – DOCTOR OF NURSING PRACTICE – HSC**  
**PROGRAM MODIFICATION – POST-GRADUATE CERTIFICATION IN NURSING – HSC**  
**OU HEALTH PARTNERS PROJECT – HSC**  
**RETENTION OF ECG CONSULTANTS – HSC**  
**ELECTRONIC MEDICAL RECORDS LICENSE EXPANSION AND TECHNICAL**  
**SUPPORT – HSC**  
**PHYSICIAN PRACTICE MANAGEMENT SOFTWARE MAINTENANCE – HSC**  
**REVISIONS TO THE FACULTY HANDBOOK – HSC**

**COLLEGE OF MEDICINE BYLAWS REVISION – ARTICLE 5.2(D) – HSC  
 SUBSTANTIVE CHANGES – NC  
 CONCURRENT ENROLLMENT ADMISSION POLICY EXCEPTIONS – NC  
 RADAR INNOVATIONS ASSEMBLY BUILDING 2 – NC  
 ELIONIX ELECTRON BEAM LITHOGRAPHY SYSTEM – NC  
 FRESHMAN HOUSING MASTER PLAN – NC  
 AMENDMENTS TO THE HOUSING POLICY FOR FRESHMEN – NC  
 STUDENT ACTIVITY FEE BUDGET – NC  
 MULTIMEDIA CONTRACT EXTENSION WITH IMG/LEARFIELD – NC  
 AMENDMENT TO RETIREMENT PLAN – NC**

Regent Keating moved approval of the recommendation. The following voted yes on the motion: Regents Keating, Shirley, Stevenson, Holloway, and Nagel. The Chair declared the motion unanimously approved.

**AWARDS, CONTRACTS, AND GRANTS – ALL**

	FY21 Total Expenditures*	FY21 Jul 2020-Dec 2020 Expenditures*	FY22 Jul 2021-Dec 2021 Expenditures*
UNIVERSITY OF OKLAHOMA	\$321,274,049	\$145,609,898	\$171,483,355
NORMAN CAMPUS	\$186,699,101	\$87,214,201	\$100,643,671
HEALTH SCIENCES CENTER	\$134,574,948	\$58,395,697	\$70,839,684

Chart Key / Definitions for the pages that are attached here as Exhibit D:

RESEARCH = Externally Sponsored Research  
 OSA/PUBLIC SERVICE = Externally Other Sponsored Activity and Sponsored Public Service (non-Research)  
 INSTRUCTION/TRAINING = Externally Sponsored Instruction/Training  
 \*Data does not include the Higher Education Emergency Relief Funds (HEERF)  
 \*\*OUTREACH/CCE was previously reported in a separate category, but as of July 1, 2019 Outreach/CCE is now combined with OU-Norman’s data in Research, OSA, and Instruction/Training. Awards prior to July 1, 2019 may continue to have expenditures in the OUTREACH category through FY20.

EXPENDITURES = Expenditures Related to Externally Sponsored Funding  
 AWARDS = New Grants and Contacts Received, or Existing Award Modifications Processed

President Harroz recommended that the Board of Regents ratify the awards and/or modifications for October, November, and December 2021 submitted with this Agenda Item.

**RISK MANAGEMENT AND INSURANCE BROKERAGE SERVICES – ALL**

The University accepted proposals for risk management and insurance brokerage services for all three campuses: the Norman campus, the Health Sciences Center in Oklahoma City, and OU-Tulsa with the goal of selecting a risk management and insurance brokerage service for all three campuses.

Representatives from Enterprise Risk Management and the College of International Studies comprised the Request for Proposal (RFP) Review Committee. The committee reviewed proposals submitted by all interested responders, providing finalist recommendations, and then a final recommendation to Executive Management. The RFP Review committee made a recommendation to President Harroz and Executive Management. President Harroz is recommending it to the Board of Regents for final approval.

In response to the competitive solicitation, the following firms responded to the risk management and insurance brokerage service request for proposal:

<u>COMPANY/ENTITY</u>	<u>HEADQUARTERS</u>
Arthur J Gallagher and Company	Itasca, IL
INSURICA	Oklahoma City, OK

An evaluation committee for the University comprising the following individuals rated the responses:

- Cathy Krane, Director, Enterprise Risk Management, Norman
- Jennie Robison, Director, Enterprise Risk Management, HSC
- Jeremy Lambeth, Director of Risk Management, College of International Studies
- Zinah Dupree, Risk Coordinator, Enterprise Risk Management, Norman
- Shannon McConnell, Risk Coordinator, Enterprise Risk Management, HSC
- Kimberly Helton, Procurement (non-voting, advisory capacity)

After thorough review of the RFP responses submitted by vendors, the RFP Review Committee invited both respondents (Arthur J Gallagher and INSURICA) to in-person interviews.

The evaluation criteria for the risk management and insurance brokerage services group were history and experience with higher education, the broker team, innovative and creative programs offered, references, and pricing. As a result of the evaluation matrix below, the RFP Review Committee selected INSURICA to serve as the University’s risk management and insurance brokerage group beginning July 1, 2022.

	% Weight	Arthur J Gallagher	Insurica
History & Experience with Higher Ed	25%	25	20
Broker Team	25%	18	25
Innovative/Creative Programs	25%	20	25
References	5%	4	5
Pricing	20%	4	20
<i>Total</i>	<i>100%</i>	<i>80.75</i>	<i>95</i>

President Harroz recommended the Board of Regents authorize the President or his designee to enter negotiations with INSURICA, the proposal respondent providing the best risk management and insurance brokerage experience, to serve as the University of Oklahoma’s risk management and insurance brokerage service group for the one-year period beginning July, 1, 2022, with the option to renew for eight additional one-year periods not to exceed July 1, 2030.

**WORKERS’ COMPENSATION THIRD-PARTY ADMINISTRATOR – ALL**

The University accepted proposals for workers’ compensation third-party administration for all three campuses: the Norman campus, the Health Sciences Center in Oklahoma City, and OU-Tulsa with the goal of selecting a third-party administrator to handle workers’ compensation claims for all three campuses.

Representatives from Enterprise Risk Management and Human Resources comprised the Request For Proposal (RFP) Review Committee. The committee reviewed proposals submitted by all interested responders, providing finalist recommendations, and then a final recommendation to Executive Management. President Harroz is recommending it to the Board of Regents for final approval.

In response to the competitive solicitation, the following firms responded to the workers’ compensation third-party administrator request for proposal:

<u>COMPANY/ENTITY</u>	<u>HEADQUARTERS</u>
Claims Administrative Services (CAS)	Tyler, TX
CCMSI	Danville, IL
Corvel Corporation	Irvine, CA
Gallagher Bassett Services, Inc.	Rolling Meadows, IL
Independent Claims Service, Inc. (ICS)	Westborough, MA
PMA Companies	Blue Bell, PA
Sedgwick	Memphis, TN

An evaluation committee for the University comprising the following individuals rated the responses:

- Cathy Krane, Director, Enterprise Risk Management, Norman
- Jennie Robison, Director, Enterprise Risk Management, Health Sciences Center
- Colin Fonda, Associate Director, Total Rewards, Human Resources
- Carrie Clark, Workers’ Compensation Specialist, Enterprise Risk Management/Human Resources
- Kimberly Helton, Procurement (non-voting, advisory capacity)

After thorough review of the RFP responses submitted by vendors, the RFP Review Committee invited the four strongest respondents to in-person interviews: Claims Administrative Services (CAS), CCMSI, Corvel Corporation and PMA Companies.

The evaluation criteria for the worker’s compensation third-party administrator were MIS/online services, higher education experience, dedicated staffing, third-party administrator volume, and experience with Oklahoma workers’ compensation. As a result of the evaluation matrix below, the RFP Review Committee recommended CCMSI to serve as the University’s workers’ compensation third-party administrator beginning July 1, 2022.

	% Weight	CCMSI	Corvel	CAS	PMA
MIS/Online Services	15%	16	16	14	14
Higher Education Experience	25%	24	15	11	20
Dedicated Staffing	25%	24	19	16	14
TPA Volume	10%	10	8	8	8
Experience with OK WC System	5%	5	5	3	3
Pricing	20%	14	18	14	15
<i>Total</i>	<i>100%</i>	<i>92.75</i>	<i>80.5</i>	<i>66.19</i>	<i>73.13</i>

President Harroz recommended the Board of Regents authorize the President or his designee to enter negotiations with CCMSI, the proposal respondent providing the best workers’ compensation administrative experience, to serve as the University of Oklahoma’s third-party administrator and provider for its workers’ compensation claims handling for the one-year period beginning July, 1, 2022, with the option to renew for eight additional one-year periods not to exceed July 1, 2030.

**IT EQUIPMENT AND SOFTWARE RESELLER – ALL**

Board of Regents’ policies and procedures require that acquisition contracts that merely establish unit pricing, availability and other terms and conditions but which are indefinite as to quantity and delivery must be reported to the Board of Regents if the cumulative orders against them are expected to exceed \$1,000,000 annually.

This multi-vendor contract was awarded through a competitive bid process to support the Information Technology Department’s commitment to assure all staff, students, and faculty have the tools necessary to perform their work on the Norman, Health Sciences Center, and Tulsa campuses.

Suppliers awarded:

CDW Government LLC	Vernon Hills, Illinois
Presidio Networked Solutions Group, LLC.	Irving, Texas
EC America dba Immix Group Inc.	McLean, Virginia
SHI International Corp.	Somerset, New Jersey
GovConnection Inc. dba Connections Public Sector Solutions	Merrimack, New Hampshire

An evaluation team comprising the following individuals rated the responses:

- Jeff McCanlies, IT Manager, Information Technology
- Melanie Taylor, IT Contracts, Information Technology
- Tara Crites, IT Contracts, Information Technology
- Dustin Moore, Senior Contract Specialist, Procurement

The evaluation criteria used was based on list price of the IT product minus (-) a set discount rate off list price. This was a multi-vendor award.



Funds to cover the costs associated with the project have been identified, are available, and budgeted from the department and University funds.

President Harroz recommended the Board of Regents authorize the President or his designee to award a multi-vendor contract expected to be approximately \$2.5 million annually over the course of five years to purchase software and hardware licenses, maintenance, support products, and services that will serve the entire University.

## **STAFFING SERVICES FOR INFORMATION TECHNOLOGY PROJECTS – ALL**

Board of Regents' policies and procedures require that acquisition contracts that merely establish unit pricing, availability and other terms and conditions but which are indefinite as to quantity and delivery must be reported to the Board of Regents if the cumulative orders against them are expected to exceed \$1,000,000 annually.

This item reports the anticipated activity for external staffing services for various Information Technology (IT) projects for FY 2023, estimated to be \$2,000,000 for all university campus locations in Norman, Oklahoma City, and Tulsa and is part of the ongoing IT shared services strategy. The staffing resources augment project team staff during large implementations of IT campus projects, adding consulting services for various upgrades and enhancements, and specialized support for other projects. This provides a cost-effective method for procuring highly specialized skill sets on an "as needed" basis instead of maintaining full-time permanent staff. Examples of uses include specialized systems administration skills, advanced coding and design skills, and expertise in next generation applications such as data warehousing and portals.

The University issued a solicitation to ensure fair and competitive pricing, the ready availability of specialized skills, and terms and conditions addressing the University's requirements. Each project will be evaluated on scope, skills required, time and costs.

### Suppliers awarded:

22 <sup>nd</sup> Century Technologies, Inc.	McLean, Virginia
Abacus Service	Southfield, Michigan
Addison Group	Oklahoma City, Oklahoma
BuzzClan, LLC	Dallas, Texas
California Creative Solutions, Inc.	Poway, California
Compu-Vision Consulting, Inc.	North Brunswick, New Jersey
DevCare Solutions Ltd.	Westerville, Ohio
Elegant Enterprise-Wide Solutions, Inc.	Chantilly, Virginia
Gideon Taylor Consulting, LLC	American Fork, Utah
Infojini, Inc.	Hanover, Maryland
InstantServe, LLC	Waco, Texas
Interscripts, Inc.	Aldie, Virginia
Kaiva Services	Tulsa, Oklahoma
Kelly Services, Inc.	Troy, Michigan
LanceSoft, Inc.	Herndon, Virginia
Lumen Solutions Group, Inc.	Parkland, Florida
The Midtown Group	Washington, District of Columbia
MoxieIT Solutions, Inc.	Ashburn, Virginia

Numunu Staffing, LLC	Lawton, Oklahoma
Prelude Systems, Inc.	Irvine, California
PSI International	Fairfax, Virginia
Radgov, Inc.	Fort Lauderdale, Florida
Secure Technologies, LLC	Waldorf, Maryland
SoftHQ, Inc.	San Diego, California
SoftSages LLC	Malvern, Pennsylvania
TEKsystems	Oklahoma City, Oklahoma
US Tech Solutions, Inc.	Jersey City, New Jersey
vTech Solution, Inc.	Washington, District of Columbia
WalkerHealthcareIT, LLC	Bloomfield Hills, Michigan

An evaluation team comprising the following individuals rated the responses:

Bryan Beavers, Business Manager, Information Technology  
 Melanie Taylor, IT Contracts, Information Technology  
 Tara Crites, IT Contracts, Information Technology  
 Jeff McCanlies, IT Manager, Information Technology  
 Dustin Moore, Senior Contract Specialist, Procurement

The evaluation criteria were demonstration of specialized skills, available personnel resources for large projects and day-to-day operational support, project scheduling availability and cost.

The evaluation team determined all suppliers who were responsive to the specifications and terms and conditions of the RFP are eligible for project selection on an as needed basis and will represent best value to the University.

Funding for services will be identified on a project-by-project basis.

President Harroz recommended the Board of Regents authorize the President or his designee to award a multi-vendor contract in the amount of approximately \$2 million dollars annually to acquire IT staffing services that will serve the entire University, for a one-year period beginning July 1, 2022, with the option to renew for four additional one-year periods at equivalent pricing.

## **BACKUP AND RECOVERY SOFTWARE PACKAGE – ALL**

At the March 2007 meeting, the Board of Regents approved the University's initial purchase of CommVault Backup & Recovery software package that provides enterprise-grade protection and recovery of virtual machines, containers, databases, applications (including cloud), endpoints and files. Commvault allows IT to manage backed-up data and workloads efficiently and securely, both on-premises and in any public cloud. This purchase will be governed by the terms and conditions of an agreement that was arrived at competitively on Oklahoma State contract SW1020E.

The purchase is for a five-year contract, payable up front and approved through financial management.

Renewal of the software maintenance agreement is necessary to maintain the enterprise-wide operations of the University of Oklahoma. The cost for the software package is considered fair and reasonable based on the substantial financial investment in the software the critical responsibility to maintain the University of Oklahoma's data.

This is a funded purchase through the Information Technologies Service Unit Operational Funds.

President Harroz recommended the Board of Regents authorize the President or his designee to award a contract in the amount of \$1,900,000 to United Data Technology of Miramar, FL for CommVault Backup & Recovery Software to provide software maintenance for the five-year period beginning March 17, 2022.

**DATA CABLE INSTALLATION SERVICE PROVIDER– ALL**

Board of Regents’ policies and procedures require that acquisition contracts that merely establish unit pricing, availability and other terms and conditions but which are indefinite as to quantity and delivery must be reported to the Board of Regents if the cumulative orders against them are expected to exceed \$1,000,000 annually.

The Information Technology (IT) departments for Norman, Oklahoma City and Tulsa campuses identify the outsourcing of cable installation services as the most effective and economical approach for meeting current and future demands. These just-in-time contracts provide the necessary personnel for the timely completion of data cable installation needs for all campus locations.

The University issued a solicitation to ensure fair and competitive pricing, the ready availability of specialized skills, and terms and conditions addressing the University’s requirements. Each project will be evaluated on scope, skills required, time and costs.

Funding has been identified and is available and budgeted within the Information Technology Service Unit Operational Funds.

Suppliers awarded:

Sequoyah Communications, Inc.	Oklahoma City, Oklahoma
Trans-Tel Central, LLC	Norman, Oklahoma

An evaluation team comprising the following individuals rated the responses.

- Dave Anderson, Director, Network & Telecom, Information Technology
- Melanie Taylor, IT Contracts, Information Technology
- Shane Smith, IT Manager, Information Technology
- Jeff McCanlies, IT Manager, Information Technology
- Dustin Moore, Senior Contract Specialist, Procurement

President Harroz recommended the Board of Regents authorize the President or his designee to award a multi-vendor contract in the amount of approximately \$1 million dollars annually to acquire IT Cable Labor Installation for Digicom Services that will serve the entire University, for a one-year period beginning January 1, 2022, with the option to renew for four additional one-year periods at equivalent pricing.

**REVISIONS TO THE REGENTS' POLICY MANUAL – SECTION 7: UNIVERSITY ADVANCEMENT -- ALL**

The Regents' Policy Manual includes a policy outlining the organization and governance of the Office of University Advancement ("Advancement"). The policy describes various Advancement programs; Advancement's relationship to the University of Oklahoma Foundation, Inc. ("Foundation"); the criteria for naming University buildings, academic units, scholarships, and landmarks; and the procedures for receiving and managing gifts to the University. The policy was last updated in 2019.

On February 28, 2021, the Board of Regents and the Foundation entered into the Amended and Restated Operating Agreement and the Advancement Services Agreement wherein the University transferred many of its advancement services to the Foundation. Although the President is still responsible for establishing the fundraising goals and advancement priorities of the University, the Foundation is now responsible for implementing the President's goals with respect to advancement, development, alumni and donor relations, and other fundraising services. The President proposes the Board revise and update the University's policy to reflect this shift in the University's relationship to the Foundation. To date, the President has worked closely with both the Office of Legal Counsel and the Foundation and consulted other departments where relevant.

The draft attached hereto as Exhibit E proposes several significant changes to the existing policy. The most notable changes include:

- **Deletions** — The draft policy deletes several sections from the Regent's Policy Manual. Many deleted sections address the organization and policies of University Advancement and have been deleted as that department no longer exists.
- **Responsibility for Private Fundraising** — The draft policy clarifies that the President is responsible to the Board for all private fundraising. The president establishes the priorities for the University and the Board has contractually designated the Foundation as the entity that has responsibility for implementing those priorities.
- **Vice President and Chief Advancement Officer** — The policies specify that the Foundation's Vice President and Chief Advancement Officer will consult with the President and, at the direction of the President, is responsible for approving fundraising activity on campus.
- **Gifts to the University** — The draft policy clarifies that all proposed gifts should be directed to the Foundation and that the Foundation is responsible for gift counting and reporting for all gifts to both the University and the Foundation. The policy also clarifies that software licenses are not considered donations under IRS guidelines.
- **Naming Committee**—The draft policy proposes a naming committee comprised of the Vice President and Chief Advancement Officer, the Vice President for Executive Affairs, the Vice President and General Counsel, the Vice President and Provost of the appropriate campus, the Vice President of Marketing and Communications and the Chief Financial Officer. The committee will evaluate naming rights associated with major buildings, facilities, colleges, schools, centers, or programs, as well as naming rights associated with gifts valued at \$1 million or more. The committee will evaluate the proposal in accordance with the criteria and parameters specified within the proposed policy and make a recommendation to the President and Board of

Regents. The Board of Regents must approve naming rights associated with the gifts outlined above. The committee will also consider the removal of names when appropriate and will make recommendations to the Board of Regents on that basis as well.

- **Cobranding**—The draft policy includes a statement discouraging cobranding of units and requiring a University legal review prior to any exceptions. Any instances of cobranding must be approved by the Board of Regents upon the recommendation of the President and Vice President and General Counsel.
- **Public Artwork**— The draft policy also includes changes to the section on public artwork. The proposed revision states that prior to removing a public sculpture, the President shall convene the committee that evaluates whether the University should accept proposed donations of art. That committee evaluates the presence and placement of certain public sculptures on campus, consulting with others as necessary, and will make a recommendation to the President about whether to maintain, remove, or relocate a sculpture. The President will consider the committee's recommendation and make a final recommendation to the Board.

President Harroz recommended the Regents approve suggested revisions to the Regents' Policy Manual – Section 7: University Advancement. The draft policy was provided to the Regents in December for consideration and feedback to prepare this final policy to be adopted.

#### **AMENDMENT TO SUPPLEMENTAL RETIREMENT PLAN – ALL**

The University discovered anomalies in its retirement plan funding process, resulting in certain overpayments made in excess of the allowable IRS limits for certain individuals. As a result, the University is 1) taking corrective action to bring the plans into compliance and 2) making arrangements to return those overpayments to the individuals potentially adversely impacted in the least disruptive manner. To accomplish the return of funds to individuals as intended, the University needed to amend the University of Oklahoma 403(b) Supplemental Retirement Plan on or before December 31, 2021 to permit employer contributions for individuals within five years of retirement and flat contributions to individuals designated by the Board of Regents. Interim approval for the increase was given by the Chair, Finance, Audit & Risk Committee Chair, and Administration & Operations Committee Chair. These changes were incorporated in the 2021 First Amendment to the University of Oklahoma 403(b) Supplemental Retirement Plan which was executed by the Chair. Any affected employees will be notified.

President Harroz recommended the Board of Regents ratify the interim approval given per the Board Bylaws to authorize the Chair of the Board to execute the 2021 First Amendment to the University of Oklahoma 403(b) Supplemental Retirement Plan.

#### **AUDIT, TAX AND COMPLIANCE SERVICES – ALL**

At the March 2021 meeting, the Board of Regents selected the firms of BKD, LLP and KPMG, LLP, to provide audit, tax and compliance services for five fiscal years (renewable annually) beginning with the fiscal year ended June 30, 2021. The firms have agreed to provide the second year of services to the University as outlined below.

	<u>FY2022</u>
Financial Audits:	
Norman Campus	\$108,500
Health Sciences Center	93,600
KGOU-FM	<u>16,300</u>
Subtotal	<u>218,400</u>
Compliance Audits:	
Norman Campus A-133	33,400
Health Sciences Center A-133	29,700
Nuclear Regulatory Commission’s Report	1,500
Norman Campus NCAA	<u>11,900</u>
Subtotal	<u>76,500</u>
Tax Return (990-T):	
Norman Campus	13,450
Health Sciences Center	<u>10,120</u>
Subtotal	<u>23,570</u>
Total Requirements	<u>\$318,470</u>

Total fees of \$318,470 represent an increase of \$7,860 (2.5%) when compared to total FY 2021 audit, tax and compliance services fees.

Funding has been identified and is available and budgeted within the respective campuses operating budgets.

President Harroz recommended the Board of Regents:

- I. Reappoint the public accounting firm of BKD, LLP, to serve as the University’s financial statement auditors, Single Audit auditor, NCAA agreed-upon procedures auditor, KGOU-FM financial statement auditor, and Nuclear Regulatory Commission report preparer for the year ending June 30, 2022, for a fee not to exceed \$294,900;
- II. Reappoint the public accounting firm of KPMG, LLP to provide tax return preparation and consulting services to the University for the year ending June 30, 2022, for a fee not to exceed \$23,570; and,
- III. Authorize the Senior Vice President and Chief Financial Officer or his designees to execute the engagement of these firms for these services for the fiscal year ended June 30, 2022, the second year of their respective five-year proposals.

**REGENTS’ AWARD FOR OUTSTANDING JUNIORS – ALL**

To honor and encourage excellence in leadership and service, the Board of Regents presents to approximately 12 OU juniors each year the Regents’ Award for Outstanding Juniors. These awards are given to students on the basis of leadership, service to the University, involvement in campus activities, and academic progress. Recipients must have completed 72 credit hours and must submit short essays in response to identified questions. The recipients receive a certificate and small gift item. In addition, the names of each year’s honorees are engraved on a permanent plaque located in the Oklahoma Memorial Union on the Norman Campus and in the Health Sciences Center Library in Oklahoma City. The winners are selected by a committee comprised of students, faculty and staff members. The juniors will be honored this year at the Campus Awards Program scheduled for April 8<sup>th</sup> in the Donald W. Reynolds Performing Arts Center.

The names of the students selected are shown below:

**2022 RECIPIENTS  
REGENTS' AWARD FOR OUTSTANDING JUNIORS**

Peyton Armstrong  
Samarie Azzun  
Angelora Castellano  
Adriana Deliz Gonzalez-Vega  
Nanziri Esther Kayondo  
Brayden Love  
Aaron Reid  
Joshua Aiden Robinson  
Joseph Rotondo  
Katherine Schoeffler  
Imani MacKenzie Grace Toliver  
Riyana N. Williams

President Harroz recommended the Board of Regents approve the students selected to receive the 2022 Regents' Award for Outstanding Juniors.

**STAFF WEEK RESOLUTIONS – ALL**

**NORMAN CAMPUS**

WHEREAS, the staff of The University of Oklahoma Norman Campus are essential to the accomplishment of the institution's mission in teaching, research and public service; and

WHEREAS, their dedicated efforts and skills contribute to the quality and achievements of the entire University; and

WHEREAS, the many and varied contributions of the staff enhance the quality of life for those within the University community as well as those in the larger community;

NOW THEREFORE BE IT RESOLVED that the Board of Regents expresses its appreciation to all members of the staff and hereby proclaims April 25-29, 2022, to be "OU Staff Week" on the Norman Campus in recognition of the jobs well done.

**HEALTH SCIENCES CENTER CAMPUS**

WHEREAS, the staff of The University of Oklahoma Health Sciences Center in Oklahoma City are essential to the fulfillment of the institution's mission in teaching, research, and patient care; and

WHEREAS, their dedication, skills and talents strengthen and enhance the worth and productivity of the entire University; and

WHEREAS, the diverse contributions and achievements of the staff elevate the quality of life for those within the University family and ensure an unstinting effort toward fulfillment of the University mission

NOW THEREFORE BE IT RESOLVED that the Board of Regents expresses its appreciation to all members of the staff and hereby proclaims April 18-22, 2022, to be "OUHSC Staff Week" on the Oklahoma City Campus in recognition of the jobs well done.

## **TULSA CAMPUS**

WHEREAS, the staff of The University of Oklahoma Tulsa Campus are essential to the accomplishment of the institution's mission in teaching, research and public service; and

WHEREAS, their dedicated efforts and skills contribute to the quality and achievements of the entire University; and

WHEREAS, the many and varied contributions of the staff enhance the quality of life for those within the University community as well as those in the larger community;

NOW THEREFORE BE IT RESOLVED that the Board of Regents expresses its appreciation to all members of the staff and hereby proclaims April 18-22, 2022, to be "OU Staff Week" on the Tulsa Campus in recognition of the jobs well done.

President Harroz recommended the Board of Regents approve these resolutions in recognition of The University of Oklahoma Staff Week on each campus.

## **ACADEMIC PROGRAM REVIEW FINAL REPORTS – HSC**

The Oklahoma State Regents for Higher Education require the review of educational programs and functions at the campus level through an academic program review process. At the University of Oklahoma – Health Sciences Center campus, the Graduate College undertakes these reviews on a seven-year cycle. These reviews include the Graduate College's academic degree programs. The following academic programs were reviewed in 2020-21:

- Doctor of Philosophy in Nursing
- Master of Science and Doctor of Philosophy in Biochemistry and Molecular Biology
- Master of Science and Doctor of Philosophy in Cell Biology
- Master of Science and Doctor of Philosophy in Microbiology and Immunology
- Master of Science and Doctor of Philosophy in Neuroscience
- Master of Science and Doctor of Philosophy in Pathology
- Master of Science and Doctor of Philosophy in Pharmaceutical Sciences
- Master of Science and Doctor of Philosophy in Physiology

Oklahoma State Regents' policy 3.7.7 calls for all academic program review reports to be presented to the institution's governing board for approval before being forwarded to the State Regents for consideration. Approval is requested for the Graduate Program Review Reports as noted here.

President Harroz recommended the Board of Regents approve the 2020-21 Graduate College Program Review Final Reports:

## **OU HEALTH CLASS U DIRECTOR APPOINTMENTS – HSC**

In his new role as Chief Financial Officer, Mr. Matt Brockwell oversees the financial operations of the entire University, including the Health Sciences Center, Norman, and Tulsa campuses. Given the continuing transition of the physician practice group to OU Health (OUH), it is important that the OUH Board have members knowledgeable of the overall financial position of the University. As well, with former Provost Jason Sanders leaving the University, it



is appropriate that Interim Provost Raskob continue that academic connection with the clinical enterprise. Interim approval for these appointments was given by the members of the Health & Clinical Enterprises Committee, Chair Cawley and Regent Nagel.

With approval of these appointments, the University's representatives on the OU Health Board will be:

President Joseph Harroz, Jr.  
Senior Vice President Matthew D. Brockwell  
Interim Senior Vice President & Provost Gary Raskob, Ph.D.  
College of Medicine Executive Dean John P. Zubialde, M.D.  
Former Regent Leslie J. Rainbolt, M.D.

President Harroz recommended the Board of Regents ratify the interim approval given per the Board Bylaws to appoint the University's Chief Financial Officer, Matthew D. Brockwell, and the HSC Interim Senior Vice President and Provost, Gary Raskob, as Class U Directors of OU Health.

### **PROGRAM MODIFICATION – DOCTOR OF NURSING PRACTICE – HSC**

The Oklahoma State Regents for Higher Education Policy 3.4.3 requires that instructional programs obtain approval for modification to existing programs. The Doctor of Nursing Practice (DNP) program was implemented during the summer of 2020 with three specialization options. Those options were Executive Leadership, Family Nurse Practitioner, and Adult-Gerontology Clinical Nurse Specialist. As the college continues to grow and the demand for specialization in healthcare increases, the addition of two new options is timely. There is a shortage of neonatal advanced practice nurses in Oklahoma and across the country. The addition of the Neonatal Nurse Practitioner and Neonatal Clinical Nurse Specialist options within the DNP program will help fill the void of advanced practice providers. With the addition of these two specialization opportunities, the DNP program will be able to offer five options to students. Curriculum for the Neonatal Nurse Practitioner specialization, which was offered previously, has been updated and, given the increasing demand for this specialty, the College seeks to offer this option again. The Neonatal Clinical Nurse Specialist specialization prepares individuals to address continuous improvement of patient outcomes and nursing care. These two additional specialization options will contribute to improved patient care delivery by those completing this degree.

President Harroz recommended the Board of Regents approve a modification to the Doctor of Nursing Practice Degree Program at the Fran and Earl Ziegler College of Nursing to add two specialization options: (1) BSN-DNP Neonatal Nurse Practitioner, and (2) BSN-DNP Neonatal Clinical Nurse Specialist.

### **PROGRAM MODIFICATION – POST-GRADUATE CERTIFICATE IN NURSING – HSC**

Oklahoma State Regents for Higher Education Policy 3.4.3 requires that instructional programs obtain approval for modification to existing programs. There is a shortage of neonatal advanced practice nurses in Oklahoma and across the country. The addition of both a Neonatal Clinical Nurse Specialist Post-Graduate Certificate and a Neonatal Nurse Practitioner Post-Graduate Certificate will help fill the void of advanced practice providers. With the addition of these two Certificates, the OU Nursing post-graduate program will have eight options available for nurse specialization to address the nursing personnel shortage.

President Harroz recommended the Board of Regents approve a modification to the Post-Graduate Certificate in Nursing Program at the Fran and Earl Ziegler College of Nursing to add two certificate options: (1) Neonatal Nurse Practitioner, and (2) Neonatal Clinical Nurse Specialist.

### **OU HEALTH PARTNERS RENOVATION COST REVISION – HSC**

At the May 2020 meeting the Board of Regents approved the revised project as part of the comprehensive Campus Master Plan of Capital Improvement Projects for the Health Sciences Campus. At the June 2017 meeting the Board of Regents approved and authorized the administration to negotiate the terms of an agreement for full architectural services with JHBR Associates, Inc. At the March 2018 meeting the Board approved and authorized the administration to negotiate the terms of a construction management services agreement with GE Johnson Construction Company. At the January 2021 meeting the Board of Regents approved a revised budget of \$20,000,000.

Phase 1 of the construction is complete and Phase 2 is nearing completion. Phase 3, which includes the buildout for Dental and other tenant improvements as well as improvements the public area of the building, is set to begin. Due to material and labor price increases, it is proposed that the Board authorize a revised construction cost limit of \$19,250,000 and approve a revised project budget of \$21,000,000. Interim approval for the increase was given by the Chair, Vice Chair, and Facilities & Properties Committee Chair, to prevent the project from likely experiencing delays and increased construction costs.

Funds for this project have been identified, are available and budgeted from University sources and lease holder improvements.

President Harroz recommended the Board of Regents ratify the interim approval given per the Board Bylaws to:

- I. Authorize the University administration to contract and make payments not to exceed the revised cumulative amount of \$19,250,000 for construction of the OU Health Partners Project; and
- II. Approve a revised project budget of \$21,000,000 for the OU Health Partners project

### **RETENTION OF ECG CONSULTANTS – HSC**

Clinical and Financial integration of the inpatient and outpatient health services and provider groups was first contemplated in the Master Affiliation Agreement between the University and OU Medicine, Inc. (OUMI) effective February 1, 2018.

In June 2020, the Board of Regents approved and ratified a consulting agreement between the University, the University Hospitals Trust and Authority (UHAT), and ECG in an amount up to \$3,400,000, to be split 50/50 between the University and UHAT. At this time, an increase is necessary for ECG to continue to assist with these efforts. The continued engagement of ECG is critical to the realization of that state mission.

A copy of the consulting agreement is on file in the Board of Regents office. Funding for one-half of the increase in fees has been identified and is available through the OUHSC accounts.

President Harroz recommended the Board of Regents approve the extension and increase of the consulting agreement between the University, the University Hospitals Trust and Authority and ECG Management Consultants in an amount up to \$2,000,000 to be split 50/50 between the University and UHAT to jointly assist with the development of the highly integrated Academic Health Center, to consolidate the health services of OU Medicine, Inc. and OU Health Sciences Center under a single management structure co-governed by the University and UHAT.

### **ELECTRONIC MEDICAL RECORDS LICENSE EXPANSION AND TECHNICAL SUPPORT – HSC**

In January 2005, the Board approved the purchase of the GE Centricity Electronic Medical Records (EMR) software system for OU Health (formerly OU Physicians). Centricity EMR is now owned by VVC Holding Corp, dba athenahealth, and VVC Holding Corp. is the sole source provider of software licensing and maintenance support for the application. Licenses are added in direct relationship to the number of participating physicians. There are currently 1,400 concurrent user licenses for the EMR system.

Continued renewal of the software maintenance is necessary to maintain clinical record operations on behalf of over 975 physicians and advanced practice providers in OU Health. The cost for the software maintenance is considered fair and reasonable based on the substantial financial investment in the software and hardware and the critical responsibility to maintain and upgrade the current clinical record platform until Epic is live.

Funding has been identified, is available and set aside within the Information Technologies Service Unit Operational Funds.

President Harroz recommended the Board of Regents authorize the President or his designee to award a contract in the amount of \$1,447,900 to VVC Holding Corp. of Dallas, TX, on a sole source basis, for electronic medical records license expansion and technical support, for a one-year period to begin July 1, 2022.

### **PHYSICIAN PRACTICE MANAGEMENT SOFTWARE MAINTENANCE – HSC**

At the July 2000 meeting, the Board of Regents approved the University's initial purchase of IDX hardware, software, and consulting services for a physician practice management system. VVC Holding Corp, dba Athenahealth, is the sole source provider of software license maintenance support for all IDX professional practice management system applications. OU Health (formerly OU Physicians) uses the IDX system to manage patient registration, appointment scheduling and professional services billing. This database platform allows growth in the clinical practice volumes by utilizing existing software licenses and adding new users as required. OU Health currently utilizes 1,455 concurrent user licenses.

Continued renewal of the software maintenance is necessary to maintain the patient scheduling, billing, and reporting operations on behalf of over 975 physicians and advanced practice providers in the OU Health group. The cost for the software maintenance is considered fair and reasonable based on the substantial financial investment in the software and hardware and the critical responsibility to maintain and upgrade the current clinical practice management and billing system.

Funding has been identified, is available and set aside within the Information Technologies Service Unit Operational Funds.

President Harroz recommended the Board of Regents authorize the President or his designee to award a contract in the amount of \$1,343,685 to VVC Holding Corp. of Dallas, TX, on a sole source basis, to provide software maintenance for the one-year period beginning July 1, 2022.

## **REVISIONS TO THE FACULTY HANDBOOK – HSC**

The last complete revision to the Health Sciences Center Faculty Handbook was in 2017. In November 2021, in response to the integration with OU Health, then Senior Vice President and Provost Jason Sanders appointed a committee to conduct a focused review the Faculty Handbook sections that would require revision to reflect the integration. The committee was chaired by the Vice Provost for Health Sciences and included faculty physicians, some whom are now dual OU – OU Health employees. The proposed revisions, attached hereto as Exhibit F, in most cases are to clarify procedures or to bring policy in line with current practice related to dual appointments between OUHSC and OU Health.

Additions are noted by underline and deletions by strike-through.

President Harroz recommended the Board of Regents approve the revisions to the Health Sciences Center Faculty Handbook as proposed.

## **COLLEGE OF MEDICINE BYLAWS REVISION – ARTICLE 5.2(d) – HSC**

Revisions to the University of Oklahoma College of Medicine Bylaws require Board of Regents' approval. The revisions below are proposed to address the composition and purpose of the Student Promotions Committee (COM Bylaws section 5.2(d)). Specifically, the proposed revisions are intended to:

- Clarify the purpose of the committee to better reflect accreditation standards and align with college policies and practices regarding student promotion and graduation
- Specify the inclusion of College of Medicine faculty from the Tulsa campus
- Reduce the total number of promotions committee members

Article 5: Standing Boards, Councils and Committees  
Section 5.2 Other Boards, Councils and Committees  
(d) Student Promotions Committee.

The Student Promotions Committee (SPC) shall be composed of ~~fifteen~~ eleven voting faculty members appointed from the faculty by the Executive Committee of the Faculty Board. At least two of the eleven members shall be faculty from the School of Community Medicine. Designated associate and assistant deans from the College of Medicine shall serve as non-voting ex officio members, whose presence is not computed in meeting the number for quorum. The committee functions as prescribed by the Faculty Board to monitor the performance of individual medical students and recommend who shall and shall not be promoted, and, if appropriate, what must be accomplished to receive a recommendation for promotion. The Student Promotions Committee shall also recommend to the Faculty Board and Executive Dean who shall and shall not graduate, and, if appropriate, what must be accomplished to be granted the M.D. degree. In accordance with relevant institutional policies, the SPC shall make recommendations to the

executive dean regarding medical student status, academic progress, continued enrollment, and satisfaction of graduation requirements. The SPC shall make such recommendations for all medical students enrolled at the University of Oklahoma, regardless of instructional track or site.

President Harroz recommended the Board of Regents approve the proposed revisions to the College of Medicine Bylaws Revision: Article 5 – Standing Boards, Councils, and Committees: Section 5.2(d) Student Promotions Committee.

## **SUBSTANTIVE PROGRAM CHANGES – NC**

The Oklahoma State Regents for Higher Education require that all substantive changes in degree programs be presented to the institution's governing board for approval before being forwarded to the State Regents for consideration. The proposed academic programs listed below have been approved by the appropriate faculty, academic units, and deans; reviewed by the Academic Programs Council and/or Graduate Council; and approved by the Senior Vice President and Provost. They are being submitted to the Board of Regents for approval prior to submission to the State Regents.

Substantive Program Changes  
Reviewed by the Academic Programs Council or Graduate Council  
January/February 2022

Degree Designation, Program and Option Name Change

JEANNINE RAINBOLT COLLEGE OF EDUCATION

Learning Sciences, Master of Education (RPC 055, MC M629)

Change of degree designation, program name change, and requirement changes. Change the Level I and II degree designation to Master of Science. Change the Level III program name and Level IV option name to Science of Psychology, Data, and Research in Education. Removing EIPT 5533 from required because we will no longer be learning sciences. Adding methods courses because we are becoming an ed research program. Adding EIPT 5023, 6023, 5033 and 5203. Changing EIPT 5980 from 3-6 hours to 6 hours for Thesis students. Non-thesis students will take 6 hours of EIPT 5990 instead of 3-6 hours of EIPT 5970 or 5920. Reducing elective hours from 21-24 hours to 12 hours. Total credit hours for the degree will not change.

Reason for request:

We created Learning Sciences because we had two different programs, instructional design and educational psychology, combined. We haven't been able to successfully serve these two very different sets of students effectively. Thus, the learning design faculty are going to create a new program and we are modifying the Learning Sciences program into a program entitled Science of Psychology, Data, and Research in Education, which will better represent the expertise of the remaining faculty. In addition, we will be able to better recruit students who want to study educational psychology and research. Educational data and research is a quickly growing field and our research suggests that there is a significant market for Master- trained job candidates within universities, non-profits, school districts, national and state departments of education, and in industry. This change will be more marketable to prospective students. We are removing the instructional design component from our program. Thus, we are removing the instructional design courses from the course options.

## Program and Option Name Changes

### JEANNINE RAINBOLT COLLEGE OF EDUCATION

#### Learning Sciences, Doctor of Philosophy (RPC 056, MC D640)

Program name change and requirement changes. Change the Level III program name and Level IV option name to Science of Psychology, Data, and Research in Education. Removing instructional design courses from required because we will no longer be learning sciences. Remove the Research, IPT Core, and Elective headings along with EIPT 5023, EIPT 5533, EIPT 6101, EIPT 6143, two courses (6 hours) in either quantitative or qualitative research methods, 6-9 hours of seminars or independent studies, and 15 hours of specialization courses. Adding methods courses because we are becoming an ed research program. Add EIPT 6033, EIPT 6063, EIPT 6073, EIPT 6083, EIPT 6103 EIPT 6153 and EIPT 6223. Change 36-39 hours of Additional Coursework to up to 55 hours of Electives/Additional Coursework as needed to reach 90 post baccalaureate credit hours, as approved by faculty advisor. Credits from a previously earned master's degree may be included with advisory committee approval. Total credit hours for the degree will not change.

#### Reason for request:

We created Learning Sciences because we had two different programs, instructional design and educational psychology, combined. We haven't been able to successful serve these two very different sets of students effectively. Thus, the learning design faculty are going to create a new program and we are modifying the Learning Sciences program into a program entitled, Science of Psychology, Data, and Research in Education, which will better represent the expertise of the remaining faculty. In addition, we will be able to better recruit students who want to study educational psychology and research. Educational data and research is a quickly growing field and our research suggests that there is a significant market for PhD-trained job candidates within universities, non-profits, school districts, national and state departments of education, and in industry. This change will be more marketable to prospective students. We are removing the instructional design component from our program. Thus, we are removing the instructional design courses from the course options.

### MEWBOURNE COLLEGE OF EARTH AND ENERGY

#### Geological Engineering, Bachelor of Science (RPC 091, MC B470)

Program name change and requirement changes. Change the Level III program name and Level IV option name from Geological Engineering to GeoEnergy Engineering. Requesting new courses be added to the curriculum requirements and remove the old courses. Remove ENGR 1001, 1112, 1213, 2113, 2153, 2213, 2313, 2613, 3223, and 4223; GEOL 1124, 3123, 3233, 4113; CHEM 3421, 3423; MGT 3013; P E 3153, 4223; MATH 4163; G E 5110, 5243, and 5310. Add P E 2113, 2153, 2213, 3022, 3223, 3723, and 4463; ENGR 2431; C S 1213; G E 2013, 3212, 3221, 3220, 3313, 3413, 4613, 3712, 4453, and a choice of G E 4713 or 4633 or 4623. Also add the First-Year Experience (Core V) general education requirement (3 hours). Substitute MATH 1914, 2924, and 2934 for MATH 1823, 2423, 2433, and 2443. Change the Advanced Engineering or Science Elective to Geoscience Elective and Advanced Technical Elective to Technical Elective. The total credit hours for the degree will change from 133 to 129.

#### Reason for request:

The geological engineering BS degree was recently approved for reactivation by OSRHE in October 2020 with an anticipated start in the fall of 2021. The accompanying program modification name change requests that the degree be named Bachelor of Science in GeoEnergy

Engineering. The aim is for the program to meet the demand for education in emerging energy fields such as geothermal energy, hydrogen energy, renewable energy, energy storage and CO<sub>2</sub> capture and sequestration. With the current energy transition globally, this department can strategically address the changes in the energy industry, prepare graduates for the transitional energy initiatives, and this degree will be imperative to future student enrollment growth within MPGE. The name change stems from our BSGE Committee, made up of faculty and industry advisory board members, to recognize and advance the importance of energy transition in the global economy, and to provide opportunities for faculty and students to establish leadership in the GeoEnergy Engineering areas. The new courses added will update the degree program to relevant content in line with the transitioning needs in global energy.

### Program Requirement Changes

#### GIBBS COLLEGE OF ARCHITECTURE

##### Architecture, Master of Architecture (RPC 012, MC M047)

Course requirement changes. Accepting either ARCH 5143 Architectural History or RCPL/GEOG 5003 The Global City and Planning for the first introductory history/theory requirement for the Architecture (via other pre-arch 3 year) (M047) program. Remove ARCH 5563 and replace it with an additional 3-hour Research Elective. ARCH 5133 has also changed numbers to 5193.

##### Reason for request:

The program needs the flexibility to provide content when a cohort of students is low in numbers. ARCH 5133 is slashlisted and a change in course numbers was required to be crosslisted with CNS. ARCH 5563 was deleted because a curriculum change incorporated the content into another course.

##### Interior Design, Master of Science (RPC 383, MC M586, M587, M588)

Course requirement changes. *Changes for First Professional Option:* Change I D 5940 Field Work or Research Elective from 6 hours to 3 hours and a 3-hour Research Elective. *Changes for Post Professional Option:* Change advised electives from 6 to 12 hours and add ID 5463 or ARCH 5053 as options. Change I D 5940 from 9 to 3 hours. Add non-thesis completion option of 6 hours of I D 5950 and 3 hours of research elective. Add additional prerequisite course requirement of I D 5793 for students with undergraduate degrees from non-CIDA accredited ID program or related field. If I D 5793 is identified as a prerequisite requirement at admission, it cannot be applied to the degree. Remove I D 5980 Research for Master's Thesis as completion option. Total hours for the Post Professional Option will change from 30 to 30 or 33. *Changes for Interior Design major M586:* delete the M586 major. Total credit hours for the degree will not change.

##### Reason for request:

**First Professional Option:** The purpose of this program modification is to delete the thesis option for MSID first professional program. The MSID first professional program is for students who do not have a background in Interior Design or related field prior to entering the program. It is important for these students to pursue the non-thesis project option as their final coursework experience before graduation. A non-thesis project will provide the students with more design project experience, thus helping to build their skills and professional portfolio.

**Post Professional Option:** We currently have two different post professional Master of Science in Interior Design options, one Master of Science in Interior Design for students with a non-CIDA accredited ID degree or related field and another Master of Science in Interior Design post professional program for students with a CIDA accredited ID degree. Having two different

programs with very similar course requirements has been very confusing for our applicants, and they often end up applying to the wrong program. Hence, we propose this program modification to consolidate both programs into one. Additionally, several incoming MSID students come into the program with knowledge of Revit software. To avoid writing multiple petitions to graduate college for course substitution, the Division has decided to add that option for substitution with graduate liaison approval into the program requirement.

Interior Design Major: Please delete program/major MSID (M586) as we are consolidating both M586 and M588 (Post Professional Option).

## DODGE COLLEGE OF ARTS AND SCIENCES

### Anthropology, Master of Arts (RPC 009, MC M025-Q615, M025-QTBD)

Addition of Applied Medical Anthropology concentration and course requirement changes. The new Applied Medical Anthropology concentration will be non-thesis and require a total of 34 hours. All of the other MA concentrations in Anthropology will remain as they are and continue to require a thesis. Also, make a small modification to the Methods requirement in the Sociocultural Anthropology concentration. Add ANTH 5153, ANTH 5433, and ANTH 5513 as additional Research Methods options along with ANTH 5253 and ANTH 5213. Total credit hours for the degree will change from 30 to 30-34.

#### Reason for request:

The proposed MA Concentration in Applied Medical Anthropology seeks to better meet the needs of students with an interest in medical anthropology, and specifically those who wish to apply their skills by serving in health and community organizations. It provides training that is in line with what these organizations expect from an MA-level applied medical anthropologist (e.g., additional methods courses and an internship which provides experience engaging with the kinds of problems and the kinds of settings in which students will eventually seek employment). To best serve these students, the Applied Medical Anthropology concentration is non-thesis, but requires an internship. With the addition of this concentration, the total hours for the degree will change from 30 to 30-34 and a nonthesis option will be added for this concentration only.

The MA concentration in Applied Medical Anthropology prepares students to contribute anthropological perspectives and methods to research, community, and/or tribal organizations that seek to understand and improve human health. The track includes an internship which will be supervised by the student's Chair in consultation with an Internship Committee. The exam will be evaluated by the student's Committee. No thesis is required.

Sociocultural Anthropology concentration change: We are expanding the list of courses that fulfill the Research Methods requirement from two to five. This change will give students more flexibility and will make it easier to make sure courses satisfying the requirement are on the schedule. It will also offer wider opportunities for training in diverse kinds of methods in cultural anthropology.

### French, Bachelor of Arts (RPC 084, MC B445)

Program requirement changes. In the Major Requirements, delete FR 2133 French Conversation and Culture or FR 2263 French Culture through Song and add FR 2253 Health, Medicine, and the Environment in French Culture. Also, delete FR 3083 Advanced French Conversation and Phonetics and add FR 3753 French Culture through Film OR FR 3723 French for the Professions OR FR 3623 Business French. Delete "Major Support Requirements (3-13 hours): Choose a course in European History approved by advisor (3 hours). Choose courses that provide an elementary knowledge of another classical or modern foreign language (0-10 hours)." The major support hours have been replaced by free electives so total credit hours for the degree will not change.



Reason for request:

FR 2133 and FR 2263 do not meet the needs of our students, and the courses have not been offered for years. They need to be deleted from the major checksheet. By contrast, FR 2253 is a current course that aligns with the OU Strategic Plan focus on STEM fields, including Health and Public Health, Medicine, and the Environment and Sustainability. FR 2253 can serve students entering these fields, while at the same time advancing their skills in the second language, thus preparing them for the global workforce.

With today's teaching methods, all French classes incorporate a significant component of spoken language and aural comprehension as a part of linguistic and cultural fluency. FR 3083 is therefore now redundant. It needs to be eliminated from the major checksheet. By contrast, FR 3753, FR 3723, and FR 3623 are key subject classes that further skills and knowledge, including in applied contexts. These classes prepare students for study and work abroad and in French-speaking contexts. They prepare students for 4000-level coursework required to complete the major. These classes can also be taken as electives to complete the minor in French, serving to align the minor and major programs in French.

The Major Support Requirements are tangential to the degree in its modified form, and they impede student progress to graduation. Their elimination (3-13 credit hours of courses that are non-essential to the major) makes the major in French manageable for our students to complete in four years. Most students in French complete double majors and/or a major plus minor(s) combination. They do not have time for non-essential courses. These extraneous requirements, now outdated, need to be eliminated.

The modifications serve three purposes. 1) The modifications update the major checksheet to reflect current course offerings that respond to student needs and improve the quality of the curriculum in French. 2) The modifications align the major in French and the minor in French, enhancing the accessibility of the major to students and our ability to staff core courses in both programs. 3) The modifications improve time-to-degree for undergraduates, by eliminating outdated requirements.

Spanish, Bachelor of Arts (RPC 215, MC B850)

Program requirement changes. Remove the Major Support Requirement - Language (0-10 hours) "An elementary knowledge of another modern or classical foreign language is required." Replace hours with free electives. Total credit hours for the degree will not change.

Reason for request:

This action aligns the Spanish major with the other programs in the Department of Modern Languages, Literatures, and Linguistics, which have removed the requisite for an additional language from their majors. It also follows national trends in the field. The requirement is a disincentive for students to complete the Spanish major.

Women's and Gender Studies, Bachelor of Arts (RPC 320, MC B875)

Program requirement changes. The current major requires 30 hours total, 21 of which are upper division. They include on Introduction Requirements, 12 hours in Area Studies, one Theory Requirement, and one Senior Requirement. We propose several changes in order to update the major course of study, bring WGS at OU into better alignment with our benchmark units, and offer a more robust and coherent experience for our students that reflect the signature strengths of the department. 1) Expanding the Introduction Requirement into a full Foundations Sequence: Add requirement for LGBT 1003 Intro to LGBTQ Studies and one of the following: WGS 3123, WGS 3233, or WGS/LGBT 3263. 2) Expanding the Senior Requirement into a full Theory and Research Sequence: Remove choice of WGS 3980, WGS 4013, or WGS 4913. Add requirement for WGS 4233 Feminist Research Methods and WGS 4003 WGS Capstone and one of the following: WGS 4123 or WGS/LGBT 3273. 3) Emphasizing Electives taken within the

department: Remove 9 hours of Area Studies electives; Add 12 hours of WGS Core Electives and 3 hours of Interdisciplinary Elective. 4) Increasing the total required hours in the major from 30 to 33. Total credit hours for the degree will not change.

Reason for request:

1) Expanding the Introduction Requirement into a full Foundations Sequence: students will take 3 courses that introduce them to the key concepts, texts, critical thinking skills, and content that shape WGS as a discipline. 2) Expanding the Senior Requirement into a full Theory and Research Sequence: students will round out their training in WGS with 3 courses that invite them into advanced conversations and praxes in WGS. The Feminist Research Methods and Capstone are sequenced courses designed to create a comprehensive pedagogical experience in which students complete their program of study by conducting original research and producing a final capstone project that invites students to become agents of their own learning. 3) Emphasizing Electives taken within the department: in the past, students have taken the majority of their credit hours outside the department in the form of satisfying the Area Studies requirements. Because of recent growth in our regular faculty, and in keeping with larger changes in the WGS discipline, students will now have the opportunity to be trained primarily by WGS-appointed professors. 4) Increasing the total required hours from 30 to 33: this change allows students to take an additional Interdisciplinary Studies elective outside the department from a list of approved courses. This allows for an extensive and rigorous program of study that reflects the rigor of the department and the broader discipline.

The current checksheet has been appropriate in the past because WGS has had low numbers of regular faculty appointed in the unit; since 2020, however, the size of our regular faculty has grown from 2 to 6 and we will soon add a 7th line. This growth means that we are able to offer our students a more centralized pedagogical program in which they will take most of their courses for the major from regular faculty appointed in the unit, rather than from affiliated faculty appointed in other departments, as has been the pattern in the past.

The checksheet we propose provides significantly more structure and coherence to the program of study and brings the major in alignment with national trends in WGS education. Our proposed sequences – Foundations, Electives, and Theory and Research – more closely map to our benchmark WGS units. Moreover, this new checksheet provides students with opportunities to build their skills and understanding in the Introduction sequence, expand their thinking in Elective courses, and create new knowledge and original research in the Theory and Research sequence.

Finally, this new checksheet reflects the signature strengths of the department, as outlined in our Strategic Plan. The unit pursues excellence in our research and teaching in three signature areas: Social Justice, Feminist Praxis, and Community-Engaged Learning; Intersectional Analysis, Pedagogy, and Research Design; and Trans and Queer Feminist Methodologies and Theoretical Models. Our proposed major course of study ensures that our students develop skillsets and knowledge in those signature areas in ways that mark their education in WGS at OU as distinctive.

## JEANNINE RAINBOLT COLLEGE OF EDUCATION

### Professional Counseling, Master of Education (RPC 248, MC M203)

Course requirement changes to the Clinical Professional Counseling option. Add EDPC 5913 Practicum in Counseling and EDPC 5653 Crisis Counseling to be listed as Required Courses. Remove EDPC 5443 Family Systems Theory from Required Courses. Change electives from 15 to 12 hours to keep total hours the same. Total credit hours for the degree will not change.

Reason for request:

Although, EDPC 5913 Practicum in Counseling has been in the books for a while (and was offered in the past), it was omitted from the list of course offerings, as an independent course for a few years until spring 2020. Since spring 2020, the course has been, and will be offered every spring semester prior to students beginning their internships in the following fall semester. Although students are required to take the practicum course, it is currently an elective in their program of study. The Clinical Professional Counseling Program is planning to seek CACREP accreditation, under the 2016 Standards, and is currently preparing the program application and accompanying self-study. Under CACREP Standard Section 3: Professional Practice, "which includes practicum and internship, provides for the application of theory and the development of counseling skills under supervision." The practicum course is considered a "core" course, in other words, a required course. Currently, the required coursework does not include a 3-hour practicum course in the program's clinical sequence. Therefore, it is essential to list EDPC 5913 Practicum in Counseling as a required course as the program is preparing to seek CACREP accreditation. Similarly, EDPC 5653 Crisis Counseling needs to be a required course according to CACREP 2016 Standards, and although it has been in the books, it has not been offered as a required course in the past years. We ask that the change be made so that EDPC 5653 Crisis Counseling is a required course in the Program of Study.

## WEITZENHOFFER COLLEGE OF FINE ARTS

Music, Master of Music (RPC 173, MC M724-Q483)

Course requirement changes to the Organ Technology concentration of the Organ option. Change category title from Organ Construction and Design to History and Technique of Organbuilding. Remove MUTE 5423, History and Fundamentals of Pipe Organ Construction and Design. Add MUTE 5471, Internship in Organbuilding I. Add MUTE 5472, Internship in Organbuilding II. Change title of MUTE 5453 from Organ Construction and Design I, to History and Technique of Organbuilding I. Change title of MUTE 5463 from Organ Construction and Design II to History and Technique of Organbuilding II. Total credit hours for the degree will not change.

Reason for request:

We are the only university in the country where study in Organ Technology is available. This emphasis is a powerful recruiting tool and has already brought numerous students to the School of Music who would have otherwise not come to the University. This proposal is cost neutral and utilizes personnel and equipment resources already in place at OU.

Changing the set of Core Courses from Organ Construction and Design to History and Technique of Organbuilding more accurately describes the content of study. The two specific courses in the degree emphasis, History and Technique of Organbuilding I and II, contain content that moves through centuries of the pipe organ's evolution mechanically, technically, and historically. They integrate with the established Organ Literature courses that focus on the history of the music and instrument.

An independent organ shop is not necessary to teach this curriculum. The fundamental skills required would be developed in credit bearing internship courses. Like Music Education students have student teaching, Organ Technology students would spend internships in the field with local organ builders for part of their study and extended internships during summer sessions with established firms. With the diversity of organ builders willing to partner with the University, students will be able to specialize in various areas of organ building. Internship hours would be evaluated and observed to provide appropriate feedback from both faculty and resident organ builders.

## COLLEGE OF PROFESSIONAL AND CONTINUING STUDIES

Professional Studies, Bachelor of Science (RPC 237, MC B090-P047)

Program requirement changes to the Aviation Management Non-Flying track. Delete SCM 3523 Production Operations Management and replace it with SCM 3113 Principles of Supply Chain Management. The total hours for the degree will not change.

Reason for request:

The SCM 3113 course is a survey course that covers all three key components of SCM (Procurement, OM, and Logistics). The SCM 3253 course only covers one part of the Supply Chain (OM). The advantages of the proposed change for Management students are complete exposure to SCM Topics, better preparation for additional SCM courses, and better career perspective.

Substantive Program Changes  
Reviewed by the Academic Programs Council or Graduate Council  
December 2021

## New Embedded Certificate

## PRICE COLLEGE OF BUSINESS

Hydrocarbon Energy, Graduate Certificate (RPC TBD, MC GTBD)

Addition of an embedded Graduate Certificate in Hydrocarbon Energy. The certificate is embedded in the Executive MBA and requires 16 total hours, with eight hours of required courses and eight elective hours chosen from two mutually exclusive lists approved by the graduate liaison.

Reason for request:

The certificate will provide students with specific skills and knowledge relevant to today's rapidly evolving hydrocarbon-based energy industry. Despite the developing transition and increased inclusion of renewable resources to the global energy mix, demand for hydrocarbon-based energy continues to grow worldwide. Feedback from EMBA in Energy students and alumni have indicated the importance of a balance between the two to best serve society's energy needs going forward. Offering a graduate certificate in hydrocarbon energy will provide opportunities to professional students looking to specify their expertise in this traditional sector and best suit the diversified energy mix approach the industry is working toward, furthering their professional careers and better positioning themselves as leaders in this transitioning industry.

Renewable Energy, Graduate Certificate (RPC TBD, MC GTBD)

Addition of an embedded Graduate Certificate in Renewable Energy. The certificate is embedded in the Executive MBA and requires 16 total hours, with eight hours of required courses and eight elective hours chosen from two mutually exclusive lists approved by the graduate liaison.

Reason for request:

The certificate will provide students with specific skills and knowledge relevant to today's rapidly developing renewable energy industry. As a consequence of the rapid changes in the energy industry toward renewables, on-going discussions with EMBA in Energy students and alumni with hydrocarbon-based energy backgrounds have indicated a strong desire for pathways

to develop expertise related to renewable energy. Offering the proposed graduate certificate will be a means to offer opportunities to these students to gain expertise in this field to further their professional careers and better position them as leaders in this transitioning industry.

#### Option Addition

#### PRICE COLLEGE OF BUSINESS

##### Management of Information Technology, Master of Science (RPC 341, MC MTBD)

Addition of new Level IV option in Business Analytics. The objective of the business analytics program is to foster technological leadership within immediate and extended academic and practitioner communities by developing and diffusing knowledge related to IT and IS practice. The option requires 32 total hours with one required course (MIT 5602) and 30 hours of electives chosen from a list of approved courses maintained by the MIS Division. Total hours for the degree will not change.

##### Reason for request:

The Online MS in Business Analytics offers a more flexible option to a diverse group of students who are geographically dispersed compared to the in-person program, while still maintaining the same quality. This option requires only one course, MIT 5602: Management of Information Technology, which will provide the foundational knowledge for the program and include a survey of topics in the curriculum. This flexibility in coursework will allow students to complete the program at their own pace and enable them to choose courses that are best aligned with their interests.

#### Program Deletion

#### JEANNINE RAINBOLT COLLEGE OF EDUCATION

##### 21<sup>st</sup> Century Teaching and Learning, Master of Education (RPC 412, MC M863)

Requesting deletion of the program effective immediately. There are no students enrolled and no courses will be deleted.

##### Reason for request:

Most students enrolled in the 21st Century Master's degree were hoping to gain promotion in the school districts in which they were employed as technology specialists. Due to law changes and hiring practices in school districts, students now need to obtain administrative licensure to hold these jobs; thus, the program is not viable to prepare students. These changes were not foreseen when the degree was proposed. Moreover, lack of faculty hired into the JRCoE over the past few years, coupled with a change in direction of the Learning Sciences program, has left the Learning Sciences program (under which this Master's degree was housed) with not enough faculty to support its redevelopment into a different Master's degree.

#### Program Requirement Changes

#### PRICE COLLEGE OF BUSINESS

##### Energy, Executive Master of Business Administration (RPC 451, MC M366)

Course requirement changes. The program is changing from 36 hours of required courses to 28 hours of required courses plus 8 hours of elective courses in the student's chosen track. Remove EMBA 5091, EMBA 5021, EMBA 5232, EMBA 5271, EMBA 5141, EMBA 5242, EMBA

5182, EMBA 5191, and EMBA 5212 as required courses for all EMBA in Energy students. Change the course title of EMBA 5261 to Energy and Environment. Change the course title of EMBA 5022 to Introduction to Energy Accounting. Change the course title of EMBA 5222 to Corporate Energy Finance. Change the course title of EMBA 5131 to Renewable Energy Resources. Change the course title of EMBA 5201 to Managing Change – Role of Leadership. Add EMBA 5291 Electric Power Systems, EMBA 5341 Cyber-Physical Security and Resilience for Smart Grid, EMBA 5412 Carbon Management: Strategies and Steps, and EMBA 5421 ESG and Sustainability as required courses for all EMBA in Energy students. Total hours for the degree will not change.

Reason for request:

The broader energy industry appears to be converging as many players seek to serve a growing clean power industry in an economy increasingly moving toward electrification. While renewables are not immune to impacts from the Covid-19 public health crisis, they are more resilient and continue to show robust growth.

The traditional hydrocarbon companies are attempting to reduce their carbon footprint, and some are diversifying or planning to diversify by investing in hydrogen, biorefinery efforts, other green technologies. Utilities industries are phasing out coal-fired turbines and switching to gas fired turbines in conjunction with using different forms of renewable energy. Also, utilities industry is embracing renewable energy due to the lower marginal cost of the renewables. Moreover, the renewed emphasis on grid resilience is encouraging the utilities industry to build microgrids, often including renewables like solar power.

As a consequence of the rapid changes in the energy industry, the two energy focused EMBA programs from Price College of Business are being impacted. Briefly, the EMBA in Energy program is hydrocarbon-centric, although it has been revised to include courses and topics to prepare the students to manage energy transition. The EMBA in Renewables, which is scheduled to start in January 2022, is attracting a robust pool of applicants. Many of them are from renewable energy industry, as to be expected. We are also getting a larger than expected number of applicants from the utility industries. Most surprisingly, we are also getting several applicants from the traditional hydrocarbon industry with years of experience in hydrocarbons but with no background in renewables. These applicants are planning to take the EMBA in Renewables program to expand their portfolio and/or because their companies are diversifying into renewable energy and with a degree in renewables, they will be in a better position to advance their careers. Consequently, we are proposing to combine the two energy focused EMBA programs into a single EMBA in Energy program. The proposed revised EMBA in Energy program will have core courses on energy and two sets of electives – one set on hydrocarbons and the other set on renewables. The combined program will serve broader constituents in energy and will better prepare the students to manage and lead the rapidly evolving energy industry.

**WEITZENHOFFER FAMILY COLLEGE OF FINE ARTS**

Drama-Theatre: Design, Bachelor of Fine Arts (RPC 330, MC B275-P171)

Program requirement changes. Remove DRAM 2423 as a required Design Emphasis course. Change the four Design Emphasis Tracks from 22 hours to 25 hours. Add DRAM 2423 to the Scenic Design, Lighting Design, and Sound Design Emphasis Tracks. Add DRAM 2053 to the Costume Design Emphasis Track. Add DRAM 3443 and remove DRAM 4272 and MTHR 1501 from the Sound Design Emphasis Track. Change Advised Electives to Electives: Choose 9 hours from the School of Drama or outside the department. Total credit hours for the degree will not change.

Reason for request:

Fixes the need for costume design majors to appropriately take DRAM 2053 CAD I instead of DRAM 2423 Drafting for the Theatre. For the Sound Design track, adds a new course in Digital Audio Techniques, essential for an ever-evolving professional industry, and deletes now-deemed non-essential classes to make room without increasing credits. For all design majors, changing “Advised Electives” to “Electives” eliminates need for cumbersome paperwork we have discovered to be unnecessary in practice.

## BOREN COLLEGE OF INTERNATIONAL STUDIES

International and Area Studies, Bachelor of Arts (RPC 018, MC B075, B420-P241, B420-P576, B495, B597, B604, B605, B630, B694)

Program requirement changes. For all options, remove the two additional Core IV Arts & Humanities General Education courses (outside the major). Change overall General Education hours from 43-56 to 37-50. Add the following footnote: “It is recommended students take either Western Culture, World Culture or Artistic Forms at the 3000/4000-level to fulfill the university requirement of one upper-division course from the approved University-Wide General Education list. The course must be outside the major. This may also be satisfied in the upper-division or free elective categories.” Also add to footnote two which applies to the intermediate language course: “If this requirement is waived, a few hours of General Education electives may be needed to achieve the required 40 hour minimum (may also be satisfied by a major requirement or free elective).” Remove the research and writing skills requirement in the major. Total credit hours for the degree will not change.

Reason for request:

IAS faculty voted to remove the two Core IV Arts and Humanities general education courses to increase flexibility for students. Many IAS undergraduate students seek minors or double majors/dual degrees, and this will give students more course flexibility. This will be reflected in all IAS undergraduate majors pending approval.

The research/writing skills requirement will be removed from all IAS undergraduate majors. This was added in order to increase preparation for IAS 4013 Senior Capstone, however, due to sequencing and enrollment offering concerns, the department found that it was not as effective as planned. As we look to our programs to increase student satisfaction and flexibility, removing the research and writing skills requirements would be beneficial.

## GAYLORD COLLEGE OF JOURNALISM AND MASS COMMUNICATION

Journalism-Public Relations, Bachelor of Arts (RPC 137, MC B815)

Program requirement changes. For the Public Relations option, JMC 4423 Contemporary Problems in PR (capstone) will replace JMC 3433 PR Design as a major core requirement and JMC 3433 will replace JMC 4423 as one option of four courses. JMC 4403 PR Campaigns has been removed as capstone and will serve as a major requirement. We have also added JMC 3453 PR & Society as a major requirement. Total credit hours for the degree will not change.

Reason for request:

Curriculum change in Public Relations to reflect the change in the industry and our accreditation requirements.

President Harroz recommended the Board of Regents approve the proposed changes in the Norman Campus academic programs.

## **CONCURRENT ENROLLMENT ADMISSION POLICY EXCEPTIONS – NC**

This is the fifth year of this program at Norman Public Schools (NPS) and the fourth year at Crooked Oak High School (CO). The purpose of these programs to increase college level learning opportunities at these area high schools. In addition, the program at Crooked Oak, a Title I School, provides an opportunity to recruit academically talented students to OU, who would typically not apply to OU. The project at CO provides an opportunity for students to take college level Sociology, Social Problems, American Federal Government, and Biology at their high school and earn college credit. Lastly, the Sooner Discovery (SD) program, a 4-week on campus college immersion program, serves as a recruiting opportunity for students across the state and out of state, while increasing college preparedness with extra support.

Implementing the projects requires The University of Oklahoma to renew annually a policy exception from the Oklahoma State Regents for Higher Education to their Institutional Admission and Retention Policy, specifically section 3.9.6.I – Concurrent Enrollment of High School Students.

After approval by the Board of Regents, the requests for policy exception will be forwarded to the Oklahoma State Regents for Higher Education for approval.

President Harroz recommended the Board of Regents authorize the administration to renew exceptions for the 2022-23 academic year from the Oklahoma State Regents for Higher Education to continue concurrent enrollment programs at Norman Public Schools and Crooked Oak High School. OSRHE requires exceptions to be authorized annually. Additionally included is the proposed new exception approval for the Sooner Discovery Program.

For NPS the exceptions would be as follows:

1. The requested exception is to allow admission to the NPS English program for students with a 20 ACT or 1020 SAT and high school GPA of 3.0, with a minimum 19 ACT English subtest score or 510 SAT Reading and Writing subtest score.
2. The requested exception is to allow admission to the NPS Math program for students with a high school GPA of 3.0; and a 19 Math ACT or 510 Math SAT; and seniors who have passed Algebra II.

For CO, the exceptions would be as follows:

1. For program admission: 20 ACT or 1020 SAT scores; and high school GPA of 3.0;
2. For Sociology, Social Problems, and American Federal Government course placement: 17 Reading ACT score;
3. For Introduction to Biology for non-majors course placement: 17 Science ACT score.

For SD, the exceptions would be as follows:

For program admission: 20 ACT or 1020 SAT scores; and high school GPA of 3.0.

## **RADAR INNOVATIONS ASSEMBLY BUILDING 2 – NC**

To avoid disrupting the project schedule and increasing construction costs, it was necessary to obtain prior approval as allowed by the Board Bylaws to proceed with the project prior to the March Board meeting. It is recommended that the Board ratify the authorization previously provided by the Chair, Vice Chair, and Chair of the Facilities & Property Committee.



This project is a new addition to the campus and includes an approximately 10,000 square foot radar assembly building. The structure will be located on the University Research Campus in proximity to the Radar Innovations Laboratory and is intended to support grant funded research associated with the Advanced Radar Research Center (ARRC). The building is primarily high bay space approximately 28-30 feet in height for assembly of large phased array radars with some space for storage, meetings and other support functions. The estimated total construction cost is \$4,000,000 with funding from University funds.

At this time, an architectural consultant is needed to assist the University in review and evaluation for the building of the Radar Innovations Assembly Building 2 and to provide full architectural design services. The selected firm will also provide ongoing architectural services for the ARRC on an as-needed basis as projects are identified and as grant or other funding becomes available. A request for qualifications was sent to the architectural firms that are currently registered with the Construction and Properties Department/Division of Capital Assets Management of the State Office of Management and Enterprise Service, and a committee was formed to evaluate the responses received from fourteen firms. The committee was composed of the following:

- Brent Everett, Assistant Director, Architectural & Engineering Services, Chair
- Robert Palmer, Associate VP for Research/Tommy C. Craighead Chair/Professor
- Michael Bruehl, Construction Administrator/Project Manager, Architectural & Engineering Services
- Korey Wheeler, Staff Engineer, Facilities Management
- Melany Dickens-Ray, Associate Vice President of Research

Proposals to provide the needed professional services for the projects were received from 8 architectural firms. Four firms were selected by the interview committee for further evaluation. A detailed review and interview was conducted with each of the four firms, and the firms were rated from highest to lowest as follows.

1. Miles Architecture, Oklahoma City, OK
2. GSB, Inc., Oklahoma City, OK
3. Rand Elliott Architects, Oklahoma City, OK
4. Studio Architecture, Oklahoma City, OK

**RADAR INNOVATIONS ASSEMBLY BUILDING 2  
ARCHITECTURAL FIRM EVALUATION SUMMARY**

	Studio Architecture	Rand Elliott Architects	Miles Architecture	GSB, Inc.
Acceptability of Design Services	90	100	125	110
Quality of Engineering (Services)	90	110	110	100
Adherence to Cost Limits	56	66	72	72
Adherence to Time Limits	53	69	75	72
Volume of Changes	38	42	46	48
Resources of the Firm	36	40	50	46
<b>Total</b>	<b>363</b>	<b>427</b>	<b>478</b>	<b>448</b>

Funding for the project has been identified and is available and budgeted from University funds.

President Harroz recommended the Board of Regents ratify the interim approval given per the Board Bylaws to:

- I. Approve the Radar Innovations Assembly Building 2 project and the addition of the project to the Campus Master Plan of Capital Improvement Projects for the Norman Campus;
- II. Rank in the order presented below architectural firms under consideration to provide professional services for the Radar Innovations Assembly Building 2;
- III. Authorize the University administration to negotiate the terms of an agreement and a fee, starting with the highest-ranked firm; and
- IV. Authorize the President or his designee to execute the consultant contract.

### **ELIONIX ELECTRON BEAM LITHOGRAPHY SYSTEM – NC**

The Elionix electron beam lithography system is required to allow research with an advanced lithography tool to write nano-scale pattern and enable the nanoscale structure fabrication for research and development applications in quantum, energy, medical, and semiconductor areas. This tool opens an unprecedented opportunity at OU for exploring new nanotechnologies that could impact the world in a broad range of important fields across environments, health and national security. The enabled technology development could lead to the growth of startup companies and stimulate the economic growth in the state of Oklahoma. Once installed, the Elionix electron beam lithography system will be used by and benefit the OU Cleanroom, the Center for Quantum Research and Technology (CQRT), which is one of the cross-cutting foundations across all four strategic research verticals that is part of pillar five of the Lead On strategic plan, as well as many faculty and research scientists across the Dodge Family College of Arts and Sciences and the Gallogly College of Engineering.

The funds to pay for this system will be from the OU Strategic Plan's Pro Forma equipment budget and has Vice President for Research and Partnership approval.

President Harroz recommended the Board of Regents authorize the President or his designee to award a contract in the amount of \$1,815,000 to SEMTech Solutions, Inc. of North Billerica, MA, on a sole source basis, to obtain an Elionix electron beam lithography system.

### **FRESHMAN HOUSING MASTER PLAN – NC**

At the March 2021 meeting, the Board of Regents approved and authorized the administration to negotiate the terms of an agreement for architectural services with ADG/Mackey Mitchel Architects. At the May 2021 meeting, the Board of Regents approved the Freshman Housing Master Plan as a part of the Campus Master Plan of Capital Improvement Projects. The University Administration wishes to engage a construction management firm to provide at-risk construction management services for replacement of the Freshman Housing on the Norman Campus in accordance with the University's strategic housing plan. The University expects approximately 2,100 new beds to be constructed while maintaining the current freshman bed count and with the flexibility to add or decrease the new bed count as needs dictate. The

new housing will be constructed in phases and it is expect to total approximately 600,000 square feet. The project will also include the demolition of the existing high-rise dormitories located on the project site.

A request for qualifications was sent to construction management firms that are currently registered with the Construction and Properties Department/Division of Capital Assets Management of the State Office of Management and Enterprise Service, and a committee was formed to evaluate the responses received from 5 firms. The committee was composed of the following:

Voting:

- Brian Holderread, Associate Vice President, Architectural and Engineering Services,
- Brent Everett, Assistant Director, Architectural & Engineering Services, Chair
- Brynn Daves, Assistant Vice President & Associate Dean of Students
- Dr. ShaRhonda Maclin, Assistant Dean of Students & Executive Director Housing & Residence Life
- Pamela Ketner, Associate Vice President, University Operations
- Matt Rom, Associate Vice President, Facilities Management
- Mike McKee, Director, Housing Operations

Non-Voting:

- Alan Moring, Architect, Architectural & Engineering Services
- Alison Heasley, Project Manager, ADG
- Clay Phillips, Principal, Mackey Mitchell

Based on these proposals and client references, 4 firms were selected for further evaluation, and the firms were ranked as shown below.

1. Flintco/Weitz Company, Oklahoma City, OK
2. Whiting-Turner Contracting, Baltimore, MD
3. Clayco, St. Louis, MO
4. Manhattan Construction/Turner, Oklahoma City, OK

**FRESHMAN HOUSING MASTER PLAN  
CONSTRUCTION MANAGEMENT FIRM EVALUATION SUMMARY**

	Whiting-Turner Contracting, Baltimore, MD	Clayco, St. Louis, MO	Flintco/Weitz Company, Oklahoma City, OK	Manhattan Construction/Turner, Oklahoma City, OK
Experience with Similar Projects	186	183	168	129
Quality of Pre-construction Consultants	112	114	118	92
Quality of Construction Phase Services	236	236	236	216
Resources of Firm	60	59	57	51
Total Points	594	592	579	488
In-State Factor (+5%)	594	592	608	512

Funds to cover the costs associated with preliminary professional services are available and identified from Housing Operations.

President Harroz recommended the Board of Regents:

- I. Rank in the order presented below firms under consideration to provide at-risk construction management services for the Freshman Housing Master Plan;
- II. Authorize the University administration to negotiate the terms of an agreement and a fee, starting with the highest-ranked firm; and
- III. Authorize the President or his designee to execute the Agreement for At-Risk Construction Management Services.

## AMENDMENTS TO THE HOUSING POLICY FOR FRESHMEN – NC

The “Housing Policy for Freshmen,” was last revised in 2018 and requires updates. The proposed revisions would provide clarification on who is required to live in campus housing during their first year at OU. A draft of the proposed revisions is below.

### 5.4 — HOUSING POLICY FOR ~~FRESHMEN~~ INCOMING STUDENTS

All ~~freshman~~ students, including transfer students, under the age of 21 who have earned fewer than 24 credit hours from an accredited institution between their high school graduation date and the first day of classes must live in freshman-designated University housing ~~for two semesters during their first year at OU. Students admitted for the summer or fall semester must live on campus for their first fall and spring semester at OU. Students admitted for the spring semester must live on campus for their first spring semester at OU.~~ Freshman sStudents who meet one of the eligible exceptions may apply to the University Housing Review Committee (the “UHRC”) for an exemption.

The UHRC, appointed by the University President, is established to improve student outcomes and retention by assisting students in acquiring on-campus housing. The UHRC is charged with reviewing applications, pursuing resolutions, allocating Residential Scholarships / resources, granting exemptions, and evaluating and determining other contract-related issues.

In order to request exemption from the freshman housing policy for incoming students, at least one of the eligible exceptions listed below must be met by the first day of ~~the month when~~ classes begin. The University President is authorized to develop additional procedures and requirements as necessary to implement the purpose of this policy.

- ~~1. Students who are 21 years old or older.~~
1. Students who are married or have children.
- ~~2. Students who have at least 24 hours of college credit from an accredited institution (advanced placement or CLEP hours do not apply to this 24 hour requirement).~~
2. Students who lived in University residence halls for two semesters.
3. Students who lived in Cleveland or McClain counties during their senior year of high school and will continue living with their parent(s) or guardian(s) in these counties during their first year at the University of Oklahoma.
4. Students with a verifiable financial, medical, or exceptional need that cannot be otherwise adequately addressed as determined by the UHRC.

President Harroz recommended the Board of Regents approve revisions to Regents’ Policy 5.4, “Housing Policy for Freshmen” as shown.

**2022-2023 STUDENT ACTIVITY FEE BUDGET – NC**

The Executive Budget Committee, composed of the President of the University of Oklahoma Student Government Association (SGA), Chair of the Undergraduate Student Congress, Chair of the Graduate Student Senate, Chair of the Campus Activities Council, and the Vice President for Student Affairs and Dean of Students, prepared the attached budget.

Funding proposals were received and considered from those student service areas originally identified by student leadership and traditionally funded from Student Activity Fee resources as provided by Regents' Policy. Those areas include service units providing student services that impact orientation, retention and development of students as well as monies to be allocated through SGA to fund student government and individual registered student organizations.

Total budget projections provided by the Associate Vice President for Budget and Finance. Attached here as Exhibit G is a budget summary including allocations over the last three years.

President Harroz recommended the Board of Regents approve the 2022-2023 Student Activity Fee budget and distribution of funds as proposed by the Student Activity Fee Executive Budget Committee.

**MULTIMEDIA CONTRACT EXTENSION WITH IMG/LEARFIELD – NC**

The Athletics Department currently has an agreement with IMG/Learfield Communications, Inc., operating as Sooner Sports Properties, LLC, (SSP) for multimedia broadcast and marketing license rights. SSP pays an Annual Rights Fee for the rights granted in an annual guaranteed amount which has increased each year of the term. The contract term is through June 30, 2022.

SSP has proposed terms for an extension and renewal of the contract term effective July 1, 2022, for an additional ten-year term through June 30, 2032. The proposed extension includes additional and increased financial consideration above the current agreement. The Athletics Department has conducted due diligence in its review of the current marketplace for multimedia broadcast and marketing licensing rights at comparator institutions and conferences including such arrangements by IMG/Learfield and other similar providers. As part of this due diligence, the Athletics Department with review and assistance from the Office of Legal Counsel has engaged in good faith review and negotiations with SSP. The Athletics Department has determined that the best interests of the University and Athletics Department are served by an extension of the agreement with SSP through June 30, 2032, under the new financial terms.

The agreed terms significantly increase the average annual compensation in guaranteed license fees and other financial consideration over that provided in the previous contract and over what is otherwise available in the market. The terms include a revenue share of 70% of annual gross revenues (AGR), compared to the previous average share of approximately 55% of the AGR. Additionally, the new terms include a minimum guaranteed payment of \$16,050,000 annual average over the life of the contract extension; an increase above the previous annual average of \$9,500,000. The new term total minimum contract value is \$160,500,000. Included in these financial terms are upfront payments of \$3,000,000 in each of the first two contract years.

As the contemplated agreement is for the license of University intellectual property and services, and annual revenues are expected to exceed the thresholds set forth in Board Policy 4.11.12, the agreement is brought before the Board for approval. While not a purchase requiring

sole source review, the processes of ensuring fair market value and review to ensure the best interests of the University are being served have been completed as detailed above. The Athletics Director with the assistance of the Office of the General Counsel will negotiate and execute the final agreement.

President Harroz recommended the Board of Regents authorize the Athletics Director, with the assistance of the General Counsel, to enter into formal negotiations and finalize an agreement with IMG/Learfield Communications, Inc., to license the University's athletics-related multimedia and (limited) broadcast rights.

#### **AMENDMENT TO RETIREMENT PLAN – NC**

The University currently has in place an excess plan in which certain Athletic Department personnel are participating. The 2022 First Amendment to the University of Oklahoma Excess Plan No. 3 (IRC Section 403(b) DC Plan), attached here as Exhibit H, will provide that the President is eligible to participate in such plan so that contributions can be made to that plan in accordance with the originally intended total retirement benefit for the President.

The Chair of the Board recommended that the Board of Regents approve the 2022 First Amendment to the University of Oklahoma Excess Plan No. 3 (IRC Section 403(b) DC Plan) and authorize the Chair of the Board to execute such amendment.

#### **ACTION ITEMS**

#### **ACADEMIC SERVICE FEES REQUEST 2022-2023 – NC & LAW**

Oklahoma Legislation Title 70, O. S. § 3218.10 authorizes governing boards of institutions within The State System to establish academic service fees at their respective institutions, with the approval of the State Regents, which may be required in addition to resident and nonresident tuition and mandatory fees.

In accordance with policy established by the Oklahoma State Regents for Higher Education (“State Regents”), requests for changes in academic service fees will be considered by the State Regents one time each year. It is the intent of the Legislature that the State Regents maintain information on established academic service fees. The information shall include, but shall not be limited to, the basis for the amount of the fee, the amount of total revenue to be collected from the fee, and the use of the revenue collected.

The following information summarizes the changes in fees requested by the University of Oklahoma Norman Campus and College of Law for academic year 2022-2023. The information has been reviewed and approved by the appropriate directors, deans, and the Senior Vice President and Provost. The changes requested fall into one of the categories identified below.

Academic Service fees are charges, other than tuition and mandatory fees, that are assessed to a student as a condition of enrollment and as a condition of academic recognition for completion of prescribed courses. These fees are applicable for all students receiving courses of instruction or academic services as designated by the institution and shall not exceed the actual cost of the course instruction or the academic services provided by the institution. These services may include, but shall not be limited to, special instruction, testing, and provision of laboratory supplies and materials. These fees, as listed below, are charged for enrollment in a particular course or by the credit hour for all enrollments in a given semester.

For 2022-23, the University developed a *Tuition & Fee Simplification* initiative designed

to reduce the number of fees charged to students, improve transparency regarding the use of fee monies collected, and simplify student bursar bills. As part of this initiative, the University proposes deleting nearly 700 academic service fees and realigning certain existing fees, significantly reducing the complexity of the current billing structure. A listing of the proposed deletions is attached hereto as Exhibit I.

Special Instruction Fees:

Special Instruction Fees include private instruction, private applied music lessons, aviation courses, physical education courses, remedial course fees, electronic media fees, correspondence course fees, and off-campus fees. Institutions may assess these fees up to the actual cost of the special instruction.

The Norman Campus requests deletion of all undergraduate and graduate special instruction fees, except for existing graduate Business programs, developmental Math, Reading, and English courses, and the Aviation course-specific fees listed in the table below. See Fee Deletion List on page 6 for list of proposed deletions. Due to the unique delivery nature of Aviation courses, these fees are not included in the *Tuition & Fee Simplification* initiative. Student input was solicited regarding these proposed increases.

SUMMARY SCHEDULE Special Instruction Fees – Modifications ACADEMIC YEAR 2022-2023 <u>Norman Campus</u>					
<u>College</u>	<u>Dept.</u>	<u>Course</u>	<u>Current Fee</u>	<u>Proposed Fee Request</u>	<u>Change</u>
PACS	AVIA	1222	\$ 8,122.00	\$ 8,756.00	\$ 634.00
PACS	AVIA	2231	6,732.00	7,249.00	517.00
PACS	AVIA	2341	6,318.00	7,092.00	774.00
PACS	AVIA	3111	1,307.00	1,382.00	75.00
PACS	AVIA	3313	380.00	426.00	46.00
PACS	AVIA	3572	7,787.00	8,330.00	543.00
PACS	AVIA	3581	5,135.00	5,607.00	472.00
PACS	AVIA	4004	1,750.00	1,960.00	210.00
PACS	AVIA	4013	900.00	1,008.00	108.00
PACS	AVIA	4023	900.00	1,008.00	108.00
PACS	AVIA	4313	7,840.00	8,490.00	650.00
PACS	AVIA	4423	515.00	577.00	62.00
PACS	AVIA	4552	6,847.00	7,502.00	655.00
PACS	AVIA	4602	5,003.00	5,402.00	399.00
PACS	AVIA	4613	3,503.00	3,743.00	240.00
PACS	AVIA	4622	9,153.00	10,028.00	875.00

Classroom/Laboratory Supplies Fee:

This fee includes consumable supplies such as laboratory breakage and replacement, art supplies and materials for the natural sciences. Institutions may assess these fees up to the actual cost of the supplies.

The Norman Campus requests deletion of all undergraduate and graduate classroom/laboratory supplies fees. See Fee Deletion List attached hereto as Exhibit I.

Facility and Equipment Utilization Fees:

These fees help pay for students’ access to equipment such as computers, physical equipment, musical instruments and medical equipment, and for facilities such as music practice rooms. Institutions may assess these fees up to the actual cost of providing facilities and/or equipment.

The Norman Campus requests deletion of all undergraduate and graduate facility and equipment utilization fees. See Fee Deletion List attached hereto as Exhibit I.

Other Special Fees:

Included in this category are other special fees that cannot be classified in any of the categories listed above. These typically comprise of two college-level fees: the Consolidated Course & Program Fee and the Technology Fee.

Consistent with the *Tuition and Fee Simplification* initiative, the Norman Campus is proposing multiple actions associated with the college-level Consolidated Course & Program Fee and the Technology Fee:

- 1) Combine the Consolidated Course & Program Fee and Technology Fee into one fee called the Program and Technology Fee.
- 2) As noted previously, delete nearly 700 undergraduate and graduate course-specific fees (i.e., Special Instruction, Classroom/Laboratory Supplies, and Facility and Equipment Utilization Fees) with an equivalent increase to the Program and Technology Fee for each college. Impacted colleges include Arts and Sciences, Atmospheric and Geographic Sciences, Earth and Energy, Engineering, Fine Arts, and Journalism and Mass Communication. The table below outlines the increase sought to the Program and Technology Fee to offset the deletion of nearly 700 course-specific fees.

SUMMARY SCHEDULE Other Special Fees - Modifications ACADEMIC YEAR 2022-2023 <u>Norman Campus</u>					
College	---- Current Structure ----			-Proposed -	Change
	Consolidated Course & Program Fee	Technology Fee	Total Fee	Total Program & Tech Fee	
Architecture	\$17.50	\$34.30	\$51.80	\$51.80	\$0.00
Arts & Sciences – UG*	36.00	4.00	40.00	42.20	2.20
Arts & Sciences - Grad	30.00	4.00	34.00	36.20	2.20
Atmospheric and Geographic Sciences - UG	12.50	39.50	52.00	53.00	1.00
Atmospheric and Geographic Sciences - Grad	9.50	39.50	49.00	49.00	0.00
Business – Undergrad	121.75	29.25	151.00	151.00	0.00
Business – Graduate	5.00	29.25	34.25	34.25	0.00
Earth and Energy	27.00	35.00	62.00	62.00	0.00
Education	22.35	25.00	47.35	47.35	0.00
Engineering	31.50	28.50	60.00	64.00	4.00
Fine Arts	35.00	10.00	45.00	55.00	10.00
International Studies	22.50	16.50	39.00	39.00	0.00
Journalism & Mass Comm.	38.75	42.00	80.75	80.75	0.00
Law	52.50	30.90	83.40	83.40	0.00
Professional & Cont. Studies	40.00	0.00	40.00	40.00	0.00
University College	25.00	10.00	35.00	35.00	0.00

\*Provost-Direct Units (e.g., Expository Writing) and Honors College prefixed courses utilize the Arts & Sciences rate.



- 3) Establish a \$40 per credit hour fee to all undergraduate courses in Engineering, Earth and Energy, Atmospheric and Geographic Sciences, Architecture and the Arts and Sciences’ departments of Chemistry and Biochemistry, Biology, Microbiology and Plant Biology, Health and Exercise Science, and Physics and Astronomy to fund faculty hiring, equipment investments, undergraduate research opportunities, and staffing support associated with the Norman Campus’ *Lead On, University* strategic plan.

Cohort-Specific Student Fee – Norman Campus

Since Fall 2005, the Norman Campus has charged a cohort-specific Academic Excellence fee, which is currently \$90.00 per credit hour, that was assessed to students entering the University over a set three-year fee cycle.

As part of the *Tuition & Fee Simplification* initiative the Norman Campus proposes deleting this fee with a corresponding increase to the college Program and Technology Fee of each Norman Campus college listed in the table above. The increase to each college Program and Technology fee will be \$75.00 per credit hour due to the three-year cycle of the cohort-specific fee. This change will simplify the fee structure for both undergraduates and graduates.

OU Online:

As new online graduate programs are created under OU Online, an Online Program Fee is established for each newly created program. The State Regents requested the University separately report tuition, mandatory fees, and academic service fees (e.g., Online Program Fee) related to these programs. Previously, the costs of these programs were approved as one “all-in” academic service fee regardless of residency status. Approval will allow for reporting of tuition and mandatory fees separate from the online academic service fee, as requested by the State Regents. The rates below are charged on a per credit hour basis.

The University requests establishment of per credit hour rates for the following new online graduate programs:

SUMMARY SCHEDULE Special Instruction Fees – New Online Graduate Program – Proposed Per Credit Hour Price ACADEMIC YEAR 2022-2023 <u>Norman Campus</u>			
New Online Graduate Program	---- Proposed Structure ----		
	Online Program Fee	Tuition & Mand. Fee	Total “All-in” Cost
Business Analytics	\$549.42	\$435.58	\$985.00
Supply Chain Management	549.42	435.58	985.00
Instructional Leadership & Academic Curriculum	264.42	435.58	700.00
Native American Studies	264.42	435.58	700.00

The University requests establishment of new per credit hour rates for existing online programs currently offered through the College of Professional & Continuing Studies to better align with standardized program pricing and services offered through OU Online. The proposed pricing will only impact newly enrolled students.

SUMMARY SCHEDULE Special Instruction Fees – Existing Online Graduate Program – Proposed Per Credit Hour Price ACADEMIC YEAR 2022-2023 <u>Norman Campus</u>				
Existing Online Graduate Program	-- Current --	---- Proposed Structure ----		
	“All-in” Cost	Online Program Fee	Tuition & Mand. Fee	Total “All-in” Cost
Criminal Justice - Resident	\$501.75	\$249.42	\$435.58	\$685.00
Criminal Justice - Nonresident	1,129.35	249.42	435.58	685.00
Museum Studies - Resident	501.75	382.42	435.58	818.00
Museum Studies - Nonresident	1,129.35	382.42	435.58	818.00
Organizational Leadership - Resident	501.75	382.42	435.58	818.00
Organizational Leadership - Nonresident	1,129.35	382.42	435.58	818.00
Integrative Studies - Resident	501.75	249.42	435.58	685.00
Existing Online Graduate Program	-- Current --	---- Proposed Structure ----		
	“All-in” Cost	Online Program Fee	Tuition & Mand. Fee	Total “All-in” Cost
Integrative Studies -Nonresident	1,129.35	249.42	435.58	685.00
Human and Health Services Administration - Resident	501.75	249.42	435.58	685.00
Human and Health Services Administration - Nonresident	1,129.35	249.42	435.58	685.00
Prevention Sciences - Resident	501.75	249.42	435.58	685.00
Prevention Sciences - Nonresident	1,129.35	249.42	435.58	685.00

President Harroz recommended the Board of Regents approve the proposed changes in academic service fees for 2022-23 and authorize their submission to the Oklahoma State Regents for Higher Education.

Regent Holloway moved approval of the recommendation.

Regent Nagel stated: Mr. President, I appreciate your comments, appreciate the work of the committee and I would just like to say, to begin with, I'd like to encourage my fellow Regents not to vote for this. I, first of all you know, the motions are combined. One is to consolidate fees who can argue with that. 700 fees, bringing those down to a reasonable number in a revenue neutral way makes a lot of sense. The spirit of back office efficiencies and all the kind of things we're trying to do to kind of, you know, help maintain efficiencies at the University of Oklahoma, as we continue to work towards finding efficiencies and scale that's an easy one. Combining with an increase, at this time to me, these things are all a matter of timing. I do appreciate inflationary concerns as it relates to the University, I also am sensitive to what it means to our students, to the families that are putting them through school, particularly in the wake of a tuition increase that seems to be pending here in a few months, which you just mentioned. Inflation's on both sides of that, and the magnitude of this fee at \$40 per credit hour does provide the University a lot of resources if spent the right way, and I have every, you know, reason to believe, and we've looked everybody in the eye and they say they're going to spend 'em in these ways, but we still kind of lack, in my opinion, some of the line item kind of institutional type controls on the backside that ensure those investments are made. We will all worked together to make sure that those

things happen. And as it relates to the strategic plan, we are making investments in things we're still not really measuring, and I think that has got to be shored up. We're moving into the second year of that plan and I know the University's working hard towards that. I'm a comprehensive solutions guy and I want, I'm hopeful that the University will work more towards comprehensive proposals, particularly when fees and tuition increases are included. You know, I view these things as a last resort. We have a lot of folks in this state that are screaming for more engineers, industries screaming for more scientists, more engineers, more STEM, and we have a lot of support at the legislature. We have support from the private sector. We've been growing our applied research areas. To me, those, all of those things need to be completely wrung out and explored before we raise fees and tuition, you know. That said I am absolutely for the consolidation, not for the \$40 at this time, but, in any event, I'll end my comments with that now.

The following voted yes on the motion: Regents Keating, Shirley, Stevenson, and Holloway; Regent Nagel voted no. The Chair declared the motion approved.

### **ACADEMIC SERVICES FEES REQUEST 2022-2023 – HSC**

Oklahoma Statute Title 70, O. S. § 3218.10, authorizes governing boards of institutions within The State System to establish academic services fees at their respective institutions, with the approval of the State Regents, which may be required in addition to resident and nonresident tuition and mandatory fees.

In accordance with policy established by the Oklahoma State Regents for Higher Education (“State Regents”), requests for changes in academic services fees will be considered by the State Regents one time each year. It is the intent of the Legislature that the State Regents maintain information on established academic services fees. The information shall include, but shall not be limited to, the basis for the amount of the fee, the amount of total revenue to be collected from the fee, and the use of the revenue collected.

Academic services fees are assessed to certain students as a condition of enrollment and as a condition of academic recognition for completion of prescribed courses. Such fees are assessed to students receiving certain courses of instruction or certain academic services as designated by the institution and shall not exceed the actual costs of the course of instruction or the academic services provided by the institution. There are five categories of academic services fees: special instruction, facility-equipment utilization, testing-clinical service, classroom/laboratory, and other special fees.

The following schedule summarizes the changes in academic services fees requested by the Health Sciences Center for academic year 2022-2023. They have been reviewed by the HSC Student Fee Working Group and recommendations were provided to the campus-wide Executive Committee for Student Fee Governance and Oversight. All fees were thoroughly examined for appropriate allocation and utilization. The changes requested represent one fee deletion and the continuation of eighteen existing academic services fees. Without further action by the Board, the fees requested for continuation will sunset following the 2021-2022 academic year.

SUMMARY SCHEDULE				
OTHER SPECIAL FEES – MODIFICATION/CONTINUATION REQUESTED				
ACADEMIC YEAR 2022-2023				
Other Special Fees include program and processing fees. Program fees support teaching initiatives and improve learning competencies. Common costs include clinic and lab support staff, supplies, equipment, testing, and instructional technology. Processing fees support costs associated with college admission functions.				
<u>College and Program</u>	<u>AY 2022 Fee</u>	<u>AY 2023 Fee</u>	<u>Change</u>	<u>Notes</u>
<u>Program Fees</u>				
Graduate College	\$62.00	\$62.00	\$0.00	Fee assessed per term for Fall, Spring, and Summer
Medicine Professional OKC	\$1,105.00	\$1,105.00	\$0.00	Fee assessed annually in the Fall term
Medicine Professional Tulsa	\$1,155.00	\$1,155.00	\$0.00	Fee assessed annually in the Fall term
Physician Associate Professional OKC	\$37.90	\$37.90	\$0.00	Fee assessed per credit hour enrolled
Physician Assistant Professional Tulsa	\$23.60	\$23.60	\$0.00	Fee assessed per credit hour enrolled
Dentistry Graduate	\$1,888.00	\$1,888.00	\$0.00	Fee assessed per term for Fall, Spring, and Summer
Dental Hygiene Undergraduate OKC	\$3,246.00	\$3,246.00	\$0.00	Fee assessed per term for Fall and Spring
Dental Hygiene Undergraduate Distance Sites	\$4,136.00	\$4,136.00	\$0.00	Fee assessed per term for Fall and Spring
Doctor of Pharmacy Professional	\$2,567.90	\$2,567.90	\$0.00	Fee assessed per term for Fall and Spring
Nursing Undergraduate	\$131.50	\$131.50	\$0.00	Fee assessed per credit hour enrolled
Allied Health MIRS/Special Student Undergraduate	\$104.00	\$104.00	\$0.00	Fee assessed per credit hour enrolled
Allied Health CSD Undergraduate	\$65.00	\$65.00	\$0.00	Fee assessed per credit hour enrolled

<u>College and Program</u>	<u>AY 2022 Fee</u>	<u>AY 2023 Fee</u>	<u>Change</u>	<u>Notes</u>
Allied Health Graduate	\$75.00	\$75.00	\$0.00	Fee assessed per credit hour enrolled
Allied Health Nutritional Sciences Professional	\$183.00	\$183.00	\$0.00	Fee assessed per credit hour enrolled
Allied Health Doctor of Audiology/SLP Professional	\$115.50	\$115.50	\$0.00	Fee assessed per credit hour enrolled
Allied Health Occupational Therapy Professional	\$107.50	\$107.50	\$0.00	Fee assessed per credit hour enrolled
Allied Health Physical Therapy Professional	\$95.50	\$95.50	\$0.00	Fee assessed per credit hour enrolled
<u>Processing Fee</u>				
Dentistry	\$71.00	\$71.00	\$0.00	Fee assessed one time at application
<u>Student Services Fee</u>				
Pharmacy	\$25.00	\$0.00	(\$25.00)	Delete fee

President Harroz recommended the Board of Regents approve the proposed changes in academic services fees for 2022-2023 and authorize their submission to the Oklahoma State Regents for Higher Education.

Regent Keating moved approval of the recommendation. The following voted yes on the motion: Regents Keating, Shirley, Stevenson, Holloway, and Nagel. The Chair declared the motion unanimously approved.

## **REPORT OF THE PRESIDENT OF THE UNIVERSITY**

The President let the Chair and Regents know that he was remiss in not asking Guy Patton and Amy Noah of the OU Foundation to say a few words.

Guy Patton: Well, I'll just say a couple of words then turn it over to Amy. Last time we were in front of this Board, we were in the throes of a pretty significant transition of the fundraising organization and made a commitment to all of you, as well as to the institution as a whole, that we would build out a highly professionalized organization that was capable of meeting the resource needs of the University, at least in large, and I think we're doing that and that we've already made a lot of progress. I'll let Amy talk about the specific results, but I wanted you all to know that we took that commitment very seriously. Joe and I talk about it all the time, and we are executing on that commitment as we speak and we'll continue to for years to come.

Amy Noah: I'll just add, obviously that was the motivation for me to be here and to have an opportunity to support the institution. The numbers that we're seeing are a clear indication that the investment is working. We're growing our staff, we're recruiting some really talented individuals. The University's had a 10-year average of about \$135 million a year in fundraising, and today we're setting on \$190 [million], and we have a really robust five months ahead of us. So, we are in a good spot. We're in a really good spot. I think there's a trajectory to continue that we have a lot of hiring needs in front of us, and we're being really thoughtful about how we can for those resources to do the very things that were outlined in the strategic plan. I appreciate all the investments and the support that's come from this particular body of work and support here. It's making a huge difference, and I want you all to know that collectively across our organization in the last 18 months, we're now managing about 2100 more relationships, one on one with our alumni base. So that number will continue to grow and the evidence will be, I think, in the fundraising dollars that come. So just a huge thanks to all of you for your support and happy to answer any questions you may have.

### **SEARCH COMMITTEE FOR SENIOR VICE PRESIDENT AND PROVOST–HSC**

In order to begin a national advertised search for the Senior Vice President and Provost of the Health Sciences Center, the President recommends the approval of a search committee as outlined below.

Board of Regents' policy 1.4 regarding search committees for Senior Vice President and Provost provides that the committee shall have faculty, student, and staff representation and outlines the procedures by which nominations are made and search composition is determined.

The Board of Regents has granted the current Interim Senior Vice President and Provost the option to become a candidate for the permanent position.

From among those nominated, the President recommends the following individuals to serve on the search committee:

Co-Chairs	Jane Wilson, PhD – Dean and Professor, College of Allied Health; Edith Kinney Gaylord Presidential Professor
	Doug Drevets, MD, DTM&H – Regents' Professor, Section Chief Infectious Diseases, Vice Chair for Faculty Affairs – Internal Medicine, College of Medicine
Member-at-Large	Paul Mullasseril, DDS, Dean, College of Dentistry
	Dee Terrell, PhD – Associate Professor, Co-Chair for Accreditation, College of Public Health
	Melissa Medina, EdD –Professor, Associate Dean for Assessment & Evaluation, College of Pharmacy
	Paul Manzelli, CPA – Operations, Sr. Associate Vice President for Admin & Finance
	Stacey Maxon, OU Foundation, Assistant Vice President for HSC Advancement

Jill Raines, JD – Vice Provost, Health Sciences Administration

Faculty Senate Designee Emma Kientz, DNP– Assistant Professor, Interim Assistant Dean for Tulsa Programs, College of Nursing

Staff Senate Designee Bobby Thomas – Sr. Peds Clinical Business Administrator, Vice Chair of Admin & Finance, College of Medicine

Student Gov Designee Eric Edwards - HSC SGA Vice President, College of Pharmacy, Class of 2023

President Harroz recommended the Board of Regents approve the composition of a search committee for the HSC Senior Vice President and Provost as shown.

Regent Nagel moved approval of the recommendation. The following voted yes on the motion: Regents Keating, Shirley, Stevenson, Holloway, and Nagel. The Chair declared the motion unanimously approved.

### **NEW DEPARTMENT PROPOSAL – COLLEGE OF MEDICINE – HSC**

Building on the Stephenson Cancer Center (SCC)'s NCI Designation in 2018, three strategic goals will guide SCC development as well as the institutional prioritization and allocation of resources over the next 5-10 years. These include: Maintaining NCI Designation, Maintaining Top 50 National Cancer Ranking by US News and World Report, and Achieving NCI Comprehensive Designation status. A key element to achieving those goals includes elevating Oncology Sciences that are focused exclusively on basic and translational cancer research.

A new College of Medicine department, Oncology Science, will be an important mechanism for elevating oncology science research at the University and will provide a number of key benefits, including:

- Providing a thematic focus and an organizational home for developing a robust and integrated portfolio of cancer research that directly aligns with and advances SCC basic and translational research goals and creating an environment where collaboration and team science are prioritized and research productivity is gauged by the NCI P30 metrics.
- For recruitment, providing an academic home for new SCC-supported basic and translational cancer researchers (5 senior, 3 mid-career, 2 junior over the next 5 years) who align with SCC research areas, like Cancer Biology and Experimental Therapeutics research programs.
- Providing an opportunity to recruit a nationally recognized cancer research leader, to serve as chair and in a leadership role within SCC, further integrating department and cancer center aims and activities and to support jointly supported faculty across campuses.
- Providing a specific department to improve the low number of training grants, which was considered a weakness by the NCI on SCC's first grant review. It will also allow focused mentorship of promising junior faculty with the goal of securing training for them as they progress to career independence.
- Providing formal resource alignment between the SCC and the College of Medicine to help with faculty recruitment, ongoing salary support, and infrastructure. The \$40 million SCC fundraising campaign launched by OU President Joe Harroz in fall of 2019 has reached its goal. The new campaign-generated endowed chairs and startup packages in cancer research are slated to be a major financial asset to assist in the development of this College of Medicine

department, and financial alignment will allow SCC clinical dollars to flow back to laboratory research.

President Harroz recommended the Board of Regents approve the development of the new Department of Oncology Science in the College of Medicine at the OU Health Sciences Center.

Regent Shirley moved approval of the recommendation. The following voted yes on the motion: Regents Keating, Shirley, Stevenson, Holloway, and Nagel. The Chair declared the motion unanimously approved.

## **NEW DEPARTMENTS PROPOSAL – THE FRAN AND EARL ZIEGLER COLLEGE OF NURSING – HSC**

The Fran and Earl Ziegler College of Nursing has been awarding bachelor's degrees in nursing since the late 1950s and graduate degrees since 1973. As the College grew, faculty were informally organized by the academic program in which they taught. Organizing in this manner aligns well with the teaching mission of the College but does not provide the structure necessary to advance faculty to effectively meet the College's research and service missions. With more than 80 full-time faculty across three sites (five, beginning Fall 2022), the College seeks to establish three departments in which to organize the unique expertise possessed by nursing faculty to better support the College's teaching, research, and service missions:

The *Department of Biobehavioral Science* is dedicated to advancing the biological, behavioral, and clinical sciences for adults with complex health disorders. Faculty focus on improving the health of individuals in adults with complex health disorders and symptom distress related to acute, restorative, and chronic biobehavioral illnesses. Faculty and student research and scholarship focuses on the biological, behavioral, and sociocultural interactions across the health and illness continuum by addressing health behaviors, genetics and epigenetics, acute and chronic disease, bioethics, physiological processes, environmental exposures, and health disparities. Twenty-three current College faculty will be assigned to this department.

The *Department of Child & Family Health Sciences* focuses on the determinants, mechanisms, and systems that promote and maintain the family-centered health, safety, and well-being of infants, children, adolescents, and women throughout their lifespan. Faculty focus on a wide range of specializations including obstetrics, gynecology, maternal-fetal medicine, neonatology, lactation, oncology, genetics, and pediatrics. Faculty and student research and scholarship seeks to strengthen health equity and quality outcomes for these individuals and populations at different points along the health and illness continuum and lifespan. Sixteen current College faculty will be assigned to this department.

The *Department of Population Health & Health Systems Science* promotes and sustains health and wellness of the community, population, and health care system. Systems Science is an interdisciplinary field that studies the complexity of systems in nature, social, and other scientific fields and aids researchers in understanding factors influencing the distribution and determinants of health and disease in populations. The 20 College faculty to be assigned to this department represent broad expertise including data analytics, epidemiology, economics, health informatics, health policy, health systems leadership, primary care, and population health.

Establishing clinically focused departments clusters individuals with similar clinical and research experiences and expertise. Alignment of faculty in this manner will support more timely updating of curriculum and the development of new academic programs, and will enhance research and service collaborations. The College will award the baccalaureate, masters, and doctorate degrees in nursing science, while the department faculty will drive the building of



clinically specific teaching, research, and service programs. The College will allocate current funding to appoint department chairs and necessary support staff.

President Harroz recommended the Board of Regents approve the establishment of three academic departments: Department of Biobehavioral Health Science; Department of Child & Family Health Sciences; and Department of Population Health & Health Systems Science at the Fran and Earl Zeigler College of Nursing, University of Oklahoma Health Sciences Center.

Regent Stevenson moved approval of the recommendation. The following voted yes on the motion: Regents Keating, Shirley, Stevenson, Holloway, and Nagel. The Chair declared the motion unanimously approved.

President Harroz asked College of Nursing Dean Julie Ann Hoff to comment on this item, saying that she is making big strides in the College and this is part of advancing the mission. Dean Hoff commented, "The college of nursing currently does not have any departments and nursing is the clinically-based discipline. The idea is let's organize our faculty around the clinical expertise and that will allow us to support the entire mission of the Health Science Center, not just the teaching mission."

## **REVISIONS TO THE REGENTS' POLICY MANUAL – HSC**

In November 2021, in response to the integration with OU Health, then Senior Vice President and Provost Jason Sanders appointed a committee to conduct a focused review of the HSC Faculty Handbook sections that would require revision to reflect the integration. The proposed revisions in most cases are to clarify procedures or to bring policy in line with current practice related to dual appointments between OUHSC and OU Health. Several of the revisions to the HSC Faculty Handbook impact the corresponding sections in the Regents' Policy Manual.

Additions are noted by underline and deletions by strike-through.

### *SECTION 2.1.2 (Academic Freedom, part a)*

Faculty members are entitled to full freedom in research and publication, subject to any restrictions set by law or by applicable codes of professional ethics, and subject to adequate performance of their other academic duties and to stated University policy on outside employment; but, except under conditions of national emergency, a faculty member should not undertake to do research on University time or using University facilities or funds under any agreement which would (except for a definitely and reasonably limited time) prohibit open communication of the results. \* NOTE: Dual employment at OU Health is not considered to be employment outside of the University.

### *SECTION 2.1.3 (Faculty Accountability, paragraph 1)*

A faculty member is held accountable for his or her performance in fulfilling faculty duties and in meeting the requirements of academic responsibility and University policies. Persons who accept fulltime employment at the University, including through dual employment with an affiliated institution, owe their first duty to the University. Any other employment or enterprise in which they engage for income must be secondary to their University and dual employment duties. The most immediate agents of faculty accountability are the faculty member's chair or (for the Norman Campus) chair or director and Committee A, who should maintain close and regular communication with the faculty member. Among the various mechanisms for ensuring faculty accountability, the most important include annual evaluations for possible salary increases, annual progress towards tenure letters for tenure track faculty on the Norman Campus, post-tenure reviews for tenured faculty on the Norman Campus, and such periodic evaluations as those for advancement in rank. These processes have the primary function of identifying meritorious performance to be rewarded, but they also provide a means by which the University may strengthen itself, by identifying needs for improved performance.

*SECTION 2.1.7 (Purpose, point b)*

Employment benefits for faculty members on full sabbatical with salary will continue at full benefits levels. (Dually-employed College of Medicine - OKC faculty should refer to the College's compensation plan for benefits payable information.)

*SECTION 2.2.1 (Health Sciences Center, paragraph 2)*

Full-time faculty appointments with unmodified academic titles (assistant professor, associate professor, and professor) shall be limited to those faculty who devote their full-time professional effort to direct University activities, including at affiliated institutions and who are compensated by the University or University-approved sources.

*SECTION 2.2.1 (Appointment of New Faculty, paragraph 2)*

Official Offer – The formal offer of appointment must come from the Senior Vice President and Provost or the President and will include the statement that the appointment is contingent upon the approval of the Board of Regents. The letter of offer will specify academic rank, appointment type (with tenure, tenure track, consecutive term, or temporary), beginning date of employment, salary/clinical plan, full-time equivalent, the length of pretenure period if tenure-track and any special conditions pertaining to the appointment. It is separate from offers made by affiliated institutions. Enclosed with the formal offer will be a copy of the Faculty Handbook, together with supplemental information on such matters as faculty benefits. The official offer of faculty appointment shall include information to access an on-line copy of the Faculty Handbook and faculty benefits.

*SECTION 2.2.1 (Appointment of New Faculty, paragraph 4)*

Contract – If the appointment is approved by the Board of Regents, faculty with regular (tenure-track, tenured, or consecutive term) appointments will be furnished a Contract of Employment with the University for signature. Included in this contract will be the approved rank and salary. The Contract will contain a statement indicating that the applicant has read the Faculty Handbook and accepts appointment in accord with the policies specified, with the understanding that policies of the University are subject to change by the Board of Regents. It is separate from the contract for employment that dual employees receive from affiliated institutions. Limited Term faculty will receive a letter from the dean or the Senior Vice President and Provost, as appropriate. Any exceptions to these policies must be described in the Contract.

*SECTION 2.2.1 (Appointment of New Faculty, paragraph 6)*

Compensation – The University recognizes that the professional effort of the faculty member may result in compensation in addition to the guaranteed University base salary or compensation provided by the University. The conditions of such compensation are set out in each college's Professional Practice Plan, Compensation Plan, and/or Faculty Compensation Plan.

*SECTION 2.2.1 (Part-Time Appointments)*

A part-time appointment is one at less than 1.0 Full-Time Equivalent (FTE) (including dual employment with a combined FTE of less than 1.0), has a modified title, and is considered temporary (see 3.3.3 (d)). At the time of any part-time appointment, the faculty member and the University must reach a clear understanding of the terms of the part-time appointment. This understanding shall be in writing and the faculty member shall be given a copy.

*SECTION 2.3.3 (Faculty Tenure, paragraph 1)*

Tenure implies a mutual responsibility on the part of the University and the tenured faculty member. In granting tenure to a faculty member, the University makes a commitment to the faculty member's continued employment, subject to certain qualifications. The University expects that tenured faculty members will maintain the level of performance by which they initially earned tenure. In those exceptional cases when it is recommended that a faculty member be permitted to reduce his or her employment to less than full-time and maintain a tenured status, specific approval must be granted by the Board of Regents. Tenured faculty with dual

employment must maintain an appointment at the University and the affiliated institution; the reduction to part-time cannot result in a 0.0 FTE at either employer.

*SECTION 2.3.3 (Health Sciences Center, Procedures for Tenure Decision (a).5.)*

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

*SECTION 2.5.1 (David L. Boren Professorships, Criteria for Section, Eligibility)*

Nominees must be full-time faculty members who hold regular faculty appointments, including those with dual employment at affiliated institutions. Nominees will normally hold the rank of full professor but associate professors may be considered. The faculty member must have been a University of Oklahoma employee during the period for which the outstanding contributions are being recognized; previous accomplishments at other institutions, if applicable, may be used in support of a continued outstanding performance. Recipients are not eligible in subsequent years for a Presidential Professorship. Recipients are eligible for a David Ross Boyd Professorship, George Lynn Cross Research Professorship, and Regents' Professorship.

*SECTION 2.5.1 (David Ross Boyd Professorships, Criteria for Section, Eligibility)*

Nominees must be full-time faculty members who hold regular faculty appointments, including those with dual employment at affiliated institutions. Limited-term faculty at the Health Sciences Center may also be considered. Nominees will normally hold the rank of full professor but associate professors may be considered. The faculty member must have been a University of Oklahoma employee during the period for which the outstanding contributions are being recognized; previous accomplishments at other institutions, if applicable, may be used in support of a continued outstanding performance. Recipients are not eligible in subsequent years for a Presidential Professorship. Recipients are eligible for a David L. Boren Professorship, George Lynn Cross Research Professorship, and Regents' Professorship.

*SECTION 2.5.1 (Presidential Professorships, Criteria for Section, Eligibility)*

Nominees must be full-time, regular or non-regular faculty members, including those with dual employment at affiliated institutions. The faculty member must have been an OU employee during the period for which the outstanding contributions are being recognized; previous accomplishments at other institutions, if applicable, may be used in support of a continued outstanding performance in the area of the specific award. The nominee must have excelled in at least two of the three areas below. Recipients of the David L. Boren Professorship, David Ross Boyd Professorship, George Lynn Cross Research Professorship, and the Regents' Professorship are not eligible for a Presidential Professorship.

*SECTION 2.5.3 (Regents Awards, Criteria for Section, Eligibility)*

Nominees must be full-time, regular or non-regular faculty members, including those with dual employment at affiliated institutions. The faculty member must have been a University of Oklahoma employee during the period for which the outstanding contributions are being recognized; previous accomplishments at other institutions, if applicable, may be used in support of a continued outstanding performance in the area of the specific award. A recipient of an award in one area (teaching, research and creative/scholarly activity, service/outreach) is ineligible for the same Regents' Award during the subsequent five-year period, but is immediately eligible for a Regents' Award in a different area.

### SECTION 3.4.3

The University does not endorse any commercial product, program, enterprise, or idea. For purposes of this policy, employees are not prohibited from promoting OU Health.

President Harroz recommended the Board of Regents approve changes to the Regents' Policy Manual to accommodate the integration with OU Health, as indicated below.

Regent Stevenson moved approval of the recommendation. The following voted yes on the motion: Regents Keating, Shirley, Stevenson, Holloway, and Nagel. The Chair declared the motion unanimously approved.

## **ESTABLISHMENT OF THE SCHOOL OF BIOLOGICAL SCIENCES – NC**

The new School of Biological Sciences (SBS) will facilitate the teaching and learning mission and the research mission of the biological sciences at OU. The biological sciences within the Dodge Family College of Arts and Sciences (DFCAS) are currently served by three independent units: The Department of Biology (Bio), the Department of Microbiology and Plant Biology (MPbio), and the Oklahoma Biological Survey (Biosurvey). The undergraduate instructional mission of the SBS will better serve students by creating a set of unified, accessible, modernized degree programs designed to advance Strategies 1-7 of Lead On Pillar 2: "Prepare Students for a Life of Success, Meaning, Service, and Positive Impact." The research mission of the SBS will be facilitated by reorganization of the existing biological science departmental structures and graduate programs. Bio and MPbio will be folded into the SBS and reorganized to better align the graduate programs and research organization with existing faculty strengths and the OU-Norman Research Strategic Verticals. The Biosurvey, a state agency and a unit within DFCAS, would remain an independent entity, but its faculty would hold their appointments and teach within the SBS. Reorganization of research units and graduate programs within the SBS will accelerate graduate training and faculty research, thereby enabling the biological sciences in DFCAS to better contribute to Pillar 1 of the Lead On Plan: "Become a Top-tier Public Research University."

The recommendation to establish a new School of Biological Sciences was made following an external review by a team comprised of four internationally renowned biological scientists. The team conducted a full and thorough review of operations in the biological sciences, including the examination of data on the structures, facilities, programs, and research operations in Biology and MP Bio, as well as the Bio Survey, and held town halls with faculty, graduate students, postdocs, and staff.

The review team's report was shared with Bio, MP Bio, and the Bio Survey and discussed by each unit's stakeholders. Members of the DFCAS Deans' team met with faculty and other stakeholders to address the implications of this major structural change and reached general agreement that the recommended changes are necessary and will facilitate both the research and teaching missions and to move forward. Following discussions with the Dean of the Dodge Family College of Arts and Sciences, the Senior Vice President and Provost has approved this change.

Administrative costs for the proposed School of Biological Sciences will remain neutral.

Once approved by Board of Regents, the proposal will be forwarded to the State Regents for Higher Education for final approval.

President Harroz recommended the Board of Regents approve establishing the School of Biological Sciences in the Dodge Family College of Arts and Sciences.

Regent Shirley moved approval of the recommendation. The following voted yes on the motion: Regents Keating, Shirley, Stevenson, Holloway, and Nagel. The Chair declared the motion unanimously approved.

**DISTINGUISHED PROFESSORSHIPS – DAVID L. BOREN, GEORGE LYNN CROSS, DAVID ROSS BOYD, REGENTS’, AND PRESIDENTIAL PROFESSORSHIPS – ALL**

In a letter, attached hereto as Exhibit J (including bios), to members of the Board of Regents, President Harroz reported his expectations of presenting at the March meeting the recommendations for the distinguished professorships.

The policy for the David L. Boren Professorship provides that in the year of designation each individual will receive a one-time award of \$10,000 and a permanent salary increase of 10% or \$10,000 minimum starting in the subsequent fiscal year.

The policy for the George Lynn Cross, David Ross Boyd and Regents’ Professorships provides that in the year of designation each individual will receive a one-time award of \$7,000 and a permanent salary increase of 7% or \$7,000 minimum starting in the subsequent fiscal year.

The policy for the Presidential Professorships provides each individual is awarded the professorship for a four-year term. Assistant and Associate Professors receive \$5,000 per year and Professors receive \$10,000 per year starting in the subsequent fiscal year. The University of Oklahoma Foundation provides funds for the Presidential Professorships.

The University administration desired that the names of the new distinguished professorships remain confidential until the announcement of the recipients was made at the awards ceremonies in April. The cooperation of the press was requested in maintaining this confidentiality.

President Harroz recommended the Board of Regents:

- I. Approve the appointment of the distinguished professorships as indicated in his letter to the Board of Regents, effective with the 2022-2023 academic year; and
- II. Authorize the use of funds for the awards to each faculty member.

Regent Nagel moved approval of the recommendation. The following voted yes on the motion: Regents Keating, Shirley, Stevenson, Holloway, and Nagel. The Chair declared the motion unanimously approved.

**REGENTS’ FACULTY AWARDS – ALL**

In a letter, attached hereto as Exhibit J (including bios), to members of the Board of Regents, President Harroz reported his recommendations for the 2022 Regents’ Awards.

The regulations for these awards provide that each individual will receive an award of \$10,000.

The University administration desired that the names of the new distinguished professorships remain confidential until the announcement of the recipients was made at the awards ceremonies in April. The cooperation of the press was requested in maintaining this confidentiality.

President Harroz recommended the Board of Regents:

- I. Approve the 2022 Regents' Awards for the individuals included in his letter to the Regents;
- II. Authorize presentation of the Regents' Awards at the spring faculty awards ceremonies for Norman and the Health Sciences Center campuses; and
- III. Authorize the use of funds for the awards to each faculty member.

Regent Shirley moved approval of the recommendation. The following voted yes on the motion: Regents Keating, Shirley, Stevenson, Holloway, and Nagel. The Chair declared the motion unanimously approved.

### **REGENTS' AWARD FOR SUPERIOR STAFF – ALL**

The Regents' Award for Superior Staff was developed to recognize the outstanding contributions made by OU staff members whose job performance, service activities and dedication have enhanced the mission of The University of Oklahoma. Three \$5,000 awards are given annually during Spring staff recognition activities: one to a Norman Campus staff member, one to a Health Sciences Center staff member and one to a Tulsa Campus staff member.

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

The University administration desired that the names of the new distinguished professorships remain confidential until the announcement of the recipients was made at the awards ceremonies in April. The cooperation of the press was requested in maintaining this confidentiality.

The names of the staff members selected are:

#### Norman Campus:

Justin Daniels – Associate Director/Fire Marshal, Department of Campus Safety

#### OU Tulsa:

Josh Davis – Executive Director of OU-Tulsa Student Affairs

#### OUHSC:

Tiffany McCrabb – APRN-CNP, Lead Research Coordinator, Adult Coordinator for the Cystic Fibrosis Center

President Harroz recommended the Board of Regents approve the staff members selected to receive the 2022 Regents' Award for Superior Staff.

Regent Holloway moved approval of the recommendation. The following voted yes on the motion: Regents Keating, Albert, Shirley, Stevenson, Holloway, and Nagel. The Chair declared the motion unanimously approved.

**VICE PROVOST FOR FACULTY – NC**

Sarah Ellis came to the University of Oklahoma in 2003 and began a tenure track position the following year in the School of Music in the Weitzenhoffer Family College of Fine Arts. She is the Kenneth and Bernadine Russell Professor in Music Theory in the School of Music and currently serves the Associate Director of the School of Music. Prior to starting that role in 2017, she was the Assistant Director for Undergraduate Curriculum and Advising in the School. She was honored in 2013 with the Associates Second Century Presidential Professorship.

Dr. Ellis has a strong record of leadership at the University and broad experience working with faculty and administration. She served as the Chair of the Faculty Senate in 2017-18, when the University was conducting its first presidential search in more than 20 years, and she was a member of the Faculty Senate Executive committee for three years before becoming chair. She also served as co-chair on the President's Academic Program Budget Advisory Committee in 2018-19, when the committee was tasked with assessing academic budget revisions in the context of the University's ongoing comprehensive budget review. She continued in this capacity in 2019-20, leading the Committee in drafting a strategic framework for the Norman campus, which would become its *Lead On, University* strategic plan.

As a faculty member, Dr. Ellis has taught a wide variety of courses at the University of Oklahoma, including three levels of the undergraduate theory sequence and graduate seminars in musical semiotics, music and meaning, the structures of Western Art music, the music of Dmitri Shostakovich, and music by female composers. Her research focuses on critical theory and its applications to understanding music. In addition to her numerous journal articles, book chapters, and reviews, she is the author of *Composing the Modern Subject: Four String Quartets by Dmitri Shostakovich*.

She holds a Bachelor of Arts in Music and a Bachelor of Arts in Mathematics from the University of Colorado at Boulder. She studied Music Theory at the University of Texas at Austin, earning her Ph.D. in 2003.

The recommendation is made as the result of an internal search and the diligent efforts of the search committee.

President Harroz recommended the Board of Regents approve the appointment of Sarah Ellis, Ph.D., as Vice Provost for Faculty.

Regent Keating moved approval of the recommendation. The following voted yes on the motion: Regents Keating, Shirley, Stevenson, Holloway, and Nagel. The Chair declared the motion unanimously approved.

**ACADEMIC PERSONNEL ACTIONS – ALL**Health Sciences Center:

## LEAVE(S) OF ABSENCE:

Butt, Faiza W., Assistant Professor of Neurology, return from medical leave of absence with pay, February 1, 2022.

Keenan, Megan, Assistant Professor of Nursing, medical leave of absence with pay, January 25, 2021, through April 18, 2022.

Raman, Rita P., Professor of Pediatrics, medical leave of absence with pay, November 29, 2021, through March 2, 2022.

Schweikhard, April J., Associate Professor of Health Sciences Library and Information Management, return from medical leave of absence with pay, January 3, 2022.

Tripp, Rebecca M., Associate, Department of Anesthesiology, return from medical leave of absence with pay, January 17, 2022.

NEW APPOINTMENT(S):

Bonds, Morgan M., MD, Assistant Professor of Surgery, annualized rate of \$135,000 for 12 months, December 5, 2021. New consecutive term appointment

Braly, Emily, DNP, APRN-BC, PNP, Clinical Assistant Professor in Nursing, annualized rate of \$111,444 for 12 months, January 16, 2022.

Deck, Marci L., PA-C., Assistant Professor of Family and Community Medicine, annualized rate of \$109,221 for 12 months, February 7, 2022, through June 30, 2022. New consecutive term appointment

Dmytryk, John, DMD, PhD, Clinical Professor of Diagnostic and Preventative Sciences, annualized rate of \$27,500 for 12 months, .20 time, January 31, 2022, through June 30, 2022.

Duffy, Michael, DDS, Clinical Assistant Professor of Surgical Sciences, annualized rate of \$12,000 for 12 months, .10 time, January 31, 2022, through June 30, 2022.

Fink, Bandi, PhD, Associate Professor of Psychiatry and Behavioral Science, annualized rate of \$75,000 for 12 months, .50 time, February 13, 2022, through June 30, 2022. New tenure track appointment

Hiebler, Jennifer DNP, PMHNP-BC, Clinical Assistant Professor in Nursing, annualized rate of \$30,000 for 12 months, .25 time, January 11, 2022.

Hurd, Autumn, DDS, FAAPD, Clinical Assistant Professor of Developmental Sciences, Division of Pediatric Dentistry, annualized rate of \$3,750 for 9 months, .03 time, January 31, 2022.

Jian, Ajay, MSD, Clinical Assistant Professor of Restorative Sciences, annualized rate of \$100,000 for 12 month, February 28, 2022 through June 30, 2022.

Kanie, Tomoharu, M.D., Ph.D., Assistant Professor of Cell Biology, annualized rate of 120,000 for 12 months, January 1, 2022, through June 30, 2022. New consecutive term appointment

Markey, Caroline M., M.D., Assistant Professor of Obstetrics and Gynecology, annualized rate of \$136,000 for 12 months, December 5, 2021, through June 30, 2022. New consecutive term appointment

McQuigg, Charles, DDS, Clinical Assistant Professor of Restorative Sciences, annualized rate of \$32,000 for 12 months, .2 time, February 28, 2022, through June 30, 2022.

Nipp, Ryan, M.D., MPH, Assistant Professor of Medicine, annualized rate of \$152,000 for 12 months, January 1, 2022, through June 30, 2022. New tenure track appointment

Rhodes, Tamika, DNP, ACCNS-N, MSN, RNC-NIC, Clinical Assistant Professor of Nursing, annualized rate of \$111,444 for 12 months, January 16, 2022, to June 30, 2022.



Smith, Breana, DO, Assistant Professor of Pediatrics (Tulsa), annualized rate of \$72,500 for 12 months, February 7, 2022. New consecutive term appointment

Wann, Sharon, DMD, Clinical Assistant Professor in Restorative Sciences, Division of Comprehensive Care, annualized rate of \$20,000 for 9 months, 0.20 time, November 30, 2021, through June 30, 2022.

Willguess, Daniel J., DDS, Clinical Assistant Professor of Restorative Sciences, annualized rate of \$5,000 for 12 months, .05 time, February 28, 2022, through June 30, 2022.

CHANGE(S):

Awasthi, Vibhudutta, Professor of Pharmaceutical Sciences, Associate Dean for Research, and Sandra K. and David L. Gilliland Chair of Nuclear Pharmacy, salary changed from annualized rate of \$135,999 for 12 months, 0.95 time, to annualized rate of \$144,210 for 12 months, 1.00 time, December 5, 2021, through June 30, 2022. Change in FTE

Belousov, Andrei, Professor of Physiology, given additional title Interim Chair of the Department of Physiology, salary changed from annualized rate of \$144,999 for 12 months to annualized rate of \$179,999 for 12 months, December 4, 2021, through June 30, 2022. Includes an administrative supplement of \$35,000 while serving as Interim Chair of the Department of Physiology, College of Medicine.

Bratzler, Dale W., Professor and Chair of Health Administration and Policy, Professor of Medicine, and Edith Kinney Gaylord Presidential Professor, given additional title Interim Dean, Hudson College of Public Health, salary changed from annualized rate of \$320,400 for 12 months to annualized rate of \$325,400 for 12 months, effective February 13, 2022. Ratification; interim approval granted per Board Bylaws on February 3, 2022. Includes an administrative supplement of \$110,000 while serving as Interim Dean and \$20,000 while serving as Chair of Health Administration and Policy, College of Public Health

Brown, Brent R., Samuel Roberts Noble Foundation Presidential Professor of Medicine, Section Chief, Pulmonary Medicine, and the Barry A. Gray, M.D. Professorship of Pulmonary and Critical Care Medicine. Titles Section Chief, Pulmonary Medicine, and The Barry A. Gray, M.D. Professorship of Pulmonary and Critical Care Medicine deleted and salary changed from annualized rate of \$109,698 for 12 months, .36 time to annualized rate of \$38,137 for 12 months .10 time, January 30, 2022, to June 30, 2022. FTE reduction

Bui, Thanh C., Assistant Professor of Research, salary changed from annualized rate of \$124,999 for 12 months to annualized rate of \$135,000 for 12 months, November 21, 2021 through June 30, 2022. Retention

Dacus, Zachary Lee, Assistant Professor of Restorative Sciences, Division of Operative Dentistry, and The Donald A. Welk D.D.S. Professorship of Restorative Dentistry; Division Head, Operative Dentistry. Title Director of Pre-Clinical Dentistry deleted, given title Interim Assistant Dean for Student Affairs, salary changed from annualized rate of \$134,209 for 12 months to annualized rate of \$150,300 for 12 months, January 30, 2020, through June 30, 2022.

Davlyatov, Ganisher, Assistant Professor of Health Administration and Policy, salary changed from annualized rate of \$108,000 for 12 months to annualized rate of \$122,400 for 12 months, January 16, 2022, through June 30, 2022. Equity/Retention

Dawson, Amee-Shea, Assistant Professor of Nursing, salary changed from annualized rate of \$74,974 for 9 months to annualized rate of \$116,443 for 12 months, January 2, 2022, through June 30, 2022.

Dunn, Ian F., Clinical Harry Wilkins, MD Chair in Neurosurgery given additional title Senior Associate Dean of Clinical Affairs, January 2, 2022. Additional title

Ervin, John W., Assistant Professor of Obstetrics and Gynecology, title Residency Program Director deleted, salary changed from annualized rate of \$182,250 for 12 months to annualized rate of \$83,250 for 12 months, January 2, 2022, through June 30, 2022.

Farley, James E., Clinical Assistant Professor in Restorative Sciences, Division of Comprehensive Care, salary changed from annualized rate of \$9,999 for 9 months, 0.10 time, to annualized rate of \$20,000 for 9 months, 0.20 time, January 2, 2022, through June 30, 2022. Change in FTE

Haney, Kevin L., Assistant Dean for Academic and Student Affairs, College of Dentistry, Regents' Professor, and Professor of Developmental Sciences, Division of Pediatric Dentistry; title Assistant Dean for Academic and Student Affairs deleted, given title Assistant Dean for Academic Affairs, salary changed from annualized rate of \$191,074 for 12 months to annualized rate of \$184,838 for 12 months, January 30, 2022, through June 30, 2022. Includes an administrative supplement of \$34,838 while serving as Assistant Dean for Academic Affairs, College of Dentistry

Humphrey, Mary Beth, Professor of Medicine, Adjunct Professor of Microbiology and Immunology, Section Chief, Rheumatology/Immunology/Allergy, and The James R. McEldowney Chair in Immunology, Associate Dean for Research, Dean's Office, College of Medicine, effort changed from .38 time for 12 months to .51 time for 12 months, change in FTE with affiliate, salary correction to address data error, from annualized rate of \$125,460 for 12 months to an annualized rate of \$128,727 for 12 months; title of Section Chief removed, given additional title Interim Vice President for Research, Health Sciences Center, salary changed from annualized rate of \$128,727 for 12 months to annualized rate of \$173,702 for 12 months, effective March 13, 2022. Ratification; interim approval of Interim Vice President title granted per Board Bylaws on February 3, 2022. Salary and title change for additional administrative appointment, includes an administrative supplement of \$147,234 while serving as Interim Vice President for Research. Title and supplement for serving as Associate Dean removed during Interim period, effective March 13, 2022.

Hunter, Jennifer Blake, Clinical Assistant Professor in Restorative Sciences, Division of Comprehensive Care, salary changed from annualized rate of \$108,150 for 9 months, 0.80 time, to annualized rate of \$12,192 for 9 months, 0.10 time, December 6, 2021, through June 30, 2022. Change in FTE

Jones, Kenneth Lloyd, Associate Professor of Cell Biology and The Harold Hamm Chair in Clinical Diabetes Research, given additional title of Adjunct Associate Professor in Department of Pathology, December 1, 2021.

Le, Yun Z., Professor of Medicine, Harold Hamm Chair in Adult Diabetes Clinical Care or Research and Adjunct Professor in Cell Biology and Ophthalmology; salary changed from annualized rate of \$137,000 for 12 months to annualized rate of \$175,000 for 12 months, January 16, 2022, through June 30, 2022. Increase in grant duties

Lee, Darren, Assistant Professor of Ophthalmology, Adjunct Assistant Professor of Microbiology and Immunology; title changed from Adjunct Assistant Professor to Assistant Professor of Microbiology and Immunology, July 1, 2018. Joint appointment between the Department of Ophthalmology and the Department of Microbiology and Immunology

Li, Shibo, Professor of Pediatrics, given additional title Children's Hospital Foundation Kimberly V. Talley Endowed Chair in Pediatric medical Genetics, January 1, 2022. Five-year term endowed chair appointment

Markey, Caroline M., Assistant Professor of Obstetrics and Gynecology, Interim Residency Program Director, salary changed from annualized rate of \$136,000 for 12 months to annualized rate of \$185,000 for 12 months, January 2, 2022, through June 30, 2022.

McNally, Lacey R., Professor of Surgery and Peggy and Charles Stephenson Chair in Cancer, given additional title of Adjunct Professor in Experimental Pathology, December 8, 2021.

Miller, Frederick C., Associate Professor of Family and Preventative Medicine, salary changed from annualized rate of \$99,000 for 12 months to annualized rate of \$118,999 for 12 months, November 2, 2021, through June 30, 2022. Correction to FY22 Budget. Data input error

Nelson, Peter R., Professor of Surgery, Tulsa, and The Mary Louise Todd Chair in Cardiovascular Research, salary changed from annualized rate of \$352,942 for 12 months, 0.82 time, to annualized rate of \$281,838 for 12 months, .60 time, October 21, 2021, to June 30, 2022. Change in FTE

Raskob, Gary E., Dean of the Hudson College of Public Health, Professor of Biostatistics and Epidemiology, Regents Professor of Epidemiology and Medicine, and Samuel Roberts Noble Foundation Presidential Professor, given additional title Interim Senior Vice President and Provost, Health Sciences Center, salary changed from annualized rate of \$342,001 for 12 months to annualized rate of \$470,586 for 12 months, effective January 18, 2022. Ratification; interim approval granted per Board Bylaws on January 30, 2022. Includes an administrative supplement of \$262,451 while serving as Interim Senior Vice President and Provost, Health Sciences Center. Title and supplement for serving as Dean removed during Interim period, effective February 12, 2022.

Shropshire, Deborah L., Associate Professor of Pediatrics, salary changed from annualized rate of \$153,996 for 12 months to annualized rate of \$186,357 for 12 months, January 2, 2022, through June 30, 2022. Increase in OKDHS contract duties

Terrell-Schnorrenberg, Deidra, Associate Professor and President's Associates Presidential Professor of Biostatistics and Epidemiology, given additional title of Co-Chair for Accreditation for the Hudson College of Public Health. Salary changed from annualized rate of \$104,999 for 12 months to annualized rate \$119,999 for 12 months, November 21, 2021, through June 30, 2022. Includes an administrative supplement of \$15,000 while serving as Co-Chair for Accreditation, College of Public Health

Vesely, Sara, David Ross Boyd Professor of Biostatistics and Epidemiology, Presbyterian Health Foundation Presidential Professor, Adjunct Professor of Pediatrics, and Adjunct Professor of Medicine, Associate Dean for Academic Affairs, College of Public Health, given additional title of Co-Chair for Accreditation for the Hudson College of Public Health. Salary changed from annualized rate of \$104,999 for 12 months to annualized rate \$119,999 for 12 months, November 21, 2021, through June 30, 2022. Includes an administrative supplement of \$15,000 while serving as Co-Chair for Accreditation, College of Public Health

Wilkes, Paul W., D.D.S., Clinical Assistant Professor of Restorative Sciences, Division of Comprehensive Care, salary changed from annualized rate of \$58,350 for 12 months, 0.50 time, to annualized rate \$70,020 for 12 months, 0.60 time, August 23, 2021, through June 30, 2022.

Wu, Xixi, Clinical Assistant Professor in Diagnostic and Preventative Sciences, Division of Periodontics, salary changed from annualized rate of \$123,600 for 12 months to annualized rate of \$133,599 for 12 months, November 7, 2021 through June 30, 2022. Board Certification

Youness, Houssein A., Associate Professor of Medicine, given additional title Interim Section Chief; salary changed from annualized rate of \$5,000 for 12 month, .04 time to an annualized rate of \$45,000 for 12 months, .20 time, January 30, 2022, through June 30, 2022.

RESIGNATION(S) AND/OR TERMINATION(S):

Kosik, Edward S., Associate Professor and John H. Saxon, III, M.D. Professorship of Anesthesiology, November 30, 2021.

Klontz, Herbert A., Clinical Professor of Developmental Sciences, December 31, 2021.

Mulvihill, John J., Professor of Pediatrics and Children's Hospital Foundation Kimberly V. Talley Endowed Research Chair of Pediatric Medical Genetics, January 1, 2022.

Poore, Christopher A., Clinical Assistant Professor in Diagnostic and Preventive Sciences, Division of Periodontics. December 31, 2021.

Poteat, Tamara A., Clinical Instructor in Obstetrics and Gynecology, December 31, 2021.

Rousan, Talla A., Associate Professor of Medicine, December 31, 2021.

Sanders, Jason R., Senior Vice President and Provost, January 28, 2022. Accepted a position at University of Vermont Health

Shah, Shachi M., Clinical Assistant Professor in Department of Restorative Sciences, January 21, 2021.

Shanbour, Gregory, Clinical Assistant Professor of Diagnostic and Preventive Sciences, Division of Periodontics, January 31, 2021.

Wang, Hongwu, Assistant Professor of Rehabilitation Sciences, December 28, 2021.

RETIREMENT(S):

Arnold, Charles D., Assistant Professor of Radiological Sciences, January 1, 2022.

Bradford, Cynthia A., Professor of Ophthalmology and Presbyterian Health Foundation Presidential Professor, December 28, 2021.

Christiansen, Victoria, Assistant Professor of Research, Department of Rheumatology, Immunology and Allergy, February 1, 2022.

Culkin, Daniel Joseph, Professor of Urology and President's Associates Presidential Professor, Named Professor Emeritus of Urology. Approval of Emeritus title only. Retirement previously approved by the Board of Regents on December 3, 2021.

Ma, Jian-Xing, George Lynn Cross Professor and Chairman, Department of Physiology and Laureate Chair in Molecular Medicine, December 4, 2021.

Mansour, Badie Saad, Clinical Associate Professor, Department of Anesthesiology, January 29, 2022.

Maisano, Paula C., Assistant Professor of Nursing, January 29, 2022.

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Moiseyev, Gennadiy P., Associate Professor of Research, Department of Physiology, January 15, 2022.

Peters, Karen, Assistant Professor of Nursing, January 2, 2022.

Rogers, Carol, Assistant Professor of Nursing, February 1, 2022.

Stein, Loren M., Clinical Assistant Professor in Nursing, January 1, 2022.

Teasdale, Thomas Allen, Professor of Health Promotion Sciences and President's Associates Presidential Professor, January 8, 2022. Named Professor Emeritus of Health Promotion Sciences, College of Public Health.

Ward, Kent, Associate Professor, Department of Pediatrics, January 1, 2022.

Norman Campus:

LEAVE(S) OF ABSENCE:

Duwe, Samuel, Associate Professor of Anthropology, cancel sabbatical leave of absence with full pay, August 16, 2022 through December 31, 2022.

Shah, Aqil, Associate Professor of International and Area Studies and Wick Cary Professor of International Studies #3, sabbatical leave of absence with half pay, August 16, 2021 through December 31, 2021 and January 1, 2022 through May 15, 2022 changed to sabbatical leave of absence with half pay, August 16, 2021 through December 31, 2021 and January 1, 2023 through May 15, 2023.

Yampuler, Michael E., Lecturer of Accounting, leave of absence without pay, January 1, 2022.

Sabbatical Leaves of Absence – Fall Semester 2022 (with full pay)

Abbas, June M., Professor of Library and Information Studies

Anderson, David K., Associate Professor of Classics and Letters and Senior Fellow of Dunham Residential College

Baumgartner, Christopher M., Associate Professor of Music

Beutel, Ann M., Associate Professor of Sociology

Brady, Noel P., Professor of Mathematics and President's Associates Presidential Professor

Crespin, Michael H., Director and Professor of Carl Albert Congressional Research and Studies Center and Professor of Political Science

Docampo Álvarez, Roi, Assistant Professor of Mathematics

Evans, Mary Anna S., Associate Professor of Journalism and Mass Communication

Folsom, Raphael B., Associate Professor of History

Gensler, Steven S., Associate Dean for Academic Affairs in the College of Law, Associate Director of the Law School, Professor of Law, President's Associates Presidential Professor and Gene and Elaine Edwards Family Chair in Law

Hashemi, Manata, Associate Professor of International and Area Studies and Farzaneh Family Professor in Iranian Studies #1

Hofman, Courtney A., Assistant Professor of Anthropology

Lee, Chung-Hao, Assistant Professor of Aerospace and Mechanical Engineering

Keppel, Ben G., Professor of History

Kim, Jeong-Nam, Professor of Journalism and Mass Communication, Gaylord Family Chair #3 and Research Fellow for the Data Institute for Societal Challenges

Leshner, Glenn M., Professor of Journalism and Mass Communication and Edward L. and Thelma Gaylord Chair in Journalism and Mass Communication

Lewis, Cecil M., Professor of Anthropology

Mahdi, Waleed F., Assistant Professor of Modern Languages, Literatures, and Linguistics and of International and Area Studies

Mountford, Roxanne, Professor and Chair of the Department of English, Director of the First-Year Composition and Director of the Program in Composition, Rhetoric, and Literacy Studies

Pederson, Sanna F., Professor of Music, Assistant Director of Graduate Studies for the School of Music and Mavis C. Pitman Professor of Music History or Theory

Pender, Judith M., Professor of Drama

Price III, Richard A., Associate Professor of Accounting, John F.Y. Stambaugh Centennial Professor of Accounting and Ph.D. Director for the Michael F. Price College of Business

Raymond, Mark A., Associate Professor of International and Area Studies, Wick Cary Professor of International Studies #5

Ruck, Jonathan C., Professor of Music

Spicer, Paul G., Professor of Anthropology

Tipler, Kathleen G., Associate Professor of Political Science

Wenger, Michael J., Professor of Psychology

Worthen, Meredith G.F., Professor of Sociology

Wu, Xingru, Associate Professor of Petroleum and Geological Engineering

Yoon, Doyle, Associate Professor of Journalism and Mass Communication

Yuan, Han, Associate Professor of Biomedical Engineering

*Sabbatical Leaves of Absence – Fall 2022 and Spring 2023 Semesters (with half pay)*

Askew, Rilla J., Associate Professor of English

Cleveland, Steven J., Professor of Law, Alfred P. Murrah Professor of Law and Thomas P. Hester Presidential Professor

Herrick, Dylan T., Associate Professor of Modern Languages, Literatures, and Linguistics

Holland, Jennifer L., Associate Professor of History

Hyde, Anne F., Professor of History

Nanny, Mark A., Professor of Earth and Energy and of Civil Engineering and Environmental Science

NEW APPOINTMENT(S):

Alcock, Susan E., Ph.D., Barnett Family Professor of Classical Archaeology and Professor of Classics and Letters, annualized rate of \$165,000 for 9 months, August 16, 2022. New tenured faculty.

Azarmsa, Ehsan, Assistant Professor of Finance, annualized rate of \$240,000 for 9 months, August 16, 2022 through May 15, 2023. If Ph.D. not completed by August 15, 2022, title and salary to be changed to Acting Assistant Professor, annualized rate of \$237,000 for 9 months, August 16, 2022 through May 15, 2023. New tenure-track faculty.

Bruce, Kara, J., JD, Professor of Law, annualized rate of \$142,000 for 9 months, August 16, 2022. New tenured faculty.

Gee, Inn Hee, Assistant Professor of Management and International Business, annualized rate of \$165,000 for 9 months, August 16, 2022 through May 15, 2023. If Ph.D. not completed by August 15, 2022, title and salary to be changed to Acting Assistant Professor, annualized rate of \$163,000 for 9 months, August 16, 2022 through May 15, 2023. New tenure-track faculty.

Larson, Theodore, Ph.D., Lecturer of Management Information Systems, annualized rate of \$100,000 for 9 months, August 16, 2022 through May 15, 2025. Three-year renewable term appointment.

Lee, Jon, JD, Associate Professor of Law, annualized rate of \$124,000 for 9 months, August 16, 2022 through May 15, 2023. New tenure-track faculty.

Li, Christina, Ph.D., Assistant Professor of Management and International Business, annualized rate of \$165,000 for 9 months, January 1, 2022 through May 15, 2022. New tenure-track faculty. Changing from temporary faculty to new tenure-track faculty.

Li, Meng, Ph.D., Assistant Professor of Accounting, annualized rate of \$215,000 for 9 months, August 16, 2022 through May 15, 2023. New tenure-track faculty.

Powell, Robyn M., Ph.D., JD, Associate Professor of Law, annualized rate of \$120,000 for 9 months, August 16, 2022 through May 15, 2023. New tenure-track faculty.

Sadri, Arif Mohaimin, Ph.D., Assistant Professor of Civil Engineering and Environmental Science, annualized rate of \$102,500 for 9 months, January 1, 2022 through May 15, 2022. New tenure-track faculty.

Sumner, Mary, Ph.D., Professor of Management Information Systems, annualized rate of \$130,000 for 9 months, August 16, 2022 through May 15, 2025. Three-year renewable term appointment.

Tobey, Nicholas J., Executive Director of Executive Education and Instructor of Management and International Business, annualized rate of \$175,000 for 12 months, April 1, 2022 through June 30, 2025. Three-year renewable term appointment.

Watkins, Trevor, Ph.D., Assistant Professor of Management and International Business, annualized rate of \$165,000 for 9 months, August 16, 2022 through May 15, 2023. New tenure-track faculty.

Young, Spencer N., Ph.D., Assistant Professor of Accounting, annualized rate of \$215,000 for 9 months, August 16, 2022 through May 15, 2023. New tenure-track faculty.

#### REAPPOINTMENT(S):

Knippenberg, Frederick S., reappointed as Professor Emeritus of Law, rate of \$10,000 for 4.5 months, 0.25 time, January 1, 2022 through May 15, 2022.

Landis, Joshua M., Director of the Center for Middle East Studies, Director of the Farzaneh Family Center for Iranian and Persian Gulf Studies and Sandra Mackey Chair of Middle East Studies, reappointed to a five-year renewable term as Professor of International and Area Studies, salary remains at annualized rate of \$142,599 for 9 months, August 16, 2021 through May 15, 2026. Update to December 2021 agenda.

Tepker Jr., Harry F., reappointed as Professor Emeritus of Law, rate of \$20,000 for 4.5 months, 0.25 time, January 1, 2022 through May 15, 2022.

#### CHANGE(S):

Barker, Kash A., David L. Boren Professor of Industrial and Systems Engineering and Anadarko Petroleum Corporation Presidential Professor, salary changed from annualized rate of \$120,452 for 9 months to annualized rate of \$125,952 for 9 months, January 1, 2022.

Bellah, Jeremy C., changing title from renewable-term Lecturer to three-and-a-half year renewable term Assistant Professor of Management Information Systems, salary changed from annualized rate of \$101,667 for 9 months to annualized rate of \$110,000 for 9 months, January 1, 2022 through May 15, 2025.

Benjamin, Andrea, Associate Professor of African and African-American Studies, given additional title Director of Oklahoma Scholar-Leadership Enrichment Program, salary changed from annualized rate of \$95,000 for 9 months to annualized rate of \$125,000 for 12 months, March 1, 2022. Changing from 9-month faculty to 12-month academic administrator.

Bolen, Ronald E., Assistant Professor of Entrepreneurship and Economic Development, annualized rate of \$174,595 for 9 months, additional stipend of \$12,000 for increased teaching duties in the Division of Entrepreneurship and Economic Development, January 1, 2022 through May 15, 2022.

Brugar, Kristy A., Associate Professor and Chair of the Department of Instructional Leadership and Academic Curriculum, Robert L. and Nan A. Huddleston Presidential Professor and Ruth G. Hardman Chair in Education, salary changed from annualized rate of \$116,748 for 12 months to annualized rate of \$121,250 for 12 months, January 1, 2022.

Cain, Christopher L., changing title from renewable-term Lecturer to three-and-a-half year renewable term Assistant Professor of Finance, salary remains at annualized rate of \$142,500 for 9 months, January 1, 2022 through May 15, 2025; additional stipend of \$12,000 for increased teaching duties in the Division of Finance, January 1, 2022 through May 15, 2022.



Coats, Andrew M., Professor of Law, Samuel Roberts Noble Foundation Presidential Professor, and Dean Emeritus of Law, delete title Arch B. and Jo Anne Gilbert Professor of Law, salary changed from annualized rate of \$287,592 for 9 months to annualized rate of \$265,591 for 9 months, February 1, 2022.

Connelly Mumford, M. Shane, Professor of Psychology, additional stipend of \$18,750 for serving as Director of the Institute for Society and Community Transformation, October 1, 2021 through June 30, 2022; salary changed from annualized rate of \$102,943 for 9 months to annualized rate of \$106,444 for 9 months, October 1, 2021. Market adjustment. Correction to December 2021 agenda.

Cruise, Rebecca J., Associate Dean of the College of International Studies and Associate Professor of International and Area Studies, annualized rate of \$112,809 for 12 months, additional stipend of \$8,475 for serving as Interim Director of Global Engagement for First-Year Experience, January 1, 2022 through June 30, 2022; additional stipend of \$8,000 for increased teaching duties in the Department of International and Area Studies, January 1, 2022 through May 15, 2022.

Curtis, Christopher D., Research Scientist of Cooperative Institute for Severe and High-Impact Weather Research and Operations, salary changed from annualized rate of \$138,545 for 12 months to annualized rate of \$149,165 for 12 months, December 14, 2021. Paid from grant funds, subject to availability of funds.

Dalton, Christopher R., Associate Professor of Aerospace and Mechanical Engineering, salary changed from annualized rate of \$90,939 for 9 months to annualized rate of \$100,939 for 9 months, January 1, 2022.

Davidson, Ronald L., Executive Director of the Center for the Business of Healthcare, Assistant Director and Instructor of the Division of Marketing and Supply Chain Management, annualized rate of \$140,000 for 12 months, additional stipend of \$10,500 for increased teaching duties in the Division of Marketing and Supply Chain Management, January 1, 2022 through May 15, 2022.

de Beurs, Kirsten, Professor of Geography and Environmental Sustainability and President's Associates Presidential Professor, annualized rate of \$131,133 for 9 months, additional stipend of \$16,000 for serving as Director of the Online Master of Science in Geospatial Technologies Program, January 1, 2022 through December 31, 2022; additional stipend of \$10,000 for increased teaching duties in the Department of Geography and Environmental Sustainability, January 1, 2022 through May 15, 2022.

Dean Kyncl, Rhonda C., Associate Dean for Advising in the College of Arts and Sciences and Assistant Professor of the College of Arts and Sciences, annualized rate of \$129,519 for 12 months, additional stipend of \$5,500 for increased teaching duties in the College of Arts and Sciences, January 1, 2022 through May 15, 2022.

Ellis, Sarah J., Professor of Music and Associates Second Century Presidential Professor, delete titles Associate Director of the School of Music and Kenneth and Bernadine Russell Professor of Music, given additional title Vice Provost for Faculty in the Office of the Senior Vice President and Provost, salary changed from annualized rate of \$116,584 for 12 months to annualized rate of \$185,000 for 12 months, May 1, 2022.

Floyd, Royce W., Associate Professor of Civil Engineering and Environmental Science, salary changed from annualized rate of \$90,401 for 9 months to annualized rate of \$102,401 for 9 months, January 1, 2022.

Gaddie, Kimberly C., Lecturer of Marketing and Supply Chain Management, annualized rate of \$100,000 for 9 months, additional stipend of \$39,000 for serving as Managing Editor of Social Science Quarterly, January 1, 2022 through December 31, 2022; additional stipend of \$10,000 for increased teaching duties in the Division of Marketing and Supply Chain Management, January 1, 2022 through May 15, 2022.

Gaddie, Ronald K., Professor of Architecture, President's Associates Presidential Professor, Executive Faculty and Senior Fellow of Headington Residential College, given additional title Interim Associate Dean for Administration in the Christopher C. Gibbs College of Architecture, salary remains at annualized rate of \$208,518 for 12 months, August 1, 2021. Correction to December 2021 agenda.

Gade, Peter J., Professor of Journalism and Mass Communication, Gaylord Family Chair #2, annualized rate of \$128,187 for 9 months, additional stipend of \$3,500 for serving as Director of the Gaylord Graduate Program, August 16, 2021 through May 15, 2022.

Galizia, Michele, Assistant Professor of Chemical, Biological and Materials Engineering, salary changed from annualized rate of \$92,960 for 9 months to annualized rate of \$100,460 for 9 months, January 1, 2022.

Ghosh, Pallab K., Associate Professor of Economics, annualized rate of \$119,543 for 9 months, additional stipend of \$5,000 for serving as the Director of Graduate Studies in the Department of Economics, January 1, 2022 to May 15, 2022.

Grant, Christan E., Assistant Professor of Computer Science, salary changed from annualized rate of \$91,812 for 9 months to annualized rate of \$101,812 for 9 months, January 1, 2022.

Greene, J. Scott, Professor and Chair of the Department of Geography and Environmental Sustainability, Director of Oklahoma Wind Power Initiative and Coordinator of the Oklahoma Alliance for Geographic Education, annualized rate of \$171,826 for 12 months, additional stipend of \$15,500 for increased teaching duties in the Department of Geography and Environmental Sustainability, January 1, 2022 to May 15, 2022.

Grunsted, Michelle L., Associate Professor of Management and International Business, annualized rate of \$104,500 for 9 months, additional stipend of \$10,450 for increased teaching duties in the Division of Management and International Business, January 1, 2022 to May 15, 2022.

Harvey Jr., P. Scott, Associate Professor of Civil Engineering and Environmental Science, salary changed from annualized rate of \$91,021 for 9 months to annualized rate of \$103,021 for 9 months, January 1, 2022.

Haslerig, Siduri J., Associate Dean for Research and Graduate Studies in the Jeannine Rainbolt College of Education and Associate Professor of Educational Leadership and Policy Studies, annualized rate of \$112,000 for 12 months, additional stipend of \$4,200 for increased teaching duties in the Department of Educational Leadership and Policy Studies, January 1, 2022 through May 15, 2022.

Hennessey, Maeghan N., Associate Professor and Chair of the Department of Educational Psychology, salary changed from annualized rate of \$108,364 for 12 months to annualized rate of \$110,000 for 12 months, January 1, 2022.

Henry, Aiyana G., Associate Dean of Professional Education, Associate Director of Education Profession Division and Associate Professor of Instructional Leadership and Academic Curriculum, salary changed from annualized rate of \$101,478 for 12 months to annualized rate of \$112,000 for 12 months, January 1, 2022.

Hoagland, Bruce W., Professor and Associate Chair of the Department of Geography and Environmental Sustainability, Professor of Oklahoma Biological Survey, Heritage Coordinator and Heritage Ecologist of Oklahoma Biological Survey, annualized rate of \$133,941 for 10 months, additional stipend of \$10,000 for increased teaching duties in the Department of Geography and Environmental Sustainability, January 1, 2022 through May 15, 2022.

Hong, Yang, Professor of Civil Engineering and Environmental Science, Director of Institute for Hydrometeorology and Water Engineering, Gallogly Chair in Engineering #2 and VPR Presidential Research Professor, annualized rate of \$194,137 for 9 months, additional stipend of \$7,500 for increased teaching duties in the School of Civil Engineering and Environmental Science, January 1, 2022 through May 15, 2022.

Irungu, Jane N., Associate Provost of Inclusive Faculty Excellence, delete title Director of Southwest Center for Human Relations, salary remains at annualized rate of \$145,000 for 12 months, January 1, 2022. Changing to 1.0 FTE as Associate Provost of Inclusive Faculty Excellence. Correction to December 2021 agenda.

Johnson, Eric, Professor of Law, given additional title Earl Sneed Centennial Professor of Law, salary changed from annualized rate of \$139,364 for 9 months to annualized rate of \$161,364 for 9 months, January 1, 2022.

Judice Campbell, Nicole, Dean of University College and Professor of Psychology, salary changed from annualized rate of \$199,496 for 12 months to annualized rate of \$225,000 for 12 months, January 1, 2022. Increased administrative duties. Correction to December 2021 agenda.

Kang, Ziho, Associate Professor of Industrial and Systems Engineering, salary changed from annualized rate of \$96,390 for 9 months to annualized rate of \$103,890 for 9 months, January 1, 2022.

Kazempoor, Pejman, Assistant Professor of Aerospace and Mechanical Engineering, salary changed from annualized rate of \$98,000 for 9 months to annualized rate of \$101,000 for 9 months, January 1, 2022.

Kerr, Robert L., Professor of Journalism and Mass Communication, Gaylord Family Professor #2, Edith Kinney Gaylord Presidential Professor and Journalism Area Head, annualized rate of \$113,003 for 9 months, additional stipend of \$9,000 for increased teaching duties in the Gaylord College of Journalism and Mass Communication, January 1, 2022 through May 15, 2022.

Kirstetter, Pierre E., Associate Professor of Aerospace and Mechanical Engineering and Associate Professor of Meteorology, salary changed from annualized rate of \$97,672 for 9 months to annualized rate of \$102,672 for 9 months, January 1, 2022.

Krishnamurthi, Guha, Associate Professor of Law, salary changed from annualized rate of \$114,000 for 9 months to annualized rate of \$119,000 for 9 months, January 1, 2022.

Ivic, Igor R., Research Scientist of Cooperative Institute for Severe and High-Impact Weather Research and Operations, salary changed from annualized rate of \$137,338 for 12 months to annualized rate of \$149,165 for 12 months, December 14, 2021. Paid from grant funds, subject to availability of funds.

Lee, Chung Hao, Assistant Professor of Aerospace and Mechanical Engineering, salary changed from annualized rate of \$89,788 for 9 months to annualized rate of \$100,288 for 9 months, January 1, 2022.

Liu, Yingtao, Associate Professor of Aerospace and Mechanical Engineering, salary changed from annualized rate of \$91,889 for 9 months to annualized rate of \$103,889 for 9 months, January 1, 2022.

Maher, Erin, Associate Professor of Sociology, salary changed from annualized rate of \$102,818 for 9 months to annualized rate of \$110,318 for 9 months, August 16, 2021; given additional title Senior Associate Director of the Data Institute for Societal Challenges, January 1, 2022. Retention increase.

Masly, John P., Associate Professor of Biology, given additional title Associate Director Designate of the School of Biological Sciences, salary changed from annualized rate of \$85,536 for 9 months to annualized rate of \$124,048 for 12 months, January 1, 2022. Changing from 9-month faculty to 12-month academic administrator.

McCall, Brian M., Professor of Law and Orpha and Maurice Merrill Professor of Law, annualized rate of \$166,700 for 9 months, additional stipend of \$10,000 for increased teaching duties in the College of Law, January 1, 2022 through May 15, 2022.

McDaniel, Jay W., Assistant Professor of Electrical and Computer Engineering, salary changed from annualized rate of \$92,451 for 9 months to annualized rate of \$105,000 for 9 months, January 1, 2022.

Metcalfe, Justin G., Assistant Professor of Electrical and Computer Engineering, salary changed from annualized rate of \$94,501 for 9 months to annualized rate of \$105,000 for 9 months, January 1, 2022.

Miller, Gerald A., Professor and Associate Director of Civil Engineering and Environmental Science and Robert Glenn Rapp Foundation Presidential Professor, annualized rate of \$125,475 for 9 months, additional stipend of \$9,168 for increased teaching duties in the School of Civil Engineering and Environmental Science, January 1, 2022 through May 15, 2022.

Mirkovic, Dorde, Research Scientist of the Cooperative Institute for Severe and High-Impact Weather Research and Operations, salary changed from annualized rate of \$95,100 for 12 months to annualized rate of \$104,594 for 12 months, December 14, 2021. Paid from grant funds, subject to availability of funds.

Morvant, Mark C., Vice Provost for Instruction and Student Success, Office of the Senior Vice President and Provost and Professor of Chemistry and Biochemistry, annualized rate of \$185,000 for 12 months, additional stipend of \$5,100 for increased teaching duties in the Department of Chemistry and Biochemistry, August 16, 2021 through December 31, 2021.

Muraleetharan, Kanthasamy K., David Ross Boyd Professor of Civil Engineering and Environmental Science, Kimmell-Bernard Chair in Engineering and President's Associates Presidential Professor, annualized salary of \$133,219 for 9 months, additional stipend of \$10,000 for increased teaching duties in the School of Civil Engineering and Environmental Science, January 1, 2022 through May 15, 2022.

Muralidhar, Krishnamurthy, Professor of Marketing and Supply Chain Management and Baldwin Chair of Business Administration, annualized rate of \$166,672 for 9 months, additional stipend of \$12,000 for increased teaching duties in the Division of Marketing and Supply Chain Management, January 1, 2022 through May 15, 2022.

Nicholson, Charles D., Associate Professor of Industrial and Systems Engineering, salary changed from annualized rate of \$97,653 for 9 months to annualized rate of \$102,653 for 9 months, January 1, 2022.

Razavi, Sepideh, Assistant Professor of Chemical, Biological and Materials Engineering, salary changed from annualized rate \$92,960 for 9 months to annualized rate of \$100,460 for 9 months, January 1, 2022.

Ruyle, Jessica E., Associate Professor of Electrical and Computer Engineering, salary changed from annualized rate of \$113,663 for 9 months to annualized rate of \$116,633 for 9 months, January 1, 2022.

Salehi, Saeed, Associate Professor of Petroleum and Geological Engineering, given additional title Curtis Mewbourne Professor of Petroleum and Geological Engineering, salary changed from annualized rate of \$103,521 for 9 months to annualized rate of \$112,521 for 9 months, August 16, 2021.

Shaner, Megan, Professor of Law and President's Associates Presidential Professor, given additional title Arch B. and Jo Anne Gilbert Professor of Law, salary changed from annualized rate of \$151,231 for 9 months to annualized rate of \$173,231 for 9 months, January 1, 2022.

Song, Li, Professor of Aerospace and Mechanical Engineering and Lloyd G. and Joyce Austin Presidential Professor, additional stipend of \$29,009 for serving as Associate Director of the School of Aerospace and Mechanical Engineering, August 16, 2021 through May 15, 2022.

Steyn, Elizabeth F., Associate Dean of the Gaylord College of Journalism and Mass Communication, Associate Professor of Journalism and Mass Communication and Gaylord Family Professor #4, annualized rate of \$114,745 for 12 months, additional stipend of \$4,500 for increased teaching duties in the Gaylord College of Journalism and Mass Communication, January 1, 2022 through May 15, 2022.

Strevett, Keith A., David Ross Boyd Professor of Civil Engineering and Environmental Science, annualized rate of \$122,955 for 9 months, additional stipend of \$10,000 for increased teaching duties in the School of Civil Engineering and Environmental Science, January 1, 2022 through May 15, 2022.

Tovino, Stacey, Professor of Law, given additional title William J. Alley Professor of Law, salary remains at annualized rate of \$198,040 for 9 months, January 1, 2022.

Turkiela, Jason L., Lecturer of Finance, annualized rate of \$125,000 for 9 months, additional stipend of \$12,000 for increased teaching duties in the Division of Finance, January 1, 2022 through May 15, 2022.

Volz, Jeffery S., Professor of Civil Engineering and Environmental Science and Lloyd G. and Joyce Austin Presidential Professor, annualized rate of \$149,169 for 9 months, additional stipend of \$1,667 for increased teaching duties in the School of Civil Engineering and Environmental Science, January 1, 2022 through May 15, 2022.

Warde, David A., Research Associate of Cooperative Institute for Severe and High-Impact Weather Research and Operations, salary changed from annualized rate of \$109,372 for 12 months to annualized rate of \$125,477 for 12 months, December 14, 2021. Paid from grant funds, subject to availability of funds.

Weng, Binbin, Assistant Professor of Electrical and Computer Engineering, salary changed from annualized rate of \$92,451 for 9 months to annualized rate of \$100,451 for 9 months, January 1, 2022.

Wert, Justin J., Associate Professor of Political Science and Associates Second Century Presidential Professor, delete title Wick Cary Professor in the Institute for the American Constitutional Heritage #1, salary remains at annualized rate of \$117,058 for 9 months, August 16, 2021.

Williams Diehm, Kendra L., Professor of Educational Psychology, Director and Zarrow Family Chair in Learning of the Zarrow Center for Learning Enrichment and Brian E. and Sandra O'Brien Presidential Professor, annualized rate of \$122,481 for 12 months, additional stipend of \$10,206 for serving as Vice Chair of Institutional Review Board #2, February 1, 2022 through June 30, 2022.

Wimberly, Michael C., Professor of Geography and Environmental Sustainability, annualized rate of \$144,305 for 9 months, additional stipend of \$10,000 for increased teaching duties in the Department of Geography and Environmental Sustainability, January 1, 2022 through May 15, 2022.

Wu, Wilfred W., title changed from renewable-term Lecturer to renewable Assistant Professor of Management Information Systems, salary remains at annualized rate of \$130,000 for 9 months, January 1, 2022.

Yuan, Han, Associate Professor of Biomedical Engineering, salary changed from annualized rate of \$97,896 for 9 months to annualized rate of \$102,896 for 9 months, January 1, 2022.

#### RESIGNATION(S)/TERMINATION(S):

Murray, Kyle E., Geologist IV, January 5, 2022.

Orr, Thomas E., Professor of Drama and James Garner Chair in Drama, January 1, 2022.

Workman, Samuel G., Assistant Professor of Political Science, January 1, 2022.

#### RETIREMENT(S):

Ashby, Michael T., David Ross Boyd Professor of Chemistry and Biochemistry, December 11, 2021.

Hartigan, James C., Professor of Economics, January 1, 2022.

Martens, Betsy V., Associate Professor of Library and Information Studies at Tulsa, January 1, 2022. Named Professor Emeritus of Library and Information Studies.

Miller, Andrew G., David Ross Boyd Professor of Mathematics, January 1, 2022. Named Professor Emeritus of Mathematics.

Wells, Steven P., Clinical Associate Professor of Social Work, February 1, 2022. Named Professor Emeritus of Social Work.

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

Regent Shirley moved approval of the recommendation. The following voted yes on the motion: Regents Keating, Shirley, Stevenson, Holloway, and Nagel. The Chair declared the motion unanimously approved.

DEATH(S):

President Harroz regretted to report the following death(s):

Curcio, Barbara M., David Ross Boyd Professor Emeritus of Medical Imaging and Radiation Sciences, January 29, 2022.

Gurney, Gerald S., Professor Emeritus of Academic Affairs, February 23, 2022.

Murphy, Theresa “Teri”, Instructor of Nursing, March 1, 2022.

Roegiers, Jean-Claude, Professor Emeritus of Petroleum and Geological Engineering, February 8, 2022.

Witten, Katheryn Elaine, Professor Emeritus of Nursing, February 11, 2022.

Wadlow, Joan K., Provost of Norman Campus (1986-1991), December 8, 2021.

**ADMINISTRATIVE AND PROFESSIONAL PERSONNEL ACTIONS – ALL**

Health Sciences Center:

NEW APPOINTMENT(S):

Wann, Shannon D., Pharmacist, OU Children’s Pharmacy, College of Pharmacy, salary at an annualized rate of \$110,000 for 12 months, December 20, 2021. Professional Nonfaculty.

Weber, Emily, Senior Advanced Practice Provider, OUP Clinical Operations, College of Medicine Tulsa, salary at an annualized rate of \$110,000 for 12 months, January 17, 2022. Professional Nonfaculty.

REAPPOINTMENT(S):

Reed, Trisha Dawn, Informatics Project Manager, Dental Informatics, College of Dentistry, salary at an annualized rate of \$110,000 for 12 months, November 22, 2021. Managerial Staff.

Smith, John D., Pharmacist, Pharmaceutical Care, College of Pharmacy, salary at an annualized rate of \$112,000 for 12 months, January 18, 2022. Professional Nonfaculty.

CHANGE(S):

Barnes, Anne C., Senior Associate Dean for Administration and Finance and Chief Administrative Officer OU Physicians, Office of the Dean, College of Medicine; Chief Administrative Officer OU Physicians title removed; salary maintained at an annualized rate of \$282,273 for 12 months; \$10,000 supplement annualized over 12 months removed, all effective January 1, 2022. Administrative Staff. Change in duties.

Boggs, Katrina D., Patient Accounts Director, OU Physicians-Tulsa Administration, College of Medicine Tulsa, salary changed from an annualized rate of \$ 114,595 for 12 months to an annualized rate of \$118,032 for 12 months, December 5, 2021. Managerial Staff. Merit increase.

Bryant, Richard M., Graduate Medical Education Compliance Officer, Graduate Medical Education Office, College of Medicine Tulsa, salary changed from an annualized rate of \$116,730 for 12 months to an annualized rate of \$120,232 for 12 months, January 2, 2022. Managerial Staff. Merit increase.

Campbell, Natalie, Lead Advanced Practice Provider, Radiation Oncology, College of Medicine, salary changed from an annualized rate of \$133,698 for 12 months to an annualized rate of \$137,043 for 12 months, January 10, 2022. Professional Nonfaculty. Equity adjustment.

Cowan, Austin, Nuclear Pharmacist, Nuclear Pharmacy, College of Pharmacy, salary changed from an annualized rate of \$109,000 for 12 months to an annualized rate of \$111,000 for 12 months, January 2, 2022. Professional Nonfaculty. Passed Board Certified Nuclear Pharmacist exam.

Engleking, Patti R., Operations Executive Director, OU Physicians-Tulsa Administration, College of Medicine Tulsa, salary changed from an annualized rate of \$173,025 for 12 months to an annualized rate of \$178,216 for 12 months, January 30, 2022. Administrative Staff. Merit increase.

Frost, Kathryn L., Senior Clinical Business Administrator, Office of the Dean, College of Medicine Tulsa, salary changed from an annualized rate of \$145,500 for 12 months to an annualized rate of \$149,865 for 12 months, January 30, 2022. Administrative Staff. Merit increase.

Johnson, Kimberly G., Chief Project Manager, Office of the Dean, College of Medicine Tulsa, salary changed from an annualized rate of \$110,854 for 12 months to an annualized rate of \$120,000 for 12 months, January 2, 2022. Administrative Staff. Merit increase.

Kinnard Jr., Henry W., Pharmacy Manager, Pharmaceutical Care, College of Pharmacy, salary changed from an annualized rate of \$140,000 for 12 months to an annualized rate of \$146,300 for 12 months, February 13, 2022. Managerial Staff. Merit increase.

Little, Kasey, Lead Advanced Practice Provider, Radiation Oncology, College of Medicine, salary changed from an annualized rate of \$133,698 for 12 months to an annualized rate of \$137,043 for 12 months, January 10, 2022. Professional Nonfaculty. Equity adjustment.

McCarty, Melissa K., Senior Advanced Practice Provider, Department of Urology, College of Medicine, salary changed from an annualized rate of \$102,473 for 12 months to an annualized rate of \$105,035 for 12 months, January 2, 2022. Professional Nonfaculty. Equity adjustment.

Needham, Jennifer, title changed from Assistant General Counsel, Legal Counsel, Provost, to Coordinating Counsel, Legal Counsel, Provost, salary maintained at an annualized rate of \$140,000 for 12 months, December 19, 2021. Professional Nonfaculty. Reclassification.

Ogilvie, Martha, title changed from Associate Vice President for Research, Office of Research Administration to Senior Associate Vice President for Research, Office of Research Administration, salary changed from an annualized rate of \$149,696 for 12 months to an annualized rate of \$180,000 for 12 months, March 13, 2022. Administrative Officer. Promotion.

Okroi, Elisabeth A., Senior Advanced Practice Provider, Department of Urology, College of Medicine, salary changed from an annualized rate of \$98,995 for 12 months to an annualized rate of \$101,470 for 12 months, January 2, 2022. Professional Nonfaculty. Equity adjustment.



Plumlee, Halea, title changed from Advanced Practice Provider, Obstetrics and Gynecology, College of Medicine, to Senior Advanced Practice Provider, Obstetrics and Gynecology, College of Medicine, salary changed from an annualized rate of \$95,640 for 12 months to an annualized rate of \$102,000 for 12 months, January 2, 2022. Professional Nonfaculty. Promotion.

Smith, Amanda L. Clinical Business Administrator, Pediatrics, College of Medicine Tulsa, salary changed from an annualized rate of \$122,220 for 12 months to an annualized rate of \$126,887 for 12 months, December 19, 2021. Professional Nonfaculty. Merit increase.

Stacy, David O., Operations Executive Director, OU Physicians-Tulsa Administration, College of Medicine Tulsa, salary changed from an annualized rate of \$174,250 for 12 months to an annualized rate of \$179,477 for 12 months, December 19, 2021. Administrative Staff. Merit increase.

Steele, Carlee M., Lead Advanced Practice Provider, Department of Surgery, College of Medicine, salary changed from an annualized rate of \$97,107 for 12 months to an annualized rate of \$115,935 for 12 months, January 2, 2022. Professional Nonfaculty. Equity adjustment.

Waresback, Richard, title changed from Clinical Business Manager, Family Practice, College of Medicine Tulsa, to Clinical Business Administrator, Family Practice, College of Medicine Tulsa, salary changed from an annualized rate of \$87,500 for 12 months to an annualized rate of \$105,000 for 12 months, January 2, 2022. Professional Nonfaculty. Reclassification.

Washam, Sarah, title changed from Payroll Services Manager, Financial Services, Administration & Finance, to Payroll Services Director, Financial Services, Administration & Finance, salary changed from an annualized rate of \$88,580 for 12 months to an annualized rate of \$107,000 for 12 months, December 5, 2021. Administrative Staff. Reclassification.

#### RESIGNATIONS/TERMINATION(S):

Ahlefeld, Dorsa D., Lead Advanced Practice Provider, Department of Urology, College of Medicine, January 1, 2022. OU Health merger.

Auld, Emily J., Senior Advanced Practice Provider, Department of Pediatrics, College of Medicine, January 1, 2022. OU Health merger.

Autry, Marcus T., Clinical Pharmacist, Cancer Center Clinical Services, College of Medicine, January 1, 2022. OU Health merger.

Beamon, Shelby, Lead Advance Practice Provider, OU Physicians Community Health Clinic, College of Medicine, January 1, 2022. OU Health merger.

Bertus, Ronda D., Senior Advanced Practice Provider, OU Physicians Community Health Clinic, College of Medicine, January 1, 2022. OU Health merger.

Caines, Macie N., Neonatal Nurse Practitioner, Department of Pediatrics, College of Medicine, January 1, 2022. OU Health merger.

Cattley, Christina M., Pharmacy Manager, Cancer Center Clinical Services, College of Medicine, January 1, 2022. OU Health merger.

Chapman, Jessica R., Neonatal Nurse Practitioner, Department of Pediatrics, College of Medicine, January 1, 2022. OU Health merger.

Charlton, Leah, Senior Advanced Practice Provider, Department of Pediatrics, College of Medicine, January 1, 2022. OU Health merger.

Christenson, Kahlene M., Neonatal Nurse Practitioner, Department of Pediatrics, College of Medicine, January 1, 2022. OU Health merger.

Conner, Allie B., Senior Advanced Practice Provider, Stephenson Cancer Center, College of Medicine, January 1, 2022. OU Health merger.

Daniel, Juliet L., Lead Advanced Practice Provider, Medicine Cardiology, College of Medicine, January 1, 2022. OU Health merger.

Deason, Brooke E., Clinical Pharmacist, Cancer Center Clinical Services, College of Medicine, January 1, 2022. OU Health merger.

Decher, Meagan Leigh, Advanced Practice Provider, Medicine Nephrology, College of Medicine, January 1, 2022. OU Health merger.

De los Angeles, Jennifer, Clinical Pharmacist, Cancer Center Clinical Services, College of Medicine, January 1, 2022. OU Health merger.

Donaldson, Lauren M., Neonatal Nurse Practitioner, Department of Pediatrics, College of Medicine, January 1, 2022. OU Health merger.

Eitrheim, Sarah A., Senior Advanced Practice Provider, Orthopedic Surgery, College of Medicine, January 1, 2022. OU Health merger.

Finny, Vineetha Anu, Clinical Pharmacist, Cancer Center Clinical Services, College of Medicine, January 1, 2022. OU Health merger.

Fonda, Colin, Total Rewards Associate Director, Human Resources, Administration & Finance, February 1, 2022. Reduction in force.

Gaske, Kelle D., Clinical Nurse Specialist, Department of Pediatrics, College of Medicine, January 1, 2022. OU Health merger.

Green, Katrin, Advanced Practice Provider, Department of Pediatrics, College of Medicine, January 1, 2022. OU Health merger.

Hardcopf, Jennifer L., Clinical Pharmacist, Cancer Center Clinical Services, College of Medicine, January 1, 2022. OU Health merger.

Hart, Vanessa J., Advanced Practice Provider, Department of Pediatrics, College of Medicine, January 1, 2022. OU Health merger.

Hayward, Sarah K., Clinical Pharmacist, Cancer Center Clinical Services, College of Medicine, January 1, 2022. OU Health merger.

Hebensperger, Ashley J., Senior Advanced Practice Provider, Department of Urology, College of Medicine, January 1, 2022. OU Health merger.

Hendley, Halston, Lead Advanced Practice Provider, Department of Urology, College of Medicine, January 1, 2022. OU Health merger.

Jester, Shelby R., Senior Advanced Practice Provider, Department of Pediatrics, College of Medicine, January 1, 2022. OU Health merger.

John, Jessy, Senior Advanced Practice Provider, Stephenson Cancer Center, College of Medicine, January 1, 2022. OU Health merger.

Judkins, Carrie LT., Neonatal Nurse Practitioner, Department of Pediatrics, College of Medicine, January 1, 2022. OU Health merger.

Kemper, Jonna V., Clinical Pharmacist, Cancer Center Clinical Services, College of Medicine, January 1, 2022. OU Health merger.

King, Angela R., Senior Advanced Practice Provider, Obstetrics and Gynecology, College of Medicine, December 4, 2021. Resignation.

Kinslow, Claudia M., Neonatal Nurse Practitioner, Department of Pediatrics, College of Medicine, January 1, 2022. OU Health merger.

Langley, Samantha C., Senior Advanced Practice Provider, Stephenson Cancer Center, College of Medicine, January 1, 2022. OU Health merger.

Le, Kathy X., Pharmacist, OU Children's Pharmacy, College of Pharmacy, January 22, 2022. Relocation.

Lieng, Caitlin T., Neonatal Nurse Practitioner, Department of Pediatrics, College of Medicine, January 1, 2022. OU Health merger.

Lindsey, Lindy X., Pharmacist, Cancer Center Clinical Services, College of Medicine, January 1, 2022. OU Health merger.

Mair, Angie, Neonatal Nurse Practitioner, Department of Pediatrics, College of Medicine, January 1, 2022. OU Health merger.

Martin, Jessica E., Advanced Practice Provider, Stephenson Cancer Center, College of Medicine, January 1, 2022. OU Health merger.

McGinley, Fransen O., Lead Advanced Practice Provider, Stephenson Cancer Center, College of Medicine, January 1, 2022. OU Health merger.

Milam, Jennifer A., Neonatal Nurse Practitioner, Department of Pediatrics, College of Medicine, January 1, 2022. OU Health merger.

Miller, Sarah E., Senior Advanced Practice Provider, Stephenson Cancer Center, College of Medicine, January 1, 2022. OU Health merger.

Moeller, Abby M., Lead Advanced Practice Provider, Department of Urology, College of Medicine, January 1, 2022. OU Health merger.

Newcombe, Anna C., Lead Advanced Practice Provider, Family Medicine, College of Medicine, January 1, 2022. OU Health merger.

Oliver, Nelli, Electronic Health Records Research Application Analyst, Center for Clinical & Transitional Research, Provost, January 4, 2022. Resignation.

Owens, Jeremy D., Neonatal Nurse Practitioner, Department of Pediatrics, College of Medicine, January 1, 2022. OU Health merger.

Peterson, Wendy K., Lead Advanced Practice Provider, Family Medicine, College of Medicine, January 1, 2022. OU Health merger.

Posey, Rachel R., Senior Advanced Practice Provider, Department of Pediatrics, College of Medicine, January 1, 2022. OU Health merger.

Riel, Kendra D., Neonatal Nurse Practitioner, Department of Pediatrics, College of Medicine, January 1, 2022. OU Health merger.

Rook, Ashley L., Clinical Pharmacist, Cancer Center Clinical Services, College of Medicine, January 1, 2022. OU Health merger.

Satnes, Kelli J., Neonatal Nurse Practitioner, Department of Pediatrics, College of Medicine, January 1, 2022. OU Health merger.

Sayegh, Paula M., Clinical Pharmacist, Cancer Center Clinical Services, College of Medicine, January 1, 2022. OU Health merger.

Schmidt, Sarah A., Clinical Pharmacist, Cancer Center Clinical Services, College of Medicine, January 1, 2022. OU Health merger.

Schroeder, Joni L., Lead Advanced Practice Provider, Department of Surgery, College of Medicine, January 1, 2022. OU Health merger.

Staggs, Jennifer M., Neonatal Nurse Practitioner, Department of Pediatrics, College of Medicine, January 1, 2022. OU Health merger.

Stanford, Abigail M., Pharmacist, Cancer Center Clinical Services, College of Medicine, January 1, 2022. OU Health merger.

Steward, Jennifer L., Clinical Pharmacist, Cancer Center Clinical Services, College of Medicine, January 1, 2022. OU Health merger.

Stotler, Shandy R., Advanced Practice Provider, Stephenson Cancer Center, College of Medicine, January 1, 2022. OU Health merger.

Taylor, Ashley C., Senior Advanced Practice Provider, Department of Pediatrics, College of Medicine, January 1, 2022. OU Health merger.

Taylor, Ashtin R., Clinical Pharmacist, Cancer Center Clinical Services, College of Medicine, January 1, 2022. OU Health merger.

Taylor, Carmen G., Lead Advanced Practice Provider, Department of Surgery, College of Medicine, January 1, 2022. OU Health merger.

Treib, Marla, Neonatal Nurse Practitioner, Department of Pediatrics, College of Medicine, January 1, 2022. OU Health merger.

Truskett, Cristy R., Neonatal Nurse Practitioner, Department of Pediatrics, College of Medicine, January 1, 2022. OU Health merger.

Utz, Kathryn R., Lead Advanced Practice Provider, Department of Pediatrics, College of Medicine, January 1, 2022. OU Health merger.

Wehrer, Marla K., Neonatal Nurse Practitioner, Department of Pediatrics, College of Medicine, January 1, 2022. OU Health merger.

Wood, Neilee M., Advanced Practice Provider, Stephenson Cancer Center, College of Medicine, January 1, 2022. OU Health merger.

Wright, Deborah L., Senior Advanced Practice Provider, Stephenson Cancer Center, College of Medicine, January 1, 2022. OU Health merger.

RETIREMENT(S):

Clark, Cheryl L., Financial Administrator, Office of the Provost, January 4, 2022.

Hawk-Lay, Sarah M., Senior Advanced Practice Provider, Department of Pediatrics, College of Medicine, January 1, 2022.

Hetherington, Carla J., Neonatal Nurse Practitioner, Department of Pediatrics, College of Medicine, January 1, 2022.

McCoy, Michael D., Neonatal Nurse Practitioner, Department of Pediatrics, College of Medicine, January 1, 2022.

Reynolds, Margaret T., Neonatal Nurse Practitioner, Department of Pediatrics, College of Medicine, January 1, 2022.

Shadid, Jamie, Pharmacy Director, Office of the Dean, College of Pharmacy, January 4, 2022.

Norman Campus:

NEW APPOINTMENT(S):

\*Bates, Todd J., Coach/Sports Prof III, Athletics Department, consideration of appointment, compensation, and contract of employment and to take any necessary action. Managerial Staff.

Brewer, Xavier, Univ Student Program Spec II, Athletics Department, salary at annualized rate of \$100,000 for 12 months, December 28<sup>th</sup>, 2021. Managerial Staff

\*Chavis, Alvin Miguel., Coach/Sports Prof III, Athletics Department, consideration of appointment, compensation, and contract of employment and to take any necessary action. Managerial Staff.

Dobson, James, Trainer/Health Svcs Assoc II, Athletics Department, salary at annualized rate of \$225,000 for 12 months, January 13, 2022. Professional Staff.

Glass, Woodrow, Managerial Associate II, Athletics Department, salary at annualized rate of \$275,000 for 12 months, December 21, 2021. Managerial Staff.

\*Hall, Brandon Jay, Coach/Sports Prof III, Athletics Department, consideration of appointment, compensation, and contract of employment and to take any necessary action. Managerial Staff.

Holecek, Matthew, Admissions/Recruitment Spec I, Athletics Department, salary at annualized rate of \$100,000 for 12 months, January 13, 2022. Managerial Staff.

\*Lebby, Jefferey R., Coach/Sports Prof III, Athletics Department, consideration of appointment, compensation, and contract of employment and to take any necessary action. Managerial Staff.

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\* See motion on page 38011.

Lofton, Curtis, Univ Student Programs Spec III, Athletics Department, salary at annualized rate of \$100,000 for 12 months, January 29, 2022. Administrative Staff.

Matias, Josue, Trainer/Health Svcs Assoc, Athletics Department, salary at annualized rate of \$150,000 for 12 months, January 12, 2022. Managerial Staff.

McGrew, Reginald, Trainer/Health Svcs Assoc I, Athletics Department, salary at annualized rate of \$100,000 for 12 months, January 13, 2022. Professional Staff.

Nunez, Roy Jay, Univ Student Programs Spec II, Athletics Department, salary at annualized rate of \$110,000 for 12 months, January 20, 2022. Managerial Staff.

\*Roof Jr., Terrence Edwin, Coach/Sports Prof III, Athletics Department, consideration of appointment, compensation, and contract of employment and to take any necessary action. Managerial Staff.

Sandlin, John Robert, Univ Student Programs Spec III, Athletics Department, salary at annualized rate of \$100,000 for 12 months, January 03, 2022. Managerial Staff.

\*Schmidt, Jerry, Trainer/Health Svcs Assoc III, Athletics Department, consideration of appointment, compensation, and contract of employment and to take any necessary action. Managerial Staff.

\*Turnipseed, Thad, Administrator II, Athletics Department, consideration of appointment, compensation, and contract of employment and to take any necessary action. Administrative Staff.

\*Valai, Octavius, Coach/Sports Prof III, Athletics Department, consideration of appointment, compensation, and contract of employment and to take any necessary action. Managerial Staff.

Vassar, Mary Ann, Auditor III, Internal Auditing, salary at annualized rate of \$130,000 for 12 months, January 10, 2022. Managerial Staff.

\*Venable, Thomas Brent, Coach/Sports Prof IV, Athletics Department, consideration of appointment, compensation, and contract of employment and to take any necessary action. Managerial Staff.

Young, Ryan, Univ Student Program Spec III, Athletics Department, salary at annualized rate of \$110,000 for 12 months, January 31, 2022, Managerial Staff.

#### CHANGE(S):

\*Baranczyk, Jennie, Head Coach, Women's Basketball, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments. Managerial Staff.

\*Bedenbaugh, William E., Assistant Coach, Football, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments. Managerial Staff.

Blahnik, Jeffrey J., title changed from Chief Enrollment Officer [Senior Associate Vice President], Enrollment and Student Financial Services, Admissions, to Vice President, Academic Records, salary changed from annualized rate of \$206,000 for 12 months to annualized rate of \$265,000 for 12 months, January 7, 2022. Changed to Executive Officer. Promotion.

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\* See motion on page 38011.

Camargo-Quinn, Lee, titled changed from Assistant Director of Benefits, [Administrator III] to Employee Benefits Director [Administrator III], Human Resources, salary changed from annualized rate of \$133,241 for 12 months to annualized rate of \$139,903 for 12 months, January 1, 2022. Managerial Staff. Promotion.

Danel, Nicole, title changed from Assistant Director [Staff Accountant], to Payroll Director [Payroll Service Director], Payroll and Employee Service, salary changed from annualized rate of \$78,000 for 12 months to annualized rate of \$100,000 for 12 months, February 01, 2022. Managerial Staff. Accepted other job on campus.

Dunn, Danielle Nicole, [Administrator II], Admissions and Recruitment Communication Center, salary changed from annualized rate of \$106,415 for 12 months to annualized rate of \$125,000 for 12 months, January 14, 2022. Administrative Staff. Merit increase.

\*Finley, Joe John., Assistant Coach, Football, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments. Managerial Staff

\*Gundy, Joseph C., Assistant Coach, Football, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments. Managerial Staff.

Houng, Vivian S., Physician [Health Care Professional III], Goddard Health Center, salary changed from annualized rate of \$148,800, FTE .85 for 12 months, to annualized rate of \$96,700 FTE .65 for 12 months, December 13, 2021. Professional Staff. FTE decrease.

\*Moser, Porter, Head Coach, Men's Basketball, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments. Managerial Staff.

\*Murray, DeMarco, Assistant Coach, Football, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments. Managerial Staff.

Purcell, Chris A., title changed from Vice President for University Governance and Executive Secretary of the University of Oklahoma Board of Regents to Special Assistant to the University of Oklahoma Board of Regents, Office of the University of Oklahoma Board of Regents, salary remains at annualized rate of \$259,486 for 12 months, March 1, 2022.

Roberts, Elizabeth B., Assistant Secretary, Board of Regents, given title of Interim Executive Secretary of the Board of Regents, salary changed from annualized rate of \$81,576.00 for 12 months to annualized rate of \$134,949.26 for 12 months (\$4,447.77 per mo.), effective March 1, 2022. Ratification; interim approval granted per Board Bylaws on February 7, 2022.

#### RESIGNATIONS/TERMINATION(S):

Cain, Jamar T., Coach/Sports Prof III, Athletics, January 11, 2022. Managerial Staff. Resignation.

Grinch, Alexander G., Coach/Sports Prof III, Athletics, November 27, 2021. Managerial Staff. Resignation.

Hanson, Brianna E., Univ Student Program Spec III, Athletics, December 5, 2021. Managerial Staff. Resignation.

Kegans, Bryan Alan, Trainer/Health Services Assoc II, Athletic Department, December 30, 2021, Managerial Staff. Resignation.

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\* See motion on page 38011.

Manning, Roy L., Coach Sports/Prof III, Athletics, December 4, 2021. Managerial Staff. Resignation.

Nowlin, Patrick Ryan, Marketing/PR Specialist II, Athletics Department, January 31, 2022. Managerial Staff. Resignation.

Odom, Brian S., Coach/Sports Prof III, Athletics, December 30, 2021. Managerial Staff. Resignation.

Riley, Lincoln, Coach/Sports Prof IV, Athletics, November 27, 2021. Managerial Staff. Resignation.

Shepherd, Michael S., Managerial Associate I, Athletic Department, January 03, 2022. Managerial Staff.

Simmons, Dennis L., Coach/Sports Prof III, Athletics, November 27, 2021. Managerial Staff. Resignation.

Thibodeaux, Calvin D., Coach/Sports Prof III, Athletics, December 30, 2021. Managerial Staff. Resignation.

Viney, Courtney, Univ Student Programs Spec III, Athletics Department, February 9, 2022. Managerial Staff. Resignation.

Wylie Jr., Bennie Ray, Trainer/Health Services Assoc III, Athletics, December 1, 2021. Managerial Staff. Resignation.

#### RETIREMENT(S):

Mossman, Kenneth S., Administrator III, Athletics Department, December 31, 2021. Administrative Staff. Retirement.

Purcell, Chris A., Vice President for University Governance and Executive Secretary of the University of Oklahoma Board of Regents, June 30, 2022. Named Executive Secretary Emeritus of the Board of Regents.

Seesholtz, Daniel R., Administrator II, Engineering Dean, January 31, 2022, Administrative Staff. Retirement.

Stroud, Clarke A., Administrator III, Athletics Department, November 27, 2021. Administrative Staff. Retirement.

Tiller, David, Health Care Professional III, University Counseling Center, January 3, 2022. Professional Staff. Retirement.

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

Regent Stevenson moved approval of the recommendation with the following amendments that were presented to members of the Board and made available to the public. The following voted yes on the motion: Regents Keating, Shirley, Stevenson, Holloway, and Nagel. The Chair declared the motion unanimously approved.



## NEW APPOINTMENT(S):

Bates, Todd, Assistant Coach, Men's Football, Athletics Department, that the appointment be approved effective January 4, 2022, with material terms of the employment agreement to include:

1. An initial term through January 31, 2025.
2. Base Salary of \$285,000 annually payable monthly plus University benefits provided to University employees based on this Base Salary.
3. Additional and outside income from unrestricted private funds for personal services, fund raising, promotional, public relations, endorsements, speaking engagements, and all other athletics- related contracts and activities for the University as follows: \$155,000 annualized on a pro rata basis through and including January 31, 2023 payable monthly; \$380,000 annually payable monthly effective February 1, 2023 through and including January 31, 2024; \$430,000 annually payable monthly effective February 1, 2023 through and including January 31, 2025.
4. Performance Bonuses including a bonus of \$90,000 for winning the NCAA National Championship.

Additionally, authorize the President and Athletics Director, with the assistance of the General Counsel, to negotiate terms of transition and execute the final terms of the agreement to include additional or modified terms and conditions customary and reasonable for agreements of this type, and report back to the Board as may be required under Board policy.

Chavis, Miguel, Assistant Coach, Men's Football, Athletics Department, that the appointment be approved effective December 9, 2021, with material terms of the employment agreement to include:

1. An initial term through January 31, 2024.
2. Base Salary of \$285,000 annually payable monthly plus University benefits provided to University employees based on this Base Salary.
3. Additional and outside income from unrestricted private funds for personal services, fund raising, promotional, public relations, endorsements, speaking engagements, and all other athletics- related contracts and activities for the University in the amount of \$315,000 annually payable monthly.
4. Performance Bonuses including a bonus of \$90,000 for winning the NCAA National Championship.

Additionally, authorize the President and Athletics Director, with the assistance of the General Counsel, to negotiate terms of transition and execute the final terms of the agreement to include additional or modified terms and conditions customary and reasonable for agreements of this type, and report back to the Board as may be required under Board policy.

Hall, Brandon, Assistant Coach, Men's Football, Athletics Department, that the appointment be approved effective December 15, 2021, with material terms of the employment agreement to include:

1. An initial term through January 31, 2024.
2. Base Salary of \$285,000 annually payable monthly plus University benefits provided to University employees based on this Base Salary.
3. Additional and outside income from unrestricted private funds for personal services, fund raising, promotional, public relations, endorsements, speaking engagements, and all other athletics-related contracts and activities for the University in the amount of \$15,000 annually payable monthly.
4. Performance Bonuses including a bonus of \$90,000 for winning the NCAA National Championship.

Additionally, authorize the President and Athletics Director, with the assistance of the General Counsel, to negotiate terms of transition and execute the final terms of the agreement to include additional or modified terms and conditions customary and reasonable for agreements of this type, and report back to the Board as may be required under Board policy.

Lebby, Jeff, Assistant Coach, Men's Football, Athletics Department, that the appointment be approved effective December 8, 2021, with material terms of the employment agreement to include:

1. An initial term through January 31, 2025.
2. Base Salary of \$285,000 annually payable monthly plus University benefits provided to University employees based on this Base Salary.
3. Additional and outside income from unrestricted private funds for personal services, fund raising, promotional, public relations, endorsements, speaking engagements, and all other athletics- related contracts and activities for the University in the amount of \$1,515,000 annually payable monthly. This total amount shall increase by \$100,000 effective February 1, 2023, and by an additional \$100,000 effective February 1, 2024, through the remaining contract term.
4. Performance Bonuses including a bonus of \$90,000 for winning the NCAA National Championship.

Additionally, authorize the President and Athletics Director, with the assistance of the General Counsel, to negotiate terms of transition and execute the final terms of the agreement to include additional or modified terms and conditions customary and reasonable for agreements of this type, and report back to the Board as may be required under Board policy.

Ted Roof, Assistant Coach, Men's Football, Athletics Department, that the appointment be approved effective December 12, 2021, with material terms of the employment agreement to include:

1. An initial term through January 31, 2025.
2. Base Salary of \$285,000 annually payable monthly plus University benefits provided to University employees based on this Base Salary.
3. Additional and outside income from unrestricted private funds for personal services, fund raising, promotional, public relations, endorsements, speaking engagements, and all other athletics- related contracts and activities for the University in the amount of \$815,000 annually payable monthly. This total amount shall increase by \$50,000 effective February 1, 2023, and by an additional \$50,000 effective each February 1, 2024, through the remaining contract term.
4. Performance Bonuses including a bonus of \$90,000 for winning the NCAA National Championship.

Additionally, authorize the President and Athletics Director, with the assistance of the General Counsel, to negotiate terms of transition and execute the final terms of the agreement to include additional or modified terms and conditions customary and reasonable for agreements of this type, and report back to the Board as may be required under Board policy.

Schmidt, Jerry, Director of Sports Enhancement and Strength and Conditioning for Men's Football, Athletics Department, that the appointment be approved effective December 16, 2021, with material terms of the employment agreement to include:

1. An initial term through January 31, 2024.
2. Base Salary of \$285,000 annually payable monthly plus University benefits provided to University employees based on this Base Salary.
3. Additional and outside income from unrestricted private funds for personal services, fund raising, promotional, public relations, endorsements, speaking engagements, and all other athletics- related contracts and activities for the University in the amount of \$365,000 annually payable monthly.
4. Performance Bonuses including a bonus of \$90,000 for winning the NCAA National Championship.

Additionally, authorize the President and Athletics Director, with the assistance of the General Counsel, to negotiate terms of transition and execute the final terms of the agreement to include additional or modified terms and conditions customary and reasonable for agreements of this type, and report back to the Board as may be required under Board policy.

Turnipseed, Thad, Administrator II, Athletics Department, that the appointment be approved effective December 21, 2021, with material terms of the employment agreement to include:

1. An initial term through January 31, 2024.
2. Base Salary of \$260,000 annually payable monthly plus University benefits provided to University employees based on this Base Salary.
3. Additional and outside income from unrestricted private funds for personal services, fund raising, promotional, public relations, endorsements, speaking engagements, and all other athletics- related contracts and activities for the University in the amount of \$90,000 annually payable monthly.
4. Performance Bonuses including a bonus of \$90,000 for winning the NCAA National Championship.

Additionally, authorize the President and Athletics Director, with the assistance of the General Counsel, to negotiate terms of transition and execute the final terms of the agreement to include additional or modified terms and conditions customary and reasonable for agreements of this type, and report back to the Board as may be required under Board policy.

Valai, Octavius, Assistant Coach, Men's Football, Athletics Department, that the appointment be approved effective January 14, 2021, with material terms of the employment agreement to include:

1. An initial term through January 31, 2024.
2. Base Salary of \$285,000 annually payable monthly plus University benefits provided to University employees based on this Base Salary.
3. Additional and outside income from unrestricted private funds for personal services, fund raising, promotional, public relations, endorsements, speaking engagements, and all other athletics- related contracts and activities for the University in the amount of \$325,000 annualized on a pro rata basis, such sums to be paid from unrestricted private funds. This total amount shall increase by \$90,000 to a total of \$415,000 annualized effective February 1, 2023.
4. Performance Bonuses including a bonus of \$90,000 for winning the NCAA National Championship.

Additionally, authorize the President and Athletics Director, with the assistance of the General Counsel, to negotiate terms of transition and execute the final terms of the agreement to include additional or modified terms and conditions customary and reasonable for agreements of this type, and report back to the Board as may be required under Board policy.

Venables, Brent, Head Coach, Men's Football, Athletics Department, that the appointment be approved effective December 6, 2021, with material terms of the employment agreement to include:

1. An initial term through January 31, 2028.
2. Base Salary of \$325,000 annually payable monthly plus University benefits provided to University employees based on this Base Salary.
3. Additional and outside income from unrestricted private funds for personal services, fund raising, promotional, public relations, endorsements, speaking engagements, and all other athletics- related contracts and activities for the University in the amount of \$6,075,000 annually payable monthly. This total amount shall increase by \$100,000 effective February 1, 2023, and by an additional \$100,000 effective each February 1 through the remaining contract term.
4. Supplemental Retirement Income Plan(s): The University shall provide Head Coach supplemental retirement income plan(s) ("Plans") in an annual amount of \$600,000, with one- twelfth (1/12th) of this sum to be contributed to the Plans monthly (the "Supplemental Retirement") for the benefit of Head Coach under IRC Sections 401(a), 403(b), 415(m) and 457(b). The Head Coach will be 100% vested and non-forfeitable in the Supplemental Retirement benefit in the Plans at the time the contribution is made to the Plans.

5. Performance Bonuses including a bonus of \$400,000 for winning the NCAA National Championship.

Additionally, authorize the President and Athletics Director, with the assistance of the General Counsel, to negotiate and execute the final terms of the agreement to include additional or modified terms and conditions customary and reasonable for agreements of this type.

CHANGE(S):

Baranczyk, Jennie, Head Coach, Women's Basketball, Athletics Department, that the employment agreement be modified effective July 1, 2022, with material changes to the terms of the employment agreement to include as follows:

1. Extend the term of the employment agreement to June 30, 2027.
2. Increase the additional and outside income from unrestricted private funds for personal services, fund raising, promotional, public relations, endorsements, speaking engagements, and all other athletics-related contracts and activities for the University from the amount of \$200,000 annually payable monthly effective July 1, 2022 to \$250,000 annually payable monthly effective July 1, 2022. This total amount shall increase by \$25,000 effective July 1, 2023, and by an additional \$25,000 effective each July 1 for the remainder of the term.

Additionally, authorize the President and Athletics Director, with the assistance of the General Counsel, to negotiate and execute the final terms of the agreement to include additional or modified terms and conditions customary and reasonable for agreements of this type.

Bedenbaugh, William E., Assistant Coach, Football, Athletics Department, - that the employment agreement be modified effective February 1, 2022, with material changes to the terms of the employment agreement to include as follows:

1. Extend the term of the employment agreement to January 31, 2024.
2. Increase outside income from unrestricted private funds for personal services, fund raising, promotional, public relations, endorsements, speaking engagements, and all other athletics-related contracts and activities from the annual total of \$475,000 to the annual total of \$485,000 payable monthly.
3. Performance Bonuses including a bonus of \$90,000 for winning the NCAA National Championship.

Additionally, authorize the President and Athletics Director, with the assistance of the General Counsel, to negotiate and execute the final terms of the agreement to include terms and conditions customary and reasonable for agreements of this type.

Finley, Joe Jon., Assistant Coach, Football, Athletics Department, - that the employment agreement be modified effective February 1, 2022, with material changes to the terms of the employment agreement to include as follows:

1. Continue the term of the current employment agreement to January 31, 2024.
2. Increase outside income from unrestricted private funds for personal services, fund raising, promotional, public relations, endorsements, speaking engagements, and all other athletics-related contracts and activities from the annual total of \$50,000 to the annual total of \$60,000 payable monthly.
3. Performance Bonuses including a bonus of \$90,000 for winning the NCAA National Championship.

Additionally, authorize the President and Athletics Director, with the assistance of the General Counsel, to negotiate and execute the final terms of the modified agreement to include additional or other modified terms and conditions customary and reasonable for agreements of this type.

Gundy, Joseph C., Assistant Coach, Football, Athletics Department, - that the employment agreement be modified effective February 1, 2022, with material changes to the terms of the employment agreement to include as follows:

1. Extend the term of the current employment agreement to January 31, 2024.

2. Increase outside income from unrestricted private funds for personal services, fund raising, promotional, public relations, endorsements, speaking engagements, and all other athletics- related contracts and activities from the annual total of \$315,000 to the annual total of \$325,000 payable monthly.
3. Performance Bonuses including a bonus of \$90,000 for winning the NCAA National Championship.

Additionally, authorize the President and Athletics Director, with the assistance of the General Counsel, to negotiate and execute the final terms of the modified agreement to include additional or other modified terms and conditions customary and reasonable for agreements of this type.

Moser, Porter, Head Coach, Men's Basketball, Athletics Department, that the employment agreement be modified effective July 1, 2023, with material changes to the terms of the employment agreement to include as follows:

1. Extend the term of the current employment agreement to June 30, 2028.

Additionally, authorize the President and Athletics Director, with the assistance of the General Counsel, to negotiate and execute the final terms of the agreement to include additional or modified terms and conditions customary and reasonable for agreements of this type.

Murray, DeMarco, Assistant Coach, Football, Athletics Department, that the appointment be approved effective February 1, 2022, with material terms of the employment agreement to include:

1. Extend the term of the current employment agreement to January 31, 2024.
2. Increase Base Salary from \$275,000 annually payable monthly to \$285,000 annually payable monthly plus University benefits provided to University employees based on this Base Salary.
3. Increase outside income from unrestricted private funds for personal services, fund raising, promotional, public relations, endorsements, speaking engagements, and all other athletics- related contracts and activities from the annual total of \$75,000 to the annual total of \$115,000 payable monthly.
4. Performance Bonuses including a bonus of \$90,000 for winning the NCAA National Championship.

Additionally, authorize the President and Athletics Director, with the assistance of the General Counsel, to negotiate and execute the final terms of the agreement to include additional or modified terms and conditions customary and reasonable for agreements of this type.

## **CONVEYING PROPERTY, OAK PARK ADDITION – HSC**

The University administration recommends that it be authorized to grant Lot 38 and the West half of Lot 39 of Block 10 in Amended Plat of Oak Park Addition in Oklahoma City to the Office of Management and Enterprise Services (OMES) for \$10.00 and authorize the administration to execute all documents necessary for this transaction.

This property is a small portion of land is part and parcel to the former State of Oklahoma Department of Health (OSDH) building site. These parcels were incorrectly deeded to the Board of Regents more than 50 years ago. The parcels are between the OSDH loading dock drive and Stonewall Ave. The need for this conveyance was identified during a title search that was conducted by OMES in support of the sale of this property to the University Hospital Authority and Trust. The University has a Quit Claim Deed for the transaction of the property subject to the approval of the Board of Regents.

President Harroz recommended the Board of Regents:

- I. Approve execution of a quitclaim deed for Lot 38 and the West half of Lot 39 of Block 10 in Amended Plat of Oak Park Addition to Oklahoma City, Oklahoma County, Oklahoma for \$10.00; and
- II. Authorize the President or his designee to execute all related contracts necessary for this transaction.

Regent Keating moved approval of the recommendation. The following voted yes on the motion: Regents Keating, Shirley, Stevenson, Holloway, and Nagel. The Chair declared the motion unanimously approved.

### **FOR INFORMATION ONLY ITEMS**

Also included in the agenda were the following items that were identified, by the administration of the University, as “For Information Only.” No action was required, but discussion, comments or consideration could have occurred if requested.

**NONSUBSTANTIVE PROGRAM CHANGES – NC**  
**CURRICULUM CHANGES – NC**  
**PRINCIPAL GIFTS TO THE UNIVERSITY – ALL**  
**COPIER, MULTI-FUNCTION DEVICE PURCHASE – ALL**  
**NATURAL GAS SUPPLIER – ALL**  
**QUARTERLY REPORT OF ON-CALL ARCHITECTS, ENGINEERS, CONSTRUCTION MANAGERS & CONSTRUCTION SERVICES – ALL**  
**QUARTERLY REPORT OF PURCHASES – ALL**  
**QUARTERLY FINANCIAL ANALYSIS – ALL**

### **NONSUBSTANTIVE PROGRAM CHANGES – NC**

The Oklahoma State Regents for Higher Education confer upon each institution the authority to implement non-substantive changes to their programs. Non-substantive changes may be approved by the chief academic officer of the institution but must be reported to the State Regents in a timely manner. The following nonsubstantive changes have been approved by the appropriate faculty, academic units and deans, the Academic Programs Council or Graduate Council, and Senior Vice President and Provost. They are being forwarded to the Board of Regents for information only.

Administrative/Internal Program Changes  
 Recommended for Approval by the Academic Programs Council or Graduate Council  
 December 2021

Program Requirement Changes

### **BOREN COLLEGE OF INTERNATIONAL STUDIES**

**Bachelor of Arts (in International and Area Studies – International Studies), Master of Arts (in International Studies – Global Studies) (RPC 018/337, MC A605/F497)**

Program requirement changes. Modify the accelerated program from a simultaneous program model to a sequential program model. Remove the Core IV Arts and Humanities General Education courses. Change overall General Education hours from 43-56 to 37-50. Remove

Research and Writing Skills requirement in the International Studies BA major. Change the shared graduate level requirements under Development and Economics in International Studies BA major to IAS 5713 Policy Analysis and Writing. The shared courses now include IAS 5503, IAS 5713, IAS 5003, and IAS 5703. Change the GPA requirement from 3.5 to 3.0 overall, major and OU. Total credit hours for the degree will not change.

Reason for request:

The IAS accelerated BA/MA program was originally designed as a simultaneous program model, primarily to accommodate students in the Arabic Flagship program, which required that students be active undergraduate students. Now that Flagship is no longer offered at OU, the department has flexibility to review the program to be the most beneficial for students. A sequential program was voted on by the faculty based on feedback from students in the program. Accelerated students often ask about graduate assistantships, which are not allowed with the current simultaneous model. Adopting a sequential model will allow our accelerated students to become eligible for funding in their fifth year, which will ease the burden of paying for their graduate program for many students.

IAS faculty voted to remove the two Core IV Arts and Humanities general education courses to increase flexibility for students. Many IAS undergraduate students seek minors or double majors/dual degrees and this will give students more course to increase flexibility. This will be reflected in all IAS undergraduate majors pending approval.

The research/writing skills requirement will be removed from all IAS undergraduate majors. This was added to increase readiness for IAS 4013 Senior Capstone, however, due to sequencing and enrollment offering concerns, the department found that it was not as effective as planned. As we look to our programs to increase student satisfaction and flexibility, removing the research and writing skills requirements would be beneficial.

Currently, the undergraduate and graduate programs share a graduate-level Global Economics course. This proposal would swap that requirement for IAS 5713 Policy Analysis and Writing. The Global Economics course would now be taken in the fifth year and would not be shared with the undergraduate program. The department recommends students take IAS 5713 Policy Analysis and Writing in the second semester of graduate work so with the switch to a sequential program model, we needed to modify the shared courses to allow for the appropriate sequencing. Lowering the GPA requirements (OU, major and overall) from a 3.5 to a 3.0 would open up the program to many more students. Our stand-alone undergraduate programs require 2.0 overall and OU GPAs and a 2.5 in the major so the 3.0 requirement would still add a level of difficulty over the standard undergraduate program. It would continue to meet the Graduate College requirements. It would also allow for increased flexibility with a goal of overall growth.

## GAYLORD COLLEGE OF JOURNALISM AND MASS COMMUNICATION

Bachelor of Arts (in Journalism-Public Relations), Master of Arts (in Journalism and Mass Communication) (RPC 137/138, MC A815/F610-Q653)

Program requirement changes. For the Public Relations option, JMC 4423 Contemporary Problems in PR (capstone) will replace JMC 3433 PR Design as a major core requirement and JMC 3433 will replace JMC 4423 as one option of four courses. JMC 4403 PR Campaigns has been removed as capstone and will serve as a major requirement. We have also added JMC 3453 PR & Society as a major requirement. Total credit hours for the degree will not change.

Reason for request:

Curriculum change in Public Relations to reflect the change in the industry and our accreditation requirements.

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

**CURRICULUM CHANGES – NC**

The Oklahoma State Regents for Higher Education confer upon each institution the authority to delete, modify and add courses. The course deletions, modifications, and additions itemized in the attached list have been approved by the appropriate faculty, academic units and deans, the Academic Programs Council or Graduate Council, and the Interim Senior Vice President and Provost. They are being forwarded to the Board of Regents for information only.

Courses Recommended for Approval by  
The Academic Programs Council or Graduate Council  
December 2021

<u>Prefix/Number</u>	<u>Title</u>	<u>Comments</u>	
<b>COURSE CHANGES</b>			
<u>Dodge College of Arts and Sciences</u>			
ANTH	4433	Social Organization (old) Ethnographic Writing (new)	Change Title Change Short Title Change Course Description Change Pre-Requisites Change Graduate Credit Change Slash-listing
ANTH	4513	Human Evolutionary History (old) Applying Anthropology to Contemporary Social Problems (new)	Change Title Change Short Title Change Course Description Change Pre-Requisites Change Graduate Credit Change Slash-listing
ANTH	5513	Historical Anthropology (old) Applying Anthropology to Contemporary Social Problems (new)	Change Title Change Short Title Change Course Description Change Pre-Requisites Change Slash-listing
H R	5363	Program Development, Implementation, and Evaluation (old) Program Training & Development (new)	Change Title Change Short Title Change Course Description Change Pre-Requisites
H R	5883	Introduction to the Counseling Profession	Change Pre-Requisites
NAS	4533	Contemporary Native American Artist II (old) Contemporary Native American Artists (new)	Change Title Change Short Title Change Course Description Change Pre-Requisites
NAS	5533	Contemporary Native American Artist II (old) Contemporary Native American Artists (new)	Change Title Change Short Title Change Course Description



<u>Prefix/Number</u>		<u>Title</u>	<u>Comments</u>
S WK	5023	Advanced Standing Seminar II	Change Pre-Requisites
S WK	5523	Macro Systems in Practice	Change Pre-Requisites
S WK	5733	Mental Health Assessment and Diagnosis	Change Course Description
<u>Price College of Business</u>			
EMBA	5021	Economics of the Energy Value Chain and Technology & Innovation Influences (old) Hydrocarbon Value Chain – Technology & Innovation (new)	Change Title Change Short Title Change Default Grade Mode
EMBA	5022	Accounting I (old) Introduction to Energy Accounting (new)	Change Title Change Short Title Change Course Description
EMBA	5131	Alternative Energy: Power & Fuels (old) Renewable Energy Resources (new)	Change Title Change Short Title
EMBA	5141	Supply Chain (old) Supply Chain Management (new)	Change Title Change Short Title
EMBA	5191	Marketing Strategy (old) Marketing Strategy – Changing Energy Mix and New Markets (new)	Change Title
EMBA	5201	Leadership and Managing Change (old) Managing Change – Role of Leadership (new)	Change Title Change Short Title
EMBA	5212	Economic Project Evaluation- Capstone (old) Valuation of Hydrocarbon Resources (new)	Change Title Change Short Title
EMBA	5222	Corporate Finance and Risk Management (old) Corporate Energy Finance (new)	Change Title Change Short Title Change Course Description
EMBA	5232	Energy Law (old) Hydrocarbon Law and Regulations (new)	Change Title Change Short Title Change Course Description
EMBA	5261	Energy and Environment I (old) Energy and Environment (new)	Change Title Change Short Title Change Course Description
EMBA	5291	Electric Power Systems and Grid Management (old) Electric Power Systems (new)	Change Title Change Short Title Change Course Description
EMBA	5331	Advanced Accounting for Renewable Energy (old) Accounting for Renewable Energy (new)	Change Title Change Short Title
EMBA	5351	Energy Law for Renewables and Ethics (old) Renewable Energy Law and Regulations (new)	Change Title Change Short Title

<u>Prefix/Number</u>		<u>Title</u>	<u>Comments</u>
EMBA	5381	Renewable Energy Systems Analysis and Forecasting (old) Renewable Energy Analysis and Forecasting (new)	Change Title Change Short Title
EMBA	5391	Renewable Energy Project Finance and Development (old) Renewable Energy Project – Business Plan (new)	Change Title Change Short Title
L S	4613	Real Property Law	Change Pre-Requisites
<u>College of Professional and Continuing Studies</u>			
AVIA	3103	Flight Deck Environmental Issues	Change Pre-Requisites
AVIA	3333	Survey of Aviation Law	Change Pre-Requisites
AVIA	3923	Aerospace Operational Research	Change Course Description Change Pre-Requisites
AVIA	4663	Survey of Aerospace Ethical Issues	Change Pre-Requisites
AVIA	4803	Aviation Mental Health: Psychological Implications for Air Transportation	Change Pre-Requisites
AVIA	4983	Airline Management	Change Pre-Requisites
<u>Mewbourne College of Earth and Energy</u>			
P E	5553	Integrated Reservoir Management	Change Course Description Change Pre-Requisites
<u>Gaylord College of Journalism &amp; Mass Communication</u>			
JMC	4043	Reporting in Specialized Fields (old) TV News Producing (new)	Change Title Change Short Title Change Course Description Change Pre-Requisites Change Repeatability Change Slash-listing
JMC	4853	Race, Gender and the Media (old) Race, Gender, Class and the Media (new)	Change Title Change Short Title Change Pre-Requisites
JMC	5043	Reporting for Specialized Fields (old) TV News Producing (new)	Change Title Change Short Title Change Course Description Change Slash-listing
JMC	5853	Race, Gender and the Media (old) Race, Gender, Class and the Media (new)	Change Title Change Short Title Change Course Description

<u>Prefix/Number</u>	<u>Title</u>	<u>Comments</u>
<u>College of Professional and Continuing Studies</u>		
LSAL	4123	Quality Initiatives in Organizations
		Change Course Description
LSAL	5153	Ethics in Leadership
		Change Course Description
LSMS	5333	Introduction to Museum Interpretation
		Change Course Description Change Pre-Requisites
<u>University College</u>		
UCOL	1030 (old) 1031 (new)	Leadership Practicum (old) Exploring Careers (new)
		Change Course Number Change Title Change Short Title Change Course Description Change Pre-Requisites Change Credit Hours Change Repeatability Change Variable Credit
COURSE DELETIONS		
<u>Dodge College of Arts and Sciences</u>		
ANTH	3253	Applied Anthropology
NEW COURSES		
<u>Dodge College of Arts and Sciences</u>		
ANTH	5433	Ethnographic Writing
ANTH	6223	Community Engaged Anthropology
ANTH	6310	Internship in Applied Medical Anthropology
ENGL	4053	Topics in Technical Writing
H R	5233	Strategic Leadership for Intercultural Awareness
HSCI	1313	Disasters
HSCI	3293	Environment and Health
MBIO	4783	Introduction to Python Programming for Data Analytics
MBIO	5783	Introduction to Python Programming for Data Analytics
PBIO	4783	Introduction to Python Programming for Data Analytics
PBIO	5783	Introduction to Python Programming for Data Analytics
S WK	5723	Human Services Administration
WGS	4633	Latina Feminist Epistemologies
WGS	5633	Latina Feminist Epistemologies
<u>Price College of Business</u>		
EMBA	5402	Renewable Energy Project – Develop, Implement, and Manage
EMBA	5412	Carbon Management: Strategies and Steps
EMBA	5421	ESG and Sustainability
EMBA	5431	Financing Hydrocarbon Projects

<u>Prefix/Number</u>		<u>Title</u>	<u>Comments</u>
EMBA	5441	Renewable Energy Technology and Innovation	
EMBA	5451	Renewable Energy Project Valuation	
<u>Jeannine Rainbolt College of Education</u>			
EACS	5023	Research Literacy	
EDS	4633	Latina Feminist Epistemologies	
EDS	5633	Latina Feminist Epistemologies	
<u>Gallogly College of Engineering</u>			
CEES	5813	Water Treatment, Reuse, and Health Impacts	
<u>Weitzenhoffer College of Fine Arts</u>			
DRAM	3443	Digital Audio Techniques	
<u>Gaylord College of Journalism &amp; Mass Communication</u>			
JMC	4143	Reporting in Washington	
JMC	4213	Innovators in Journalism	

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

## **PRINCIPAL GIFTS TO THE UNIVERSITY OF OKLAHOMA – ALL**

The following gifts and commitments have been received by the OU Foundation:

- \$42,000,000 irrevocable estate commitment from an anonymous donor to help fund initiatives within the Michael F. Price College of Business.
- \$7,675,000 from the Shelby Cullom Davis Charitable fund provides scholarship funding for the Davis United World College Scholars Program students at OU, one of four public universities that enroll Davis Scholar students from around the world. Shelby Cullom Davis was an American businessman, investor, and philanthropist with a passion for education, inspired to support student enrollment at OU by his Wall Street office mate, Jim Holden, OU BBA 1957.
- \$5,000,000 estate commitment from Chris Cheatwood and his wife, Cathy, to support the Mewbourne College of Earth and Energy School of Geosciences. Chris received his BS in Geology from Mewbourne in 1984, is a current Board of Visitors member, and a 2020 Distinguished Service Award recipient from the Mewbourne College of Earth and Energy.
- \$2,835,000 estate commitment from Krista M Jones and her husband, Craig, to the College of Dentistry's J. Dean Robertson Society. The Robertson Society is an annual giving program named in honor of beloved longtime faculty member and mentor, Dr. J Dean Robertson, and provides critical support in the advancement of excellence throughout the College. Krista received her DDS from OU's College of Dentistry in 1981 and currently practices in Edmond, OK.
- \$2,500,000 estate commitment from Robert E Cooper to the Gallogly College of Engineering. Upon realization, the gift will support scholarships for the College. Robert received his BS in Industrial Engineering from the Gallogly College of Engineering in 1973.

- \$2,225,000 estate commitment from Ronald Kline, who served on faculty at OU more than 25 years ago and is currently teaching his final semester at San Diego State as he heads into retirement. Upon realization of his gift, The Dr. Ronald A. Kline Graduate Fellowship and Support Fund for the School of Aerospace and Mechanical Engineering will be established within the Gallogly College of Engineering.
- \$2,000,000 estate commitment from Robert Capehart and his wife, Diana, to establish two endowed funds to support Medical Ethics education and programming in the College of Medicine – The Capehart Professorship in Medical Ethics and The Capehart Medical Ethics Enrichment Fund. Bob received his MD from the College of Medicine in 1965, going on to practice in the Tulsa area including time spent on faculty at OU-Tulsa.
- \$2,000,000 from Delta Dental of Oklahoma Foundation to fund and facilitate the establishment of the College of Dentistry Clinic on the University of Oklahoma - Tulsa Schusterman campus.
- \$2,000,000 from Anna Donat to establish the Paul E. Donat Endowed Chair in Urology, in honor of Anna's husband, Paul, a proud graduate of the OU College of Medicine in 1962. Dr. Donat received a Bronze Star for his service in Vietnam, taught surgery techniques and procedures throughout the U.S and internationally, and practiced in the state of Oklahoma for 53 years.
- \$2,000,000 estate commitment from Joe Hanold and his wife, Shirley, creating The Joe and Shirley Hanold Aerospace and Mechanical Engineering Endowed Scholarship within the Gallogly College of Engineering. Joe received his BS in Mechanical Engineering in 1983 from the Gallogly College of Engineering.
- \$2,000,000 estate commitment from Greg Kubiak, a 1983 Political Science graduate from the Dodge Family College of Arts & Sciences to support OU's LGBT Alumni Society, the David A. Burr President's Leadership Class Awards, and the Anona Adair President's Leadership Class Enrichment Scholarship.
- \$2,000,000 estate commitment from Kathy Fitzgerald Sheppard and her husband, Wayne to the College of Medicine's Department of Psychiatry and Behavioral Sciences. Upon realization of their gift, a fund providing fellowships to 1<sup>st</sup> and 2<sup>nd</sup> year residents within the department will be established in memory of their son, Rawson Paul Sheppard.
- \$1,902,040 from Michael Turner to support the Stephenson School of Biomedical Engineering. Michael graduated from the Mewbourne College of Earth and Energy with a BS in Petroleum Engineering in 1961.
- \$1,750,000 from the McCasland Foundation to support the Howard McCasland Field House and OU Softball program.
- \$1,500,000 estate commitment from Mary Ann Turner to the College of Law to establish the Robert J. (Jim) Turner Endowed Scholarship Fund in memory of her late husband, Jim, a 1956 graduate of the Dodge Family College of Arts and Sciences and 1960 graduate of the College of Law.
- \$1,170,843.36 from the estate of Omer Kircher to the School of Chemical Engineering and Materials Science at the Gallogly College of Engineering. Omer received his BS in Chemical Engineering from the Gallogly College of Engineering in 1951.

- \$1,000,000 from Kenneth Bohan to establish the Kenneth E. Bohan, M.D. Endowed Chair in the Department of Pediatrics in honor of his father, Kenneth E. Bohan, a 1940 graduate of OU's College of Arts and Sciences who completed his medical residency and fellowship in the Department of Pediatrics of OU's College of Medicine.
- \$1,000,000 estate commitment from Greg Ireton, a 1950 OU graduate with bachelor's degrees in Petroleum Engineering and Geological Engineering from the Mewbourne College of Earth and Energy. The gift will support the Greg Ireton Earth and Energy Support Fund, an expendable fund to meet the greatest needs of the college at the discretion of the Dean.
- \$1,000,000 estate commitment from Kirk Harry Monfort to the Dodge Family College of Arts and Sciences' Department of Classics and Letters. Upon realization of his gift, funds will be received to the Kirk Monfort Endowed Scholarship. Kirk is a 1965 graduate of the Dodge Family College of Arts and Sciences with a BA in Letters.
- \$1,000,000 from Randall and Lenise Stephenson to support the Prentice Gautt Academic Center, providing funding for leadership and professional services that guide, support and enhance the academic endeavors and holistic development goals of student-athletes.
- \$1,000,000 estate commitment from Richard Van Horn and his wife, Betty Jane Pfefferbaum Van Horn, to establish two funds – the Richard L. Van Horn Chair in Information Technology and Analytics in the Management Information Systems (MIS) Division of the Price College of Business and the Susan Householder and Richard L. Van Horn Chair in Fine Arts within the Weitzenhoffer College of Fine Arts. Richard is a longtime supporter of OU, and President Emeritus, Regents' Professor of Management Information Systems Emeritus, and Clarence E. Page Professor of Aviation and Aerospace Studies Emeritus. Dr. Pfefferbaum is George Lynn Cross Research Professor Emeritus of Psychiatry and Behavioral Sciences.
- \$1,000,000 from Lee Warren Young to establish the Jean Marie Warren Endowed Chair in Honors College in honor of his late mother, Jean Marie Warren, a 1955 OU graduate with a degree in drama and a founding member of the Honors College Board of Visitors, which she served on for nearly 10 years.

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

### **COPIER, MULTI-FUNCTION DEVICE PURCHASE – ALL**

Board of Regents' policies and procedures require that acquisition contracts that merely establish unit pricing, availability and other terms and conditions but which are indefinite as to quantity and delivery must be reported to the Board of Regents if the cumulative orders against them are expected to exceed \$1,000,000 annually.

This item reports a contract award that will permit University departments on all three campuses to purchase their copiers, printers, or multifunction devices. The contract replaces other similar existing lease agreements that will be phased out during their respective terms. As this will be a contract for a fundamentally different method of acquisition, the anticipated annual expenditure amounts are: FY 2023 - \$3,766,000; FY 2024 - \$3,850,000; FY 2025 - \$3,825,000; FY 2026 - \$3,715,000; and FY 2027 - \$3,450,000.

The University issued a competitive solicitation to ensure the most competitive prices available. The following firms responded:

<u>COMPANY/ENTITY</u>	<u>HEADQUARTERS</u>
Epic Office Solutions	Broken Arrow, Oklahoma
ImageNet Consulting	Oklahoma City, Oklahoma
RK Black	Oklahoma City, Oklahoma
Standley Systems	Chickasha, Oklahoma
SumnerOne Inc	Oklahoma City, Oklahoma
Toshiba America Business Solutions Inc.	Lake Forest, California
Xerox Business Solutions Southwest	San Antonio, Texas

An evaluation committee for the University comprising the following individuals rated the responses:

- John Sarantakos, Director, University Printing Services
- Sherri Isbell, Associate Director, University Printing Services
- Debbie Reddell, Managerial Associate, University Printing Services
- Christopher Kobza, Administrator IV, Information Technology
- Kimberly Helton, Procurement (non-voting, advisory capacity)

After thorough review of the RFP responses submitted by vendors, the RFP Review Committee invited the four strongest respondents to interviews: ImageNet Consulting, Standley Systems, Toshiba America Business Solutions Inc, and Xerox Business Solutions Southwest.

As a result of the evaluation matrix below, the RFP Review Committee determined that award to ImageNet Consulting, Standley Systems, and Xerox Business Solutions Southwest represents lowest cost and best value to the University.

Evaluation Criteria	% Weight	ImageNet	Standley	Toshiba	Xerox
Quality of product line and uniformity or device operation	20%	15	20	10	20
Service plan and CPC rates	25%	20	25	20	20
Ability to service multiple campuses	10%	10	10	4	10
Technical support	10%	10	7	5	10
Installation, training and implementation plan	5%	4	4	3	3
Pricing	30%	20	20	25	30
<i>Total</i>	100%	79.00	86.00	67.00	93.00

Funding must be available and budgeted with each University department that purchases an item from the approved standardized equipment list.

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

**NATURAL GAS SUPPLIER – ALL**

This item was pulled from the agenda before the meeting began.

**QUARTERLY REPORT OF ON-CALL ARCHITECTS, ENGINEERS, CONSTRUCTION MANAGERS & CONSTRUCTION SERVICES – ALL**

- I. In June 2020, the Board of Regents authorized a group of architectural and engineering firms to provide professional on-call services and authorized a group of construction management firms to provide on-call services for minor construction and renovation projects.
- II. The Board of Regents policy governing the buying and selling of goods and services states that purchase obligations between \$50,000 & \$1,000,000 must be reported quarterly to the board as an information item.

Work completed during the 2nd quarter of fiscal year 2022 by on-call architectural, engineering, and construction management firms is summarized below.

Firm Name	Date Initiated	Work Performed	Fee
<i>For the OU-Norman Campus</i>			
LWPB Architecture	April 23, 2021	Saxon MP Addt. Fire Suppression	\$52,998
Studio Architecture	February 2, 2021	Construction Admin-Charlie Coe Center Fencing and Gates	\$1,200
McKinney Partnership Architects	November 20, 2019	Design – Copeland Hall Student Media	\$2,069
Benham Engineering	August 5, 2021	Spill Prevention CC Plan	\$15,040
Kirkpatrick Forrest Curtis Engineering	April 14, 2021	Sam Noble Museum Load Study 3 <sup>rd</sup> Floor Storage	\$1,800
Kirkpatrick Forrest Curtis Engineering	July 11, 2021	GFOMS Stadium Assessment	\$17,115
Kirkpatrick Forrest Curtis Engineering	August 10, 2021	Sutton Hall Condition Assessment	\$4,440
ZFI Engineering	June 10, 2021	Devon Hall Structural Evaluation	\$1,000
Lingo Construction	April 15, 2021	Copeland Hall - Student Media	\$23,763
Lingo Construction	August 31, 2021	Cross Village Parking Garage - Handrails	\$1,368

Firm Name	Date Initiated	Work Performed	Fee
<i>For the Health Sciences Center Campus - Oklahoma City:</i>			
Alvine Engineering	January 20, 2021	College of Nursing MEP, Telecom & Nurse Call Design	\$22,820
Professional Engineering Consultants	February 23, 2021	Nuclear Pharmacy ADA Ramp and Fire Sprinkler	\$4,000



Firm Name	Date Initiated	Work Performed	Fee
Terracon Consultants	June 28, 2021	OUIT Bldg - Mech. Penthouse Floor Concrete Testing	\$5,500
ZFI Engineering	December 15, 2020	Repair Docs Stair B Stonewall	\$6,100
<i>For the OU-Tulsa Campus:</i>			
			-0-

Cumulative Total Professional Architectural, Engineering, and Construction Management Fees for work completed by On-calls through the second quarter of fiscal year 2022.

*For the OU-Norman Campus:*

Firm Name	Total Fees
LWPB Architecture	\$52,997
Studio Architecture	\$1,200
McKinney Partnership Architects	\$2,069
Benham Engineering	\$15,040
Kirkpatrick Forrest Curtis Engineering	\$24,405
ZFI Engineering	\$1,000
Lingo Construction	\$25,131
Total Norman Campus	\$121,842

*For the Health Sciences Center - Oklahoma City:*

Firm Name	Total Fees
Alvine Engineering	\$22,820
Professional Engineering Consultants	\$4,000
Terracon Consultants	\$5,500
ZFI Engineering	\$6,100
Total Health Sciences Center, Oklahoma City	\$38,420

*For OU-Tulsa:*

Firm Name	Total Fees
Total Tulsa Campus	\$0
<i>Total for Architects, Engineers &amp; CM's – ALL Campuses</i>	<i>\$160,262</i>

Zero work completed during the second quarter of fiscal year 2022; construction services selected through the competitive bidding process.

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

## QUARTERLY REPORT OF PURCHASES – ALL

The Board of Regents policy governing the buying and selling of goods and Services states that:

- I. Purchases and/or acquisition of goods and Services over \$1,000,000 must be submitted to the Board for prior approval; and
- II. Purchase obligations between \$50,000 and \$1,000,000 must be reported quarterly to the Board as an information item. Sole source procurements in this category must also be reported and identified as such.

For II above the report for the quarter ended December 31, 2021, is attached hereto as Exhibit K. It is divided into the following funding source groupings:

- Educational & General (Appropriations, Tuition & Fees, Sponsored Projects Indirect Cost Reimbursements)
- Non-Educational & General (Non-Appropriated, Service Departments, Auxiliary Enterprises, Clinic Operations)
- Sponsored Projects (Federal, State, Other Grants and Contracts)
- Capital Projects

Within each grouping purchases are sorted by Supplier, then by Campus, then by Department. In the column labeled “Method” purchases are classified either as “Competed” or “Negotiated;” sole source procurements fall within the “Negotiated” classification and are identified by **bold face type**.

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

## QUARTERLY FINANCIAL ANALYSIS – ALL

By request of the Board of Regents, the Health Sciences Center and Norman Campus *Statements of Net Position* as of December 31, 2021, and *Statements of Changes in Net Position* for the six months then ended are attached hereto as Exhibit L. The statements are unaudited and are presented for management use only.

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

There being no further business, the meeting was adjourned at 4:17 p.m.

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Chris A. Purcell, Ph.D.  
Executive Secretary of the  
Board of Regents

**CAMERON UNIVERSITY**  
**STATEMENTS OF NET POSITION**  
**DECEMBER 31, 2021 AND 2020**  
**UNAUDITED-MANAGEMENT USE ONLY**

	12/31/2021	12/31/2020
<b>Assets</b>		
Unrestricted cash and cash equivalents	\$ 11,235,623	\$ 10,848,309
Restricted cash and cash equivalents	3,276,336	5,406,824
Accounts receivable, net	2,869,148	2,812,967
Net other post-employment benefits asset	40,069	256,212
Deposits and prepaid expenses	2,226,785	2,137,933
Capital assets, net	55,332,983	55,748,600
<b>Total Assets</b>	<u>74,980,944</u>	<u>77,210,845</u>
<b>Deferred Outflows</b>	<u>12,010,215</u>	<u>2,967,823</u>
<b>Liabilities</b>		
Accounts payable and accrued expenses	547,988	582,575
Post-employment benefits obligation	2,059,325	2,350,343
Accrued compensated absences	487,259	492,624
Net pension liability	38,387,019	27,422,638
Unearned revenue	-	-
Capital lease payable	17,762,221	18,952,400
Deposits held in custody for others	97,929	136,182
<b>Total Liabilities</b>	<u>59,341,741</u>	<u>49,936,762</u>
<b>Deferred Inflows</b>	<u>6,712,503</u>	<u>7,340,380</u>
<b>Net Position</b>		
Net Position	20,936,915	22,901,526
<b>Total Net Position</b>	<u>\$ 20,936,915</u>	<u>\$ 22,901,526</u>

**CAMERON UNIVERSITY**  
**STATEMENTS OF REVENUE, EXPENSES AND CHANGES IN NET POSITION**  
**FOR THE SIX MONTHS ENDED DECEMBER 31, 2021 AND 2020**  
**UNAUDITED-MANAGEMENT USE ONLY**

	12/31/2021	12/31/2020
<b>Operating Revenues</b>		
Student tuition and fees	\$ 11,660,471	\$ 12,632,994
Grants and contracts	1,501,361	1,476,399
Sales and services of educational activities	145,687	229,714
Sales and services of auxiliary enterprises	2,017,924	1,987,504
Other operating revenues	435,982	987,514
<b>Total Operating Revenues</b>	15,761,425	17,314,125
<b>Operating Expenses</b>		
Compensation and benefits	13,954,957	13,559,608
Contractual services	793,157	665,188
Supplies and materials	8,744,245	7,199,539
Depreciation	1,968,986	1,935,139
Utilities	796,785	575,599
Communication	84,061	89,000
Scholarships and fellowships	11,350,228	8,743,419
Other operating expenses	800,509	933,493
<b>Total Operating Expenses</b>	38,492,928	33,700,985
<b>Operating loss</b>	(22,731,503)	(16,386,860)
<b>Nonoperating Revenues and (Expenses)</b>		
State appropriations	9,626,755	8,252,879
Grants and contracts	10,249,490	6,611,424
Private gifts	321,938	326,259
Endowment and Investment income	35,699	66,757
<b>Net Nonoperating Revenues and (Expenses)</b>	20,233,882	15,257,319
<b>Income Before Other Revenues, (Expenses), Gains or (Losses)</b>	(2,497,621)	(1,129,541)
<b>Other Revenue, Expenses, Gains or Losses</b>		
Private gifts for capital projects	-	-
Capital state appropriations	643,780	475,049
<b>Total Other Revenue, (Expenses), Gains and (Losses)</b>	643,780	475,049
<b>Change in Net Position</b>	\$ (1,853,841)	\$ (654,492)

## Cost

Pricing is valid for **180 days**.

### **Strategic Enrollment Planning** *Develop a Five-Year Strategic Enrollment Plan*

**\$201,200**

- Administration and analysis of RNL Satisfaction-Priorities Assessments
- Development of a baseline Enrollment Projection Model that uses high school senior class sizes, transfer student projections, and Rogers State's historical market share rates
- Up to 12, 2-day on-site or remote consultations comprised of a combination of travel, report generation, analysis, and telephone support
- Preparation, including organization for SEP and identification of key performance indicators, and data analysis of Rogers State-provided enrollment and market data
- Strategy development and prioritization of potential SEP initiatives
- Enrollment goal setting and plan finalization
- Advising on plan implementation and modification

### **Dynamic SEO Strategy and Content Development** *Write Copy that Appeals to Search Engines and Students*

**\$69,000**

- Development of written search-engine-optimized content for 30 targeted academic program and priority enrollment webpages identified by Rogers State, to include:
  - 8 hours of remote interviews to inform content research
- Keyword research and creation of blueprints for each page, including primary and secondary keywords, meta title, and meta descriptions
  - Delivery of content for client review, including revisions of up to 2 drafts for each page
- Pre-launch and quarterly SEO performance reports for targeted webpages, to include assessment of:
  - Changes in search engine rankings
  - Changes in website traffic originating from search engines
  - Changes in enrollment-related user behaviors on each page
- 2 technical audits/crawls of the Rogers State web domain to identify issues impacting SEO performance:
  - Up to 5,000 pages per month
  - Report detailing specific site errors by error type and URL for university remediation
- 12 months of consultation in monthly remote sessions covering:
  - Updates on content development process and page revisions
  - Presentation of recommended prioritized site technical issues
  - Presentation of SEO performance reports
  - Recommended adjustments or enhancements to strategy for ongoing improvement
- 12-months tracking in RNL's agency account of BrightEdge, including:
  - Set up and tracking for 180 keywords and 6 competitors
  - Development of keyword performance dashboards accessible to the university
  - Integration of Google Analytics data for client site into BrightEdge platform to enable reporting on impact of SEO work on website traffic

<b>RNL Advanced FinAid Solutions™</b> <i>Optimize Your Financial Aid Strategy to Meet Enrollment and Revenue Goals</i>		
<b>Year 1: \$65,575</b>	<b>Year 2: \$65,575</b>	<b>Year 3: \$65,575</b>

- Historical Research and Competitor Benchmarking
- Econometric Modeling
- Retention Analysis
- Revenue Optimization and Simulation
- Annual Financial Aid Plan Development
- Five-Year Enrollment and Net Revenue Projection Model™
- Enrollment Likelihood and FinAid Receptivity Scoring
- RNL Smart View Dashboards and Reporting
- Program Management and Consulting
- Up to 2 campus visits

ROGERS STATE UNIVERSITY  
STATEMENT OF NET POSITION  
December 2021 (FY22)  
UNAUDITED - MANAGEMENT USE ONLY

<b>Assets</b>	12/31/21	12/31/20
Unrestricted Cash and cash equivalents	\$ 18,906,010	\$ 14,813,529
Restricted Cash and cash equivalents	3,819,253	2,730,005
Accounts receivable - net	1,670,959	1,447,626
Net other post-employment benefit asset	29,683	178,222
Deposits and prepaid expenses	-	-
Capital assets, net	65,993,121	68,834,912
<b>Total Assets</b>	<u>90,419,026</u>	<u>88,004,294</u>
<b>Deferred Outflows of Resources</b>	<u>9,552,458</u>	<u>3,684,720</u>
<b>Liabilities</b>		
Accounts payable and accrued expenses	1,057,097	1,077,517
Post-employment benefits obligation	19,056	290,128
Accrued compensated absences	1,003,770	986,981
Net pension liability	28,848,865	19,485,343
Unearned revenue	13,232	9,521
Bonds payable	1,937,440	2,081,262
Capital lease payable	39,481,196	42,076,894
Deposits held in custody for others	207,945	222,326
<b>Total Liabilities</b>	<u>72,568,601</u>	<u>66,229,972</u>
<b>Deferred Inflows</b>	<u>3,605,997</u>	<u>5,187,224</u>
<b>Net Position</b>		-
Net Position	23,796,885	20,271,818
<b>Total Net Position</b>	<u>\$ 23,796,885</u>	<u>\$ 20,271,818</u>

ROGERS STATE UNIVERSITY

EXHIBIT C

STATEMENT OF REVENUES, EXPENSES AND CHANGES TO NET POSITION  
FOR THE SIX MONTHS ENDED DECEMBER 31, 2021 AND 2020  
UNAUDITED - MANAGEMENT USE ONLY

	12/31/21	12/31/20
<b>Operating Revenues</b>		
Student tuition and fees	\$ 11,208,079	\$ 12,114,746
Federal grants and contacts	1,646,449	1,172,037
State and private grants and contracts	1,501,336	1,681,448
Auxiliary enterprises	4,089,587	3,343,743
Other operating revenues	278,528	114,031
<b>Total Operating Revenue</b>	<u>18,723,979</u>	<u>18,426,005</u>
<b>Operating Expenses</b>		
Compensation and benefits	11,458,857	11,411,660
Contractual services	1,132,736	1,090,258
Supplies and materials	3,998,366	2,946,114
Depreciation	1,682,475	1,698,481
Utilities	802,359	702,386
Communications	116,487	106,756
Scholarships and fellowships	6,901,728	7,423,643
Other operating expenses	825,139	331,577
<b>Total Operating Expenses</b>	<u>26,918,149</u>	<u>25,710,873</u>
<b>Operating Loss</b>	(8,194,170)	(7,284,868)
<b>Nonoperating Revenues (Expenses)</b>		
State appropriations	6,761,450	5,746,548
Federal and State Grants	2,664,020	3,152,581
Endowment and Investment income	39,789	55,334
Interest expense	(615,236)	(694,307)
<b>Net Nonoperating Revenues</b>	<u>8,850,023</u>	<u>8,260,156</u>
<b>Income Before Other Revenues, (Expenses), Gains or (Losses)</b>	655,853	975,287
<b>Other Revenues, Expenses, Gains or Losses</b>		
Capital state appropriations	1,357,128	528,930
Capital Grants and Gifts	196,262	2,800
<b>Total Other Revenue, (Expenses), Gains and (Losses)</b>	<u>1,553,389</u>	<u>531,730</u>
<b>Change in Net Position</b>	<u>\$ 2,209,242</u>	<u>\$ 1,507,017</u>

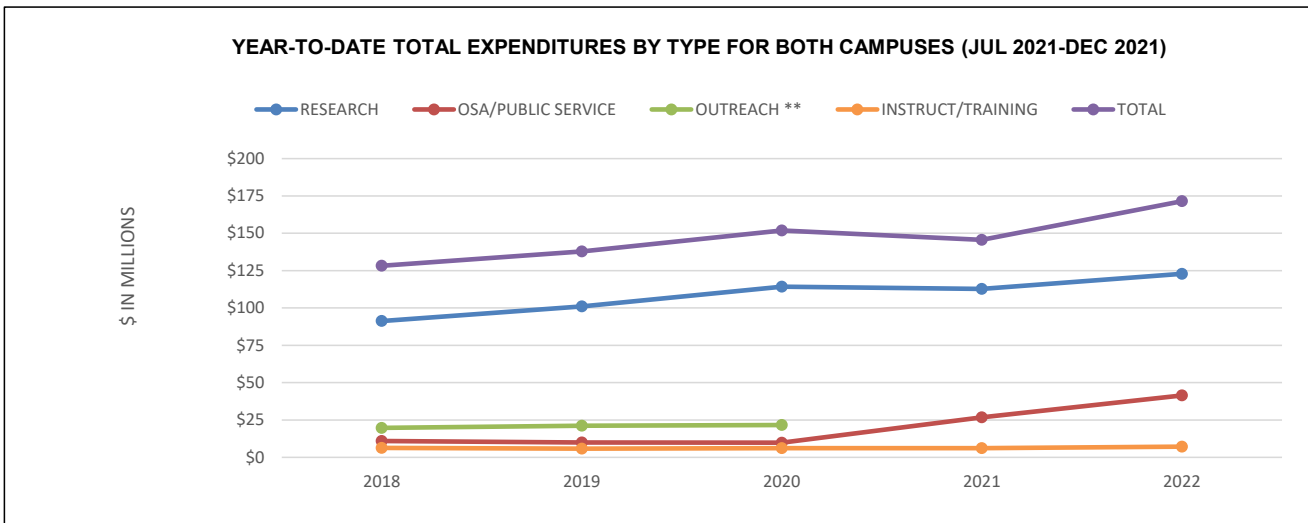
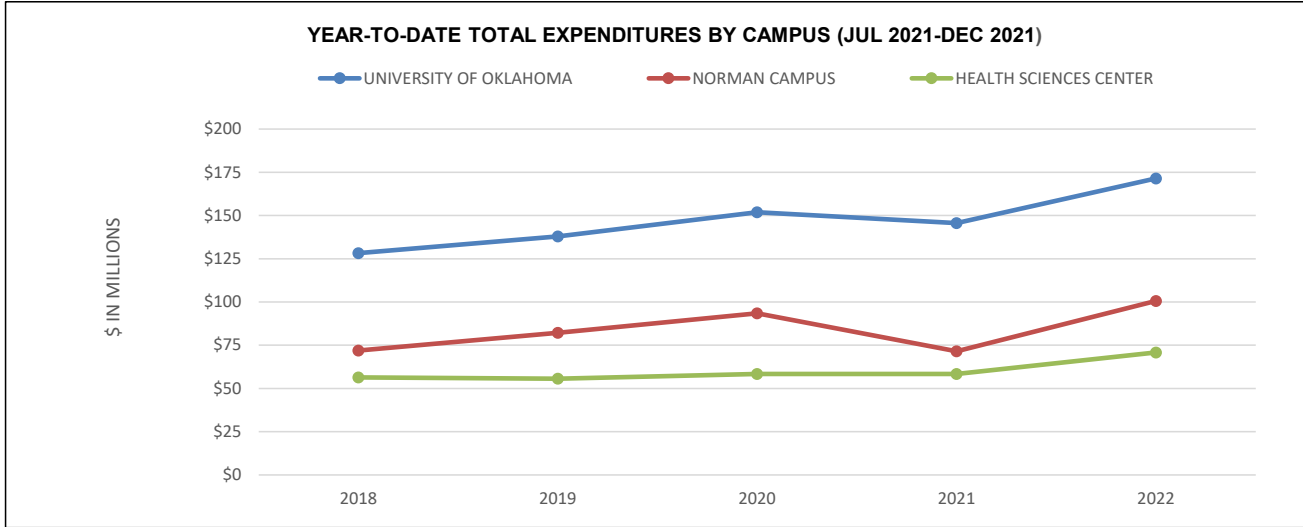


**ROGERS STATE UNIVERSITY**  
**STATEMENT OF REVENUES, EXPENSES, AND CHANGES IN NET POSITION**  
**BUDGET TO ACTUAL**  
**FOR THE SIX MONTHS ENDED DECEMBER 31, 2021**  
**UNAUDITED - MANAGEMENT USE ONLY**

**EXHIBIT C**

	FY22 Annual Budget	July-Dec Actual	% of Budget	Difference Budget to Actual
Operating Revenues				
Student Tuition and fees, net	\$ 24,194,432	\$ 11,208,079	46%	\$ 12,986,353
Federal grants and contacts	8,479,837	1,646,449	19%	\$ 6,833,388
State and private grants and contracts	992,623	1,501,336	151%	\$ (508,713)
Auxiliary enterprises	10,281,828	4,089,587	40%	\$ 6,192,241
Other Revenue/Use of Reserves	(2,602,431)	278,528	-11%	\$ (2,880,959)
Total Operating Revenue	<u>41,346,289</u>	<u>18,723,979</u>	<u>45%</u>	<u>22,622,310</u>
Operating Expenses				
Compensation and benefits	27,273,396	11,458,857	42%	15,814,539
Contractual services	3,348,079	1,132,736	34%	2,215,343
Supplies and materials	12,009,344	3,998,366	33%	8,010,977
Utilities	1,704,260	802,359	47%	901,901
Communications	344,808	116,487	34%	228,321
Other operating expenses	2,529,268	825,139	33%	1,704,128
Depreciation expense	-	1,682,475	0%	(1,682,475)
Scholarships	9,471,740	6,901,728	73%	2,570,012
Total Operating Expenses	<u>56,680,895</u>	<u>26,918,149</u>	<u>47%</u>	<u>29,762,746</u>
Operating Income (Loss)	(15,334,605)	(8,194,170)		(7,140,435)
Nonoperating Revenues (Expenses)				
State appropriations	11,685,938	6,761,450	58%	4,924,488
On-behalf OTRS Contributions	-	-		-
Federal and State Grants	2,829,119	2,664,020	94%	165,099
Investment income	102,551	39,789	39%	62,762
OSHRE Endowment income	92,478	-	0%	92,478
Interest expense	-	(615,236)	0%	615,236
Net Nonoperating Revenues	<u>14,710,086</u>	<u>8,850,023</u>	<u>60%</u>	<u>5,860,063</u>
Income (Loss) Before Other Revenues, Expenses, Gains or (Losses)	(624,519)	655,853		(1,280,372)
Other Revenues, Expenses, Gains or (Losses)				
State appropriations restricted for capital purposes	-	900,000	0%	(900,000)
Capital Gifts and Grants	26,000	196,262	0%	(170,262)
On-behalf state appropriation restricted for debt service	-	457,128	0%	(457,128)
Total Other Revenues, Expenses, Gains or (Losses)	<u>26,000</u>	<u>1,553,389</u>	<u>5975%</u>	<u>(1,527,389)</u>
Change in Net Position	<u>\$ (598,519)</u>	<u>\$ 2,209,242</u>		<u>\$ (2,807,762)</u>

UNIVERSITY OF OKLAHOMA (BOTH CAMPUSES) EXPENDITURES

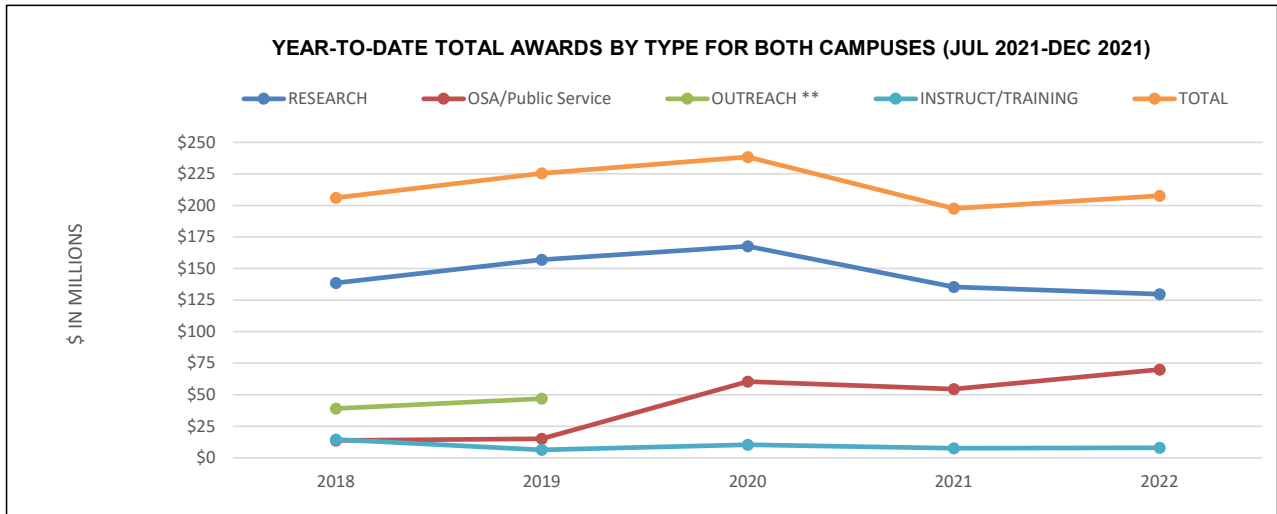
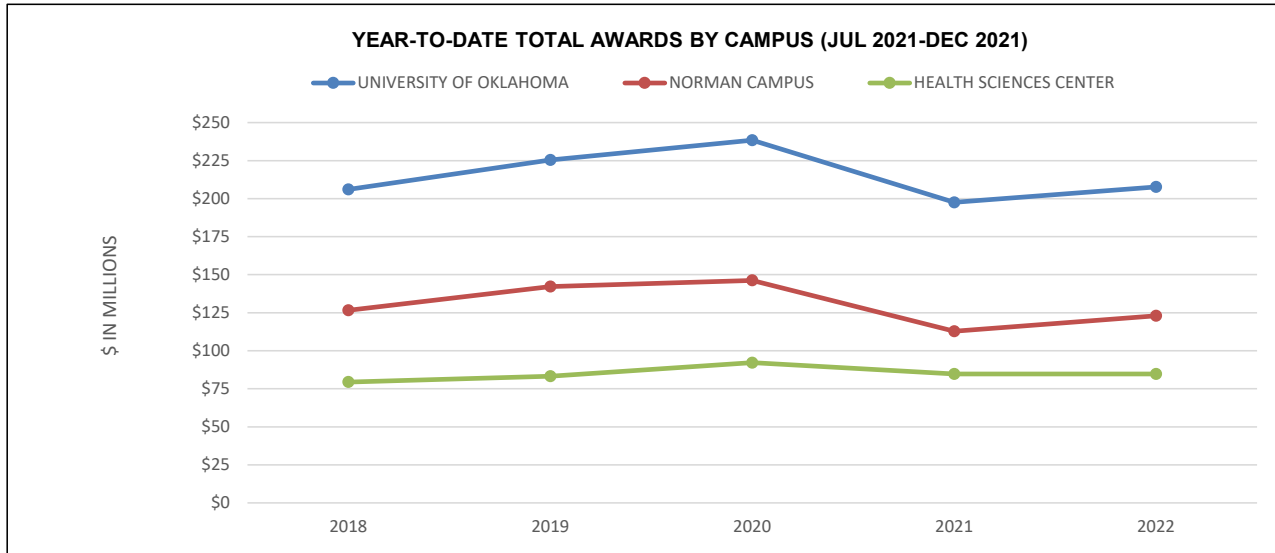


	FY 2022 Jul 2021-Dec 2021	%CHANGE Jul-Dec	FY 2021 Jul 2020-Dec 2020
RESEARCH	\$ 122,879,162	9.03%	\$ 112,701,208
OSA/PUBLIC SERVICE	\$ 41,444,232	55.18%	\$ 26,708,043
INSTRUCT/TRAINING	\$ 7,159,960	15.47%	\$ 6,200,647
<b>TOTAL</b>	<b>\$ 171,483,355</b>	<b>17.77%</b>	<b>\$ 145,609,898</b>

\*\*OUTREACH was previously reported in a separate category, but as of July 1, 2019 Outreach is now combined with OU-Norman's data in Research, OSA, and Instruction/Training. Awards prior to July 1, 2019 may continue to have expenditures in the OUTREACH category through FY20.

HEALTH SCIENCES CENTER AND NORMAN CAMPUS

UNIVERSITY OF OKLAHOMA (BOTH CAMPUSES) AWARDS



	FY 2022 Jul 2021-Dec 2021	%CHANGE Jul-Dec	FY 2021 Jul 2020-Dec 2020
RESEARCH	\$ 129,718,801	-4.21%	\$ 135,421,623
OSA/PUBLIC SERVICE	\$ 69,995,182	28.46%	\$ 54,489,380
INSTRUCT/TRAINING	\$ 8,049,876	5.41%	\$ 7,636,592
TOTAL	\$ 207,763,859	5.17%	\$ 197,547,595

\*\*OUTREACH was previously reported in a separate category, but as of July 1, 2019 Outreach is now combined with OU-Norman's data in Research, OSA, and Instruction/Training. Awards prior to July 1, 2019 may continue to have expenditures in the OUTREACH category through FY20.

NORMAN CAMPUS AND HEALTH SCIENCES CENTER

**NORMAN CAMPUS & HEALTH SCIENCES CENTER**  
**REPORT OF CONTRACTS AWARDED (OVER \$1M)**  
October, November, & December 2021

<b>AWD #</b>	<b>AGENCY</b>	<b>TITLE</b>	<b>VALUE RECEIVED</b>	<b>TOTAL ANTICIPATED VALUE</b>	<b>TOTAL PERIOD</b>	<b>PI(s)</b>
20201621	Center for Mental Health Services	SAMHSA's Suicide Prevention Resource Center grant	\$7,586,977	\$37,934,882	60 mo.	Dolores Subia Bigfoot (Center for Mental Health Services)
20201928	Oklahoma Health Care Authority	Health Care Management: Drug Utilization Review (DUR), Academic Detailing (AD), and Medication Therapy Management (MTM)	\$4,890,880	\$24,277,852	60 mo.	Grant H. Skrepnek (College of Pharmacy)
20003945	State of Oklahoma, Department of Human Services	(Outreach) AFS Energy Assistance Program FY22 (Year 5 of 5)	\$3,761,675	\$3,761,675	60 mo.	James Deberry (Ctr For Public Management)
20220364	Oklahoma Department of Human Services	Oklahoma Nutrition Information and Education (ONIE) Project	\$3,199,999	\$3,199,999	12 mo.	Meredith Susan Scott-Kaliki (Health Promotion Sciences/College of Public Health)
20180464	Natl Inst of General Medical Sciences	Mentoring Translational Cancer Research in Oklahoma (CoBRE)	\$2,149,166	\$11,010,415	58 mo.	Natarajan Dhanasekaran (Stephenson Cancer Center)
20004358	U.S. Department of Defense, Air Force	7 - (OC-ALC) Direct Metal Laser Melting/Sintering (DMLM/S) Additive Manufacturing Prototyping Efforts	\$1,826,324	\$1,826,324	24 mo.	Yingtao Liu (Aerospace & Mechanical Engineering)
20180476	Natl Inst of General Medical Sciences	Oklahoma Shared Clinical and Translational Resources	\$1,759,106	\$26,146,384	59 mo.	Judith A. James (Center for Clinical & Translational Science)
20191469	OK Dept Mental Hlth Substance Abuse Svcs	SBIRT- Sreening, Brief Intervention, and Referral to Treatment of Adolescents in Oklahoma	\$1,710,000	\$4,900,432	36 mo.	Steven Crawford (Oklahoma Clinical and Translational Science Institute)
20004084	Arnall Family Foundation	Implementing and Evaluating the Parent Child Assistance Program (PCAP) in Oklahoma	\$1,500,000	\$1,500,000	15 mo.	Erin Maher (Sociology)
20220069	Oklahoma Department of Human Services	Oklahoma Nutrition Information and Education (ONIE) Social Marketing Project	\$1,324,941	\$3,974,823	36 mo.	Meredith Susan Scott-Kaliki (Health Promotion Sciences/College of Public Health)
<b>10 Total</b>			<b>\$29,709,068</b>	<b>\$118,532,786</b>		

## THE UNIVERSITY OF OKLAHOMA

March 2022

**SUMMARY OF RESEARCH ACTIVITIES AT OU FOR JULY 2021-DECEMBER 2021**

New awards: Total sponsored awards for the period from July 2021-December 2021 increased \$10.2M (+5.2%) from FY2021. On the Norman campus, new awards increased \$10.2M (+9.1%) from FY2021 primarily due to the \$11.9M received on the GeoCarb project. On the Health Sciences campus, new awards increased \$48K (0.06%) from the previous year.

Expenditures: The total expenditures from July 2021-December 2021 increased \$25.9M (+17.8%) from FY2021. On the Norman campus, expenditures increased \$13.4M (+15.4%). On the Health Sciences campus, expenditures increased \$12.4M (+21.3%).

**The following are significant grants and activities during the time from October 2021-current, organized into thematic areas of research:**

## Biochemistry

- Funded by a \$1.4 million, five-year R01 grant from the National Institutes of Health, Shanteri Singh, an assistant professor in the Department of Chemistry and Biochemistry, Dodge Family College of Arts and Sciences, is using a unique method to synthesize a class of organic compounds called isoprenoids, a large class of natural products that are isolated from plants and microorganisms.

## Cancer

- In November 2021, Abishek Tripathi, MD, assistant professor in the Department of Internal Medicine, Section of Hematology/Oncology, College of Medicine, was the recipient of a one-year, \$408,270 contract titled “A Phase 3 Randomized, Placebo-controlled, Double-blind Study of Niraparib in Combination With Abiraterone Acetate and Prednisone Versus Abiraterone Acetate and Prednisone for the Treatment of Participants With Deleterious Germline or Somatic Homologous Recombination Repair (HRR) Gene-Mutated Metastatic Castration-Sensitive Prostate Cancer (mCSPC)” from Johnson and Johnson. The purpose of this clinical trial is to assess the effectiveness and safety of an investigational drug, Niraparib, for the treatment of metastatic prostate cancer.
- In November 2021, Boehringer Ingelheim committed \$390,000 for a one-year clinical study to evaluate two novel agents, assessing dosing levels and tolerance. The study, “A First-in-human Phase I, Non-randomized, Open-label, Multi-center Dose Escalation Trial of BI 765049 and BI 765049 + BI 754091 Administered by Repeated Intravenous Infusions in Patients with Malignant Solid Tumors Expressing B7-H6” is led by Susanna Ulahannan, MD, assistant professor in the Department of Internal Medicine, College of Medicine.

## THE UNIVERSITY OF OKLAHOMA

March 2022

## Diabetes

- In December 2021, Tiangang Li, PhD, associate professor in the Department of Physiology, College of Medicine, was awarded a new \$412,123 grant from the National Institute of Diabetes and Digestive and Kidney Diseases, a part of the National Institutes of Health. This four-year grant, totaling \$1,648,492, focuses on understanding how altered sulfur amino acid metabolism contributes to liver fat accumulation and inflammation in fatty liver disease. The findings could advance the field by providing not only new insights into the mechanisms driving fatty liver disease progression, but also a molecular basis for developing future therapeutic interventions.

## Energy

- Saeed Salehi, associate professor of petroleum and geological engineering, is leading a team of researchers in the Mewbourne College of Earth and Energy to turn abandoned and retired oil and gas wells into geothermal wells that they hope to eventually heat two Tuttle, OK public schools. The \$1.7 million Department of Energy award for the three-year project is further supported by national lab and industry collaborations.

## Health

- Funded through a consortium of public and private donors, principal investigator Erin Maher, is leading an effort to strengthen families in Oklahoma by implementing a national award-winning, evidence-informed Parent-Child Assistance Program that aids pregnant and parenting mothers struggling with addiction. Funders include a \$1.5 million gift from Arnall Community Fund and support from Casey Family Programs, the Oklahoma Department of Human Services and the Oklahoma Department of Mental Health and Substance Abuse Services.
- A new \$357,100 award was received in October 2021 from the National Institute on Aging, a part of the National Institutes of Health. Led by Shannon Conley, PhD, assistant professor in the Department of Cell Biology, College of Medicine, this five-year award, totaling \$1,785,500, will generate knowledge about vascular cognitive impairment and dementia. Understanding the triggers and sequence of events for cognitive impairment and gait disorders will lay the foundation for the development of effective therapies.
- In October 2021, James Scott, PhD, presidential professor and vice-chair in the Department of Psychology and Behavioral Sciences, College of Medicine, was the recipient of a one-year, \$792,990 contract titled “Digital Multimodal Neuropsychological Phenotyping for the Detection of Cognitive Decline in Aging Adults” from *Neurotrack Technologies, Inc.* This study aims to demonstrate the ability of the cognitive assessment platform to distinguish between people with normal function, mild cognitive impairment, and Alzheimer's disease, as well as to examine the relationship between performance on the standardized neuropsychological tests and

**THE UNIVERSITY OF OKLAHOMA**

March 2022

biomarkers of the disease. The findings may provide unique and valuable characterization of at-risk and pre-clinical Alzheimer's disease populations.

- In December 2021, Meredith Scott-Kaliki, MPH, assistant professor in the Department of Health Promotion Sciences, College of Public Health, received a \$945,779 grant from the United States Department of Agriculture to support the Oklahoma Local Agriculture Collaborative (OLAC). This three-year grant aims to strengthen and grow the capacity of Oklahoma's local agriculture in three areas: improving communication and access to underutilized resources; developing technical support systems to foster innovative practices; and creating a statewide registration and membership network for producers and direct-to-consumer markets. OLAC will specifically focus on rural markets and underserved communities to ensure that all Oklahomans have equal access.

## Pediatrics

- A new contract titled "The Child and Adolescent Needs and Strengths (CANS) Project" was awarded in November 2021. The aim of this \$632,807 project is for the University of Oklahoma Health Sciences Center (OUHSC)/Center on Child Abuse and Neglect to work with the Oklahoma Department of Human Services in utilizing the Child and Adolescent Needs and Strengths (CANS) Assessment tool to assess youth in Enhanced Foster Care involved in Oklahoma Child Welfare. This study is led by Carisa Carol Wilsie, PhD, assistant professor in the Department of Pediatrics, College of Medicine.
- In November 2021, Debra Hecht, associate professor in the Department of Pediatrics, College of Medicine, was the recipient of a new \$412,256 contract from the Oklahoma Department of Human Services titled "Family First Prevention Services Act (FFPSA) Continuous Quality Improvement (CQI) and Evaluation." The purpose of this one-year agreement is to provide the external evaluation of the implemented prevention programs and provide evidence-informed ways to strengthen continuous quality improvement initiatives, build capacity, and improve child welfare practice.

## Pulmonary

- In October 2021, United Therapeutics Corporation committed \$646,632 for a one-year clinical study to evaluate the safety and efficacy of a target treatment, inhaled treprostinil, to help people with idiopathic pulmonary fibrosis improve their lung function tests. The study, "A Randomized, Double-blind, Placebo-controlled, Phase 3 Study of the Efficacy and Safety of Inhaled Treprostinil in Subjects With Idiopathic Pulmonary Fibrosis" is led by Jad Kebbe, MD, assistant professor in the Department of Internal Medicine, Pulmonary, Critical Care & Sleep Medicine, College of Medicine.

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## Vision

- In October 2021, Yusuke Takahashi, PhD, associate professor of research in the Department of Physiology, College of Medicine, was awarded a new \$362,500 grant from the National Eye Institute, a part of the National Institutes of Health. This five-year grant, totaling \$1,812,500, aims to identify a pathogenic pathway mediating fibrosis in age-related macular degeneration. The findings will enhance the understanding of this blinding disorder and potentially identify a new drug target for the treatment of subretinal fibrosis to prevent vision loss in patients with age-related macular degeneration.
- In October 2021, Yusuke Takahashi, PhD, associate professor of research in the Department of Physiology, College of Medicine, was awarded a new \$362,500 grant from the National Eye Institute, a part of the National Institutes of Health. This five-year grant, totaling \$1,812,500, aims to identify a pathogenic pathway mediating fibrosis in age-related macular degeneration. The findings will enhance the understanding of this blinding disorder and potentially identify a new drug target for the treatment of subretinal fibrosis to prevent vision loss in patients with age-related macular degeneration.



## SECTION 7 – UNIVERSITY ADVANCEMENT

The Board of Regents is constitutionally vested with the governance of the University. Within its authority is the governance of fundraising and advancement, including without limitation, gifts, naming opportunities, and fundraising. This authority derives from both the Oklahoma Constitution and the Oklahoma State Legislature which explicitly establishes the acceptance of gifts of real and personal property, monies and other things as one of the powers and duties of the Board of Regents in 70 O.S. § 3305(f). Specific provisions pertaining to fundraising and related matters may be set forth in the Faculty and Staff Handbooks, student handbooks such as the Student Code of Responsibilities and Conduct for the Norman Campus, and/or other official policy documents of the respective campuses. Any modification to a Board of Regents policy in the policy documents referred to above or elsewhere must be made through action of the Board of Regents.

### 7.1 – RESPONSIBILITY FOR PRIVATE FUNDRAISING

The President is responsible to the Board of Regents for all private fundraising for the University and for establishing all priorities for the University with respect to advancement, development, alumni services, and fundraising. The Board of Regents has contractually designated the University of Oklahoma Foundation, Inc. (the “Foundation”) as the primary entity responsible for University advancement, development, alumni and donor relations, and fundraising services.

The Foundation is an independent not-for-profit corporation that encourages and supports charitable giving for the benefit of the University of Oklahoma. The Foundation acts as the principal organization through which charitable gifts are made and administered for the benefit of the University of Oklahoma.

The Board of Regents and the Foundation entered into an Amended and Restated Operating Agreement dated February 28, 2021 to describe the relationship between the University and the Foundation. The 2021 Amended and Restated Operating Agreement (“AROA”), which may be amended from time to time, establishes that the President of the University sets the priorities and long-term plans for the University as evidenced in the strategic plan and the Foundation will work with the University to create programs and infrastructure that will further the University’s fundraising goals. The Foundation will implement the University’s fundraising goals as outlined in the Advancement Services Agreement (“ASA”) dated February 28, 2021, which may be amended from time to time.

## 7.2 – COORDINATION AND APPROVAL OF FUNDRAISING ACTIVITY

The President in consultation with the Foundation's Vice President and Chief Advancement Officer has final authority for developing and implementing strategy regarding the raising of private funds at the University as set forth in the ASA. Any fundraising activity, whether on behalf of students, faculty/staff, colleges, or programs, must be approved by the President [and the Vice President and Chief Advancement Officer](#) prior to being initiated. The President may delegate his authority to approve fundraising activity to the Vice President and Chief Advancement Officer in accordance with the ASA. Furthermore, any communication developed for potential donors, whether individuals, corporations, or foundations, must adhere to all [applicable](#) branding guidelines and publication review processes as required by the agreements between the University and the Foundation. This includes proposals, letters, brochures, and pledge or gift cards. This policy is designed to protect the University's friends and alumni from multiple solicitations by the University's divisions. If multiple University divisions seek to solicit the same prospective donor, the Vice President and Chief Advancement Officer at the direction of the President shall determine which division(s) move forward with a solicitation in furtherance of the fundraising priorities established by the President.

### 7.2.1 – FUNDRAISING OR SOLICITATION ON CAMPUS OR USING THE UNIVERSITY'S NAME

The use of the name of the University in any form in fundraising appeals shall be managed and controlled by the University, and utilized by the Foundation in accordance with agreements as may be established between the University and Foundation.

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### 7.3 – RECORDS AND INFORMATION

Donor and alumni data will be treated as outlined in the AROA, the ASA, and that certain Confidentiality and Non-Disclosure Agreement ([the “Confidentiality Agreement”](#)), as may be amended from time to time, between the Board of Regents and the University of Oklahoma Foundation.

All requests for alumni or friends information from any University division should be submitted to the [applicable University approval party specified in the Confidentiality Agreement](#). Upon approval, requests should be directed to the Vice President and Chief Advancement Officer.

**Deleted:** Dean of the applicable college or, if outside a college, the appropriate Vice President over the business unit for written approval

### 7.4 – GIFTS TO OR FOR THE BENEFIT OF THE UNIVERSITY

The University actively encourages and appreciates gifts that benefit the mission of the University. The purpose and conditions for gifts are expected to conform to applicable Board of Regents' policy, Oklahoma State Regents for Higher Education policy, and all applicable laws. Unless otherwise specified, all proposed gifts should be directed to the Foundation and must be accepted by the Foundation in accordance with the Foundation's Gift Acceptance Policy, which will be in conformance with University policy. The Foundation will ensure the proper and accurate processing of all gifts to the Foundation. Any gifts directed to the University must be accepted by the University in accordance with the University's Gift Acceptance Policy. The University will ensure the proper and accurate processing of all gifts to the University.

The Board of Regents looks favorably on gifts unless there are clear and compelling reasons to decline. Possible reasons to decline a gift to or for the benefit of the University include (a) the funds were obtained from questionable sources; (b) the gift has excessive restrictions or requirements, including but not limited to corporate entanglements; or (c) the purpose for or conditions on the gift are illegal or not in accord with the mission and goals of the University or the policies of the Board of Regents. The Board of Regents reserves the right to decline gifts, if in its sole judgment, not accepting the gift is in the best interest of the University.

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### 7.5 – RECEIPT OF GIFTS

The University will assure the proper and accurate processing of all gifts to the University. The University will accept such gifts in accordance with the University's Gift Acceptance Policy and will ensure such gifts are administered consistent with the donor's intentions for that gift. Receipt and/or acknowledgment of gifts to the University will be coordinated with and prepared by the Foundation.

The Foundation will assure the proper and accurate processing of all gifts to the Foundation for the benefit of the University. The Foundation will ensure such gifts administered consistent with the donor's intentions for that gift. Receipt and/or acknowledgment of gifts to the Foundation will be prepared by the Foundation.

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**Deleted:** in accordance with the Foundation's Gift Acceptance Policy. ...

### 7.6 – TYPES OF GIFTS

The Foundation is the exclusive external depository of gifts for the benefit of the University and should receive all gifts unless the Foundation refuses the gift, a donor wishes instead to give directly to the University, or other special circumstances apply.

Donors can help the University through several methods. Gifts may be designated to certain programs or unrestricted for use where the need or opportunity is the greatest. Certain methods of giving provide tax or estate planning benefits. Foundation staff are available to discuss available methods of giving for the benefit of the University.

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#### 7.6.1 – GIFTS-IN-KIND

Gifts-in-kind to the University include tangible consumables, such as machinery, artwork, books, computers, equipment, or the like. For further information on the terms under which the University accepts artwork, see Section 7.7.6 of this policy. Service, volunteer time or partial interest gifts, such as software licenses, do not qualify as donations in accordance with IRS guidelines.

The President, CFO, or other designee of the President, has the authority to accept noncash gifts to the University, excluding gifts of real property which must be approved by the Board of Regents. Noncash gifts to the University will be carefully reviewed before being accepted.

Gifts of software that serve the academic or research purpose of the University may be considered a contribution if they are an irrevocable transfer of ownership and meet the terms of the University's Gift Acceptance Policy. Gifts of software licenses do not represent an irrevocable transfer of ownership and thus do not qualify as donations.

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All charitable contributions to the University will be recorded by the Foundation in the Donor and Alumni database. Pursuant to the ASA, the Foundation will manage gift counting and reporting for gifts-in-kind donated to and accepted by the University. Upon confirmation of acceptance by the University, the Foundation will count and report these gifts in accordance with standards set forth by the Council for Advancement and Support of Education (CASE). Any exception to CASE standards must be approved by the Foundation and notice given to the University in accordance with the ASA.

**Deleted:** the Foundation's Gift Counting and Reporting Policy.

**Deleted:** Vice President and Chief Advancement Officer

**Deleted:** Office of General Counsel and the President.

## 7.7 – NAMING AND DONOR RECOGNITION

The President will announce major gifts of \$1 million or more at meetings of the Board of Regents. Naming rights associated with major buildings, facilities, colleges, schools, centers, or programs as well as naming rights associated with gifts valued at \$1 million or more require approval of the Board of Regents. Proposed naming opportunities will be evaluated by a naming committee comprised of the Vice President for Executive Affairs, the Vice President and Chief Advancement Officer, the Vice President and General Counsel, the Vice President and Provost of the appropriate campus, the Vice President of Marketing and Communications, and the Chief Financial Officer. The committee may consult others on campus as needed, e.g., deans, directors, and/or other administrators. The naming committee will make a recommendation to the President and Board of Regents after considering the value of the gift, the proposed duration of the naming, the nature of the space or program involved, and the University's relationship with the donor. In making its recommendation, the committee will abide by Regents' policies including the criteria and guidelines outlined in this Section. The Board of Regents must formally approve the naming prior to public announcement or provide interim approval in accordance with the Board's bylaws. The Board also reserves the right to approve or deny the naming or renaming of any campus facility, space, or program, other than that which designates the type of work done therein, as a way to ensure that all names reflect the ideals of the University. Proposed naming opportunities that do not require the recommendation of the Board will follow the approval process outlined below. All naming requests must adhere to the Criteria for Naming outlined in this Section. All gift agreements [involving naming](#) (for the University and the University of Oklahoma Foundation, Inc.) will contain language incorporating these policies into the agreement.

### 7.7.1 – CRITERIA FOR NAMING

Identification using the name of or in honor of individuals, families, or entities is permitted upon meeting one or more of the following criteria:

- a. Alumni who have provided extraordinary service to the University;
- b. Distinguished persons who have provided extraordinary service to the University or who otherwise merit special recognition;
- c. Donors who have made a significant financial contribution to the University generally, to a campus, center, college or major unit, or to a related program; and/or
- d. Donors who have made a significant financial contribution toward the related maintenance and operating costs of the unit or related activity of the University;
- e. Generally, units will be named for individuals; however, in selective situations, a corporation or organization may name an academic entity. Individuals, foundations, corporations or organizations proposed for naming should have a positive image and demonstrated integrity. Additional due diligence (e.g., University legal and marketing/communications review) must be undertaken.
- f. Cobranding units is strongly discouraged. Any exceptions must undergo a University legal review to ensure the naming is consistent with other Board policies including Institutional Conflicts of Interest and Board prohibitions on endorsement. All exceptions must be approved by the Board of Regents upon recommendation of the President and Vice President and General Counsel.

Except for identification in honor of individuals designated by donors qualifying under subsections (c) and/or (d) of this Section, units shall not be named for individuals currently employed by the University or the State or elected officials. Unless expressly waived by the Board of Regents, a unit shall not be named for a current University faculty member, staff member or University officer.

### 7.7.2 – ACADEMIC PROGRAMS

To name a college, center, school or department will require a significant commitment that will generate resources to strengthen and build excellence in academic and research programs. All college, school, center or department naming requests require approval by the President prior to solicitation. College, school, center or department naming requests require final approval by the Board of Regents. All naming requests must adhere to the Criteria for Naming.

#### 7.7.3 – BUILDINGS

Buildings included in the University's list of priority needs may be named in recognition of a major gift for construction. Generally, a building may be named for one-half of the estimated cost of construction, unless otherwise stipulated as part of a University-approved fundraising campaign with naming guidelines. New buildings to be constructed with a combination of private, state and federal monies may suggest different naming requirements established upon approval by the President and Board of Regents.

Existing unnamed buildings on campus or existing buildings that have not been named in connection with a current gift agreement may be named for one-half the original construction cost, unless otherwise stipulated as part of a University-approved fundraising campaign with naming guidelines.

#### 7.7.4 – SPECIAL FACILITIES WITHIN BUILDINGS

**Special Facilities within New Buildings:** Generally, laboratories, auditoriums, classrooms, and other special rooms or facilities within new buildings may be named for one-half of the estimated value of the facility unless otherwise stipulated as part of a University-approved campaign.

**Special Facilities within Existing Buildings:** Generally, laboratories, auditoriums, classrooms, and other special rooms or facilities within existing buildings may be named for one-half the original construction cost, unless otherwise stipulated as part of a University-approved fundraising campaign with naming guidelines.

Namings associated with laboratories, auditoriums, classrooms, and other special rooms or facilities within new or existing structures require approval by the affiliated Dean or Director and SVP/Provost.

If a request is made to name such laboratories, auditoriums, classrooms, and other special rooms or facilities within new or existing buildings at less than half the original cost of construction, the request must be reviewed by the naming committee.

#### 7.7.5 – NAMED GARDENS, LANDMARKS, STREETS AND OUTDOOR ELEMENTS

Namings associated with gardens or landscaped areas, landmarks, streets and outdoor elements, including but not limited to public artwork and fountains, require the recommendation of the naming committee and the approval of the President and the Board of Regents.

Existing gardens or landscaped areas of campus may be named with the establishment of an endowment to support annual plantings and upkeep.

Creation of new gardens or campus landmarks may be named for the donor for the cost of construction and an arrangement for annual upkeep.

The names of streets within University property may be changed to honor historic events, places or persons. However, such a change must be taken with great care and only after much deliberation. Street names should be changed only when the change will present the University with a significant and well-documented advantage. University authorities will consult with the appropriate representatives of local government(s) to consider any concerns that these officials may have with the proposed change.

#### 7.7.6 – ART

Proposed donations of artwork to the University valued at \$100,000 or more will be reviewed by the President and one or more of the following individuals as appropriate: Director of the Museum of Art, Director of the Museum of Natural History, Dean of University Libraries, and/or the Vice President and Chief Advancement Officer. Consideration will be given to the piece of art itself, the



artist, the proposed location and method of installation, and other factors.

Proposed donations of artwork to the University valued at less than \$100,000 will be referred to the Director/Dean of the University's collecting institutions (the Museum of Art, Museum of Natural History and University Libraries) and are subject to the guidelines established by the appropriate collecting institution.

Proposed donations of public sculptures to the University will be reviewed by a committee including appropriate University and Campus personnel, such as a representative from the Museum of Art, the Museum of Natural History, University Libraries, the School of Visual Arts, Office of Legal Counsel, the Vice President and Chief Advancement Officer, and a member of standing currently serving on the relevant University advisory board to be appointed by the President. The recommendation of the committee requires the approval of the President and the Board of Regents before the donation can be accepted.

Before removing a public sculpture, the President shall convene this committee to evaluate the presence and placement of certain public sculptures on campus. The committee may consult with other relevant campus organizations as needed and make a recommendation to the President about whether to maintain, remove, or relocate public sculptures. The President will consider the recommendation of the committee and make a final recommendation to the Board of Regents. Final authority to remove or relocate public sculptures rests with the Board of Regents.

7.7.7 – ENDOWED FACULTY POSITIONS

The establishment of endowed faculty positions is encouraged for the opportunities they provide to enrich and strengthen the teaching, research and clinical programs of the University in perpetuity.

An endowed chair or professorship enables the University to strengthen its academic programs by recruiting, recognizing, or retaining nationally renowned educators, scholars and researchers, and to provide them with enrichment funds that support and strengthen their academic activities. It is proposed, therefore, that each endowed faculty position will be supported by a State-funded faculty line or privately secured funding as appropriate.

~~Endowed faculty positions will be effective when the full donor funding component is received.~~

~~All namings associated with endowed faculty positions require the approval of the President after consultation with the affiliated Dean and SVP/Provost, when appropriate.~~

**Named Endowed Chair** — Requires a minimum endowment of \$1.5 million.

**Named Endowed Professorship** — Requires a minimum endowment of \$1 million.

**Named Presidential Professorship** — Requires a minimum endowment of \$500,000.

**Named Endowed Lectureship** — Requires a minimum endowment of \$100,000.

**Named Research Endowment** — Requires a minimum endowment of \$50,000. Earnings will provide research stipends and/or grants for faculty.

**Named Endowed Research Award** — Requires a minimum endowment of \$50,000 and will be used to recognize and encourage excellence in scholarly or scientific research.

**Named Endowed Superior Teaching Award** — Requires a minimum endowment of \$50,000 and will be used to honor excellence in teaching.

7.7.8 – ENDOWED GRADUATE STUDENT POSITIONS

A strong, competitive graduate program is important to the University's mission as a major comprehensive research university. An important component in attracting outstanding graduate students is the University's ability to provide competitive stipends and fellowships.

A fully funded named graduate fellowship requires an endowment of \$1 million. All named endowed graduate student positions require the approval of the affiliated Dean or Director. Departments may establish higher recommended endowment minimums for Named Endowed Graduate Research

**Deleted:** Earnings from the endowed positions also may be used to support travel, equipment, supplies, and staffing needs of the position. When the position is not filled, all or a part of the annual earnings will be returned to the principal. Earnings not returned to the principal may be encumbered to provide monies for recruiting, start-up funding, equipment, or supplies for the appointee.

**Deleted:** For all endowed faculty positions, the dean will be the principal account sponsor and a University or Foundation representative, as appropriate, will be second account sponsor.

Fellowships, Named Endowed Graduate Fellowships and Named Endowed Graduate Scholarships to provide a regionally and nationally competitive financial award based upon the area of interest to attract high caliber talent.

7.7.9 – ENDOWED UNDERGRADUATE SCHOLARSHIPS

The University is committed to providing a high-quality undergraduate education to a diverse student body. To recruit outstanding undergraduates and/or assist needy students, a wide variety of scholarships is required. All criteria for scholarships should be predetermined and established prior to approval and acceptance by the Foundation and University, if applicable. A constant effort will be made to keep scholarship guidelines flexible to alleviate any possible difficulties that would make it impossible to administer the scholarship in any one year. In compliance with the Internal Revenue Code, donors will not be permitted to select the recipients of the scholarships they sponsor. Each department or college should request the scholarship recipients communicate annually during the term of the scholarship with the relevant donors.

**Named Endowed Scholarship Funds** —May be established with a minimum endowment of \$25,000. This generally will support one scholarship on an annual basis. The amount of the scholarship will be limited by the annual earnings.

**Deleted:** All named endowed undergraduate scholarships require the approval of the affiliated Dean or Director and SVP/Provost.

7.7.10 – DURATION OF NAMES

No facility will be renamed without considering the historical or other meaningful significance of the facility's present name related to the University's existence and/or past development. Duration of a named space will be clearly defined in the signed pledge or gift agreement associated with the naming. If a named space or building is replaced or substantially modified, it may be renamed, subject to any terms, conditions or restrictions set forth in any gift agreement related to the prior naming action.

7.7.11 – RENAMING OR REMOVAL OF NAMES

Situations may occur that would warrant removal of a name, including but not limited to: demolition or repurposing of a space or facility, situations that might affect the reputation of the University, and unfulfilled pledges. The naming committee will evaluate the removal of a name and make a recommendation to the Board of Regents. The Board of Regents has the final authority and responsibility to remove a name.

## 7.8 – OKLAHOMA STATE REGENTS' FOR HIGHER EDUCATION ENDOWMENT TRUST FUND PROGRAM

The President, in consultation with the Vice President and Chief Advancement Officer, is authorized to submit appropriate requests to the Oklahoma State Regents for Higher Education to participate in the State Regents' Endowment Trust Fund Program.

## SECTION 7 – UNIVERSITY ADVANCEMENT

The Board of Regents is constitutionally vested with the governance of the University. Within its authority is the governance of fundraising and advancement, including without limitation, gifts, naming opportunities, and fundraising. This authority derives from both the Oklahoma Constitution and the Oklahoma State Legislature which explicitly establishes the acceptance of gifts of real and personal property, monies and other things as one of the powers and duties of the Board of Regents in 70 O.S. § 3305(f). Specific provisions pertaining to fundraising and related matters may be set forth in the Faculty and Staff Handbooks, student handbooks such as the Student Code of Responsibilities and Conduct for the Norman Campus, and/or other official policy documents of the respective campuses. Any modification to a Board of Regents policy in the policy documents referred to above or elsewhere must be made through action of the Board of Regents.

### 7.1 – RESPONSIBILITY FOR PRIVATE FUNDRAISING

The President is responsible to the Board of Regents for all private fundraising for the University and for establishing all priorities for the University with respect to advancement, development, alumni services, and fundraising. The Board of Regents has contractually designated the University of Oklahoma Foundation, Inc. (the “Foundation”) as the primary entity responsible for University advancement, development, alumni and donor relations, and fundraising services.

The Foundation is an independent not-for-profit corporation that encourages and supports charitable giving for the benefit of the University of Oklahoma. The Foundation acts as the principal organization through which charitable gifts are made and administered for the benefit of the University of Oklahoma.

The Board of Regents and the Foundation entered into an Amended and Restated Operating Agreement dated February 28, 2021 to describe the relationship between the University and the Foundation. The 2021 Amended and Restated Operating Agreement (“ARO”), which may be amended from time to time, establishes that the President of the University sets the priorities and long-term plans for the University as evidenced in the strategic plan and the Foundation will work with the University to create programs and infrastructure that will further the University’s fundraising goals. The Foundation will implement the University’s fundraising goals as outlined in the Advancement Services Agreement (“ASA”) dated February 28, 2021, which may be amended from time to time.

## 7.2 – COORDINATION AND APPROVAL OF FUNDRAISING ACTIVITY

The President in consultation with the Foundation's Vice President and Chief Advancement Officer has final authority for developing and implementing strategy regarding the raising of private funds at the University as set forth in the ASA. Any fundraising activity, whether on behalf of students, faculty/staff, colleges, or programs, must be approved by the President and the Vice President and Chief Advancement Officer prior to being initiated. The President may delegate his authority to approve fundraising activity to the Vice President and Chief Advancement Officer in accordance with the ASA. Furthermore, any communication developed for potential donors, whether individuals, corporations, or foundations, must adhere to all applicable branding guidelines and publication review processes as required by the agreements between the University and the Foundation. This includes proposals, letters, brochures, and pledge or gift cards. This policy is designed to protect the University's friends and alumni from multiple solicitations by the University's divisions. If multiple University divisions seek to solicit the same prospective donor, the Vice President and Chief Advancement Officer at the direction of the President shall determine which division(s) move forward with a solicitation in furtherance of the fundraising priorities established by the President.

### 7.2.1 – FUNDRAISING OR SOLICITATION ON CAMPUS OR USING THE UNIVERSITY'S NAME

The use of the name of the University in any form in fundraising appeals shall be managed and controlled by the University, and utilized by the Foundation in accordance with agreements as may be established between the University and Foundation.

## 7.3 – RECORDS AND INFORMATION

Donor and alumni data will be treated as outlined in the AROA, the ASA, and that certain Confidentiality and Non-Disclosure Agreement (the “Confidentiality Agreement”), as may be amended from time to time, between the Board of Regents and the University of Oklahoma Foundation.

All requests for alumni or friends information from any University division should be submitted to the applicable University approval party specified in the Confidentiality Agreement. Upon approval, requests should be directed to the Vice President and Chief Advancement Officer.

## 7.4 – GIFTS TO OR FOR THE BENEFIT OF THE UNIVERSITY

The University actively encourages and appreciates gifts that benefit the mission of the University. The purpose and conditions for gifts are expected to conform to applicable Board of Regents' policy, Oklahoma State Regents for Higher Education policy, and all applicable laws. Unless otherwise specified, all proposed gifts should be directed to the Foundation and must be accepted by the Foundation in accordance with the Foundation's Gift Acceptance Policy, which will be in conformance with University policy. The Foundation will ensure the proper and accurate processing of all gifts to the Foundation. Any gifts directed to the University must be accepted by the University in accordance with the University's Gift Acceptance Policy. The University will ensure the proper and accurate processing of all gifts to the University.

The Board of Regents looks favorably on gifts unless there are clear and compelling reasons to decline. Possible reasons to decline a gift to or for the benefit of the University include (a) the funds were obtained from questionable sources; (b) the gift has excessive restrictions or requirements, including but not limited to corporate entanglements; or (c) the purpose for or conditions on the gift are illegal or not in accord with the mission and goals of the University or the policies of the Board of Regents. The Board of Regents reserves the right to decline gifts, if in its sole judgment, not accepting the gift is in the best interest of the University.

## 7.5 – RECEIPT OF GIFTS

The University will assure the proper and accurate processing of all gifts to the University. The University will accept such gifts in accordance with the University's Gift Acceptance Policy and will ensure such gifts are administered consistent with the donor's intentions for that gift. Receipt and/or acknowledgment of gifts to the University will be coordinated with and prepared by the Foundation.

The Foundation will assure the proper and accurate processing of all gifts to the Foundation for the benefit of the University. The Foundation will ensure such gifts administered consistent with the donor's intentions for that gift. Receipt and/or acknowledgment of gifts to the Foundation will be prepared by the Foundation.



## 7.6 – TYPES OF GIFTS

The Foundation is the exclusive external depository of gifts for the benefit of the University and should receive all gifts unless the Foundation refuses the gift, a donor wishes instead to give directly to the University, or other special circumstances apply.

Donors can help the University through several methods. Gifts may be designated to certain programs or unrestricted for use where the need or opportunity is the greatest. Certain methods of giving provide tax or estate planning benefits. Foundation staff are available to discuss available methods of giving for the benefit of the University.

### 7.6.1 – GIFTS-IN-KIND

Gifts-in-kind to the University include tangible consumables, such as machinery, artwork, books, computers, equipment, or the like. For further information on the terms under which the University accepts artwork, see Section 7.7.6 of this policy. Service, volunteer time or partial interest gifts, such as software licenses, do not qualify as donations in accordance with IRS guidelines.

The President, CFO, or other designee of the President, has the authority to accept noncash gifts to the University, excluding gifts of real property which must be approved by the Board of Regents. Noncash gifts to the University will be carefully reviewed before being accepted.

Gifts of software that serve the academic or research purpose of the University may be considered a contribution if they are an irrevocable transfer of ownership and meet the terms of the University's Gift Acceptance Policy. Gifts of software licenses do not represent an irrevocable transfer of ownership and thus do not qualify as donations.

All charitable contributions to the University will be recorded by the Foundation in the Donor and Alumni database. Pursuant to the ASA, the Foundation will manage gift counting and reporting for gifts-in-kind donated to and accepted by the University. Upon confirmation of acceptance by the University, the Foundation will count and report these gifts in accordance with standards set forth by the Council for Advancement and Support of Education (CASE). Any exception to CASE standards must be approved by the Foundation and notice given to the University in accordance with the ASA.

## 7.7 – NAMING AND DONOR RECOGNITION

The President will announce major gifts of \$1 million or more at meetings of the Board of Regents. Naming rights associated with major buildings, facilities, colleges, schools, centers, or programs as well as naming rights associated with gifts valued at \$1 million or more require approval of the Board of Regents. Proposed naming opportunities will be evaluated by a naming committee comprised of the Vice President for Executive Affairs, the Vice President and Chief Advancement Officer, the Vice President and General Counsel, the Vice President and Provost of the appropriate campus, the Vice President of Marketing and Communications, and the Chief Financial Officer. The committee may consult others on campus as needed, e.g., deans, directors, and/or other administrators. The naming committee will make a recommendation to the President and Board of Regents after considering the value of the gift, the proposed duration of the naming, the nature of the space or program involved, and the University's relationship with the donor. In making its recommendation, the committee will abide by Regents' policies including the criteria and guidelines outlined in this Section. The Board of Regents must formally approve the naming prior to public announcement or provide interim approval in accordance with the Board's bylaws. The Board also reserves the right to approve or deny the naming or renaming of any campus facility, space, or program, other than that which designates the type of work done therein, as a way to ensure that all names reflect the ideals of the University. Proposed naming opportunities that do not require the recommendation of the Board will follow the approval process outlined below. All naming requests must adhere to the Criteria for Naming outlined in this Section. All gift agreements involving naming (for the University and the University of Oklahoma Foundation, Inc.) will contain language incorporating these policies into the agreement.

### 7.7.1 – CRITERIA FOR NAMING

Identification using the name of or in honor of individuals, families, or entities is permitted upon meeting one or more of the following criteria:

- a. Alumni who have provided extraordinary service to the University;
- b. Distinguished persons who have provided extraordinary service to the University or who otherwise merit special recognition;
- c. Donors who have made a significant financial contribution to the University generally, to a campus, center, college or major unit, or to a related program; and/or
- d. Donors who have made a significant financial contribution toward the related maintenance and operating costs of the unit or related activity of the University;
- e. Generally, units will be named for individuals; however, in selective situations, a corporation or organization may name an academic entity. Individuals, foundations, corporations or organizations proposed for naming should have a positive image and demonstrated integrity. Additional due diligence (e.g., University legal and marketing/communications review) must be undertaken.
- f. Cobranding units is strongly discouraged. Any exceptions must undergo a University legal review to ensure the naming is consistent with other Board policies including Institutional Conflicts of Interest and Board prohibitions on endorsement. All exceptions must be approved by the Board of Regents upon recommendation of the President and Vice President and General Counsel.

Except for identification in honor of individuals designated by donors qualifying under subsections (c) and/or (d) of this Section, units shall not be named for individuals currently employed by the University or the State or elected officials. Unless expressly waived by the Board of Regents, a unit shall not be named for a current University faculty member, staff member or University officer.

### 7.7.2 – ACADEMIC PROGRAMS

To name a college, center, school or department will require a significant commitment that will generate resources to strengthen and build excellence in academic and research programs. All college, school, center or department naming requests require approval by the President prior to solicitation. College, school, center or department naming requests require final approval by the Board of Regents. All naming requests must adhere to the Criteria for Naming.

#### 7.7.3 – BUILDINGS

Buildings included in the University's list of priority needs may be named in recognition of a major gift for construction. Generally, a building may be named for one-half of the estimated cost of construction, unless otherwise stipulated as part of a University-approved fundraising campaign with naming guidelines. New buildings to be constructed with a combination of private, state and federal monies may suggest different naming requirements established upon approval by the President and Board of Regents.

Existing unnamed buildings on campus or existing buildings that have not been named in connection with a current gift agreement may be named for one-half the original construction cost, unless otherwise stipulated as part of a University-approved fundraising campaign with naming guidelines.

#### 7.7.4 – SPECIAL FACILITIES WITHIN BUILDINGS

**Special Facilities within New Buildings:** Generally, laboratories, auditoriums, classrooms, and other special rooms or facilities within new buildings may be named for one-half of the estimated value of the facility unless otherwise stipulated as part of a University-approved campaign.

**Special Facilities within Existing Buildings:** Generally, laboratories, auditoriums, classrooms, and other special rooms or facilities within existing buildings may be named for one-half the original construction cost, unless otherwise stipulated as part of a University-approved fundraising campaign with naming guidelines.

Namings associated with laboratories, auditoriums, classrooms, and other special rooms or facilities within new or existing structures require approval by the affiliated Dean or Director and SVP/Provost.

If a request is made to name such laboratories, auditoriums, classrooms, and other special rooms or facilities within new or existing buildings at less than half the original cost of construction, the request must be reviewed by the naming committee.

#### 7.7.5 – NAMED GARDENS, LANDMARKS, STREETS AND OUTDOOR ELEMENTS

Namings associated with gardens or landscaped areas, landmarks, streets and outdoor elements, including but not limited to public artwork and fountains, require the recommendation of the naming committee and the approval of the President and the Board of Regents.

Existing gardens or landscaped areas of campus may be named with the establishment of an endowment to support annual plantings and upkeep.

Creation of new gardens or campus landmarks may be named for the donor for the cost of construction and an arrangement for annual upkeep.

The names of streets within University property may be changed to honor historic events, places or persons. However, such a change must be taken with great care and only after much deliberation. Street names should be changed only when the change will present the University with a significant and well-documented advantage. University authorities will consult with the appropriate representatives of local government(s) to consider any concerns that these officials may have with the proposed change.

#### 7.7.6 – ART

Proposed donations of artwork to the University valued at \$100,000 or more will be reviewed by the President and one or more of the following individuals as appropriate: Director of the Museum of Art, Director of the Museum of Natural History, Dean of University Libraries, and/or the Vice President and Chief Advancement Officer. Consideration will be given to the piece of art itself, the

artist, the proposed location and method of installation, and other factors.

Proposed donations of artwork to the University valued at less than \$100,000 will be referred to the Director/Dean of the University's collecting institutions (the Museum of Art, Museum of Natural History and University Libraries) and are subject to the guidelines established by the appropriate collecting institution.

Proposed donations of public sculptures to the University will be reviewed by a committee including appropriate University and Campus personnel, such as a representative from the Museum of Art, the Museum of Natural History, University Libraries, the School of Visual Arts, Office of Legal Counsel, the Vice President and Chief Advancement Officer, and a member of standing currently serving on the relevant University advisory board to be appointed by the President. The recommendation of the committee requires the approval of the President and the Board of Regents before the donation can be accepted.

Before removing a public sculpture, the President shall convene this committee to evaluate the presence and placement of certain public sculptures on campus. The committee may consult with other relevant campus organizations as needed and make a recommendation to the President about whether to maintain, remove, or relocate public sculptures. The President will consider the recommendation of the committee and make a final recommendation to the Board of Regents. Final authority to remove or relocate public sculptures rests with the Board of Regents.

#### 7.7.7 – ENDOWED FACULTY POSITIONS

The establishment of endowed faculty positions is encouraged for the opportunities they provide to enrich and strengthen the teaching, research and clinical programs of the University in perpetuity.

An endowed chair or professorship enables the University to strengthen its academic programs by recruiting, recognizing, or retaining nationally renowned educators, scholars and researchers, and to provide them with enrichment funds that support and strengthen their academic activities. It is proposed, therefore, that each endowed faculty position will be supported by a State-funded faculty line or privately secured funding as appropriate.

Endowed faculty positions will be effective when the full donor funding component is received.

All namings associated with endowed faculty positions require the approval of the President after consultation with the affiliated Dean and SVP/Provost, when appropriate.

**Named Endowed Chair** — Requires a minimum endowment of \$1.5 million.

**Named Endowed Professorship** — Requires a minimum endowment of \$1 million.

**Named Presidential Professorship** — Requires a minimum endowment of \$500,000.

**Named Endowed Lectureship** — Requires a minimum endowment of \$100,000.

**Named Research Endowment** — Requires a minimum endowment of \$50,000. Earnings will provide research stipends and/or grants for faculty.

**Named Endowed Research Award** — Requires a minimum endowment of \$50,000 and will be used to recognize and encourage excellence in scholarly or scientific research.

**Named Endowed Superior Teaching Award** — Requires a minimum endowment of \$50,000 and will be used to honor excellence in teaching.

#### 7.7.8 – ENDOWED GRADUATE STUDENT POSITIONS

A strong, competitive graduate program is important to the University's mission as a major comprehensive research university. An important component in attracting outstanding graduate students is the University's ability to provide competitive stipends and fellowships.

A fully funded named graduate fellowship requires an endowment of \$1 million. All named endowed graduate student positions require the approval of the affiliated Dean or Director. Departments may establish higher recommended endowment minimums for Named Endowed Graduate Research

Fellowships, Named Endowed Graduate Fellowships and Named Endowed Graduate Scholarships to provide a regionally and nationally competitive financial award based upon the area of interest to attract high caliber talent.

#### 7.7.9 – ENDOWED UNDERGRADUATE SCHOLARSHIPS

The University is committed to providing a high-quality undergraduate education to a diverse student body. To recruit outstanding undergraduates and/or assist needy students, a wide variety of scholarships is required. All criteria for scholarships should be predetermined and established prior to approval and acceptance by the Foundation and University, if applicable. A constant effort will be made to keep scholarship guidelines flexible to alleviate any possible difficulties that would make it impossible to administer the scholarship in any one year. In compliance with the Internal Revenue Code, donors will not be permitted to select the recipients of the scholarships they sponsor. Each department or college should request the scholarship recipients communicate annually during the term of the scholarship with the relevant donors.

**Named Endowed Scholarship Funds** —May be established with a minimum endowment of \$25,000. This generally will support one scholarship on an annual basis. The amount of the scholarship will be limited by the annual earnings.

#### 7.7.10 – DURATION OF NAMES

No facility will be renamed without considering the historical or other meaningful significance of the facility's present name related to the University's existence and/or past development. Duration of a named space will be clearly defined in the signed pledge or gift agreement associated with the naming. If a named space or building is replaced or substantially modified, it may be renamed, subject to any terms, conditions or restrictions set forth in any gift agreement related to the prior naming action.

#### 7.7.11 – RENAMING OR REMOVAL OF NAMES

Situations may occur that would warrant removal of a name, including but not limited to: demolition or repurposing of a space or facility, situations that might affect the reputation of the University, and unfulfilled pledges. The naming committee will evaluate the removal of a name and make a recommendation to the Board of Regents. The Board of Regents has the final authority and responsibility to remove a name.

## 7.8 – OKLAHOMA STATE REGENTS' FOR HIGHER EDUCATION ENDOWMENT TRUST FUND PROGRAM

The President, in consultation with the Vice President and Chief Advancement Officer, is authorized to submit appropriate requests to the Oklahoma State Regents for Higher Education to participate in the State Regents' Endowment Trust Fund Program.

### 3. FACULTY PERSONNEL POLICIES AND GENERAL INFORMATION

#### FACULTY PERSONNEL POLICY

It is the policy of the University to recognize and implement the functions assigned to it by the Oklahoma State Regents for Higher Education. These functions are teaching, research and creative/scholarly activity, and professional and University service and public outreach. The responsibility for carrying out this policy is shared by the Board of Regents, administrative officers, and General Faculty. The University recognizes the specific involvement of the faculty in the performance of these functions and, to this end, is committed to fostering a superior faculty.

Since 1942, the Regular Faculty has actively participated in the organization, formulation, and implementation of University policies through a democratically elected Faculty Senate. Today, there are two Faculty Senates, one for the Health Sciences Center and one for the Norman Campus. The charters of these two Faculty Senates can be found in the Appendices of the respective campus' Faculty Handbook.

(Regents, 1-26-99, 12-3-02)

#### 3.1 THE GENERAL AND REGULAR FACULTY

The General Faculty of the Health Sciences Center is composed of all full-time (1.0 Full-time Equivalent [FTE], whether 9-, 10-, or 12-month appointment), part-time, and volunteer faculty members.

The Regular Faculty is composed of all full-time faculty who hold tenured, tenure track, or consecutive term appointments with the unmodified academic titles of assistant professor, associate professor, or professor. Regular Faculty may be paid all or in part by an affiliated institution such as OU Health Partners, Inc., the Veterans Affairs Medical Center, or the Oklahoma Medical Research Foundation.

Additional policies related to the faculty and the Faculty Senate are contained in **Appendices A and B**.

(Regents, 1-26-99, 12-3-02, 12-7-12)

#### 3.2 FACULTY APPOINTMENT TYPES

Faculty appointment types may be tenured, tenure track, consecutive term, limited term, or volunteer (see **Section 3.2.1**). The type of appointment will be determined by the primary academic unit in consultation with the appointee and with the approval of the dean, the Senior Vice President and Provost, the President, and if required, Board of Regents. The appointment must indicate the primary academic unit to which the faculty member is appointed.

Faculty at the Health Sciences Center are appointed on a 12-, 10-, or 9-month basis. An appointment is not a promise or guarantee to faculty of employment for or through any particular period of time. Continued employment and/or renewal are contingent upon various factors, such as a faculty member's satisfactory performance and/or the academic unit's needs. Termination of employment may become effective at any time, subject to notification requirements in **Section 3.2.7**.

- (a) **Full-Time Faculty** – Full-time faculty appointments with unmodified academic titles (assistant professor, associate professor, and professor) shall be limited to those Regular Faculty who hold tenured, tenure track, or consecutive term appointments; who devote their full-time professional effort to University activities, including at affiliated institutions –(see **Section 3.5**); and who are compensated by the University or University-approved sources.
- (b) **Limited Term Faculty** may be full-time or part-time and shall have academic titles such as instructor, lecturer, or associate, or titles modified by prefixes such as visiting, adjunct, or clinical. In the instance of limited term research appointments, the suffix “of Research” (see 1 below) shall be used.
  - 1) **Research** – Faculty holding limited term research appointments have titles of assistant professor of research, associate professor of research, or professor of research.

2) **Other** –

- i) Instructor and associate faculty titles are intended to designate a rank below that of assistant professors.
- ii) The title of lecturer can be used for individuals of academic achievement and standing comparable to any academic rank, including assistant professor, associate professor, and professor, regardless of rank.

- (c) **Volunteer Faculty** – Volunteer faculty serve without remuneration and shall be given the same modified academic titles as limited term faculty. The title of preceptor may also be used for volunteer faculty.

(Regents, 1-26-99, 12-3-02, 6-25-08, 12-7-12, 9-14-17)

- (d) **Emeritus Faculty** - The Emeritus title is granted only by the Board of Regents upon recommendation by the President of the University. The President may recommend that the title "Professor Emeritus" be granted upon the retirement of regular faculty members when so proposed by their chair and dean. The title indicates retirement in good standing and ordinarily will be without the designation of any additional faculty rank (such as "assistant" or "associate") except that distinguished professor titles shall be retained when the emeritus status is recommended. For the Health Sciences Center, the President may recommend that the title Emeritus be added to the limited term or volunteer faculty title upon the retirement of limited term or volunteer faculty when proposed by their chair, dean, and the Senior Vice President and Provost.

The Board of Regents may grant the title "Emeritus" to former executive officers and deans upon retirement or resignation from the position.

(President, 9-10-85, Regents 12-7-12, 9-14-17)

### 3.2.1 Tenured, Tenure Track, Consecutive Term, and Limited Term Appointments

- (a) Full-time tenured, tenure track, or consecutive term appointments are Regular Faculty appointments.
- (b) Tenure track appointments are automatically renewed for the next fiscal year unless notification of non-renewal or termination is given in accordance with [Section 3.2.7](#).
- (c) Consecutive term appointments are not tenure-track. Consecutive term appointments are automatically renewed for the next fiscal year unless notification of non-renewal or termination is given in accordance with [Section 3.2.7](#).
- (d) Limited term appointments are not regular Faculty appointments:
  - (i) Limited term appointments may not be changed to Regular Faculty appointments until all Affirmative Action requirements have been completed (i.e., national search, appropriate advertisements) unless a waiver has been approved by the Senior Vice President and Provost and the Equal Opportunity Office.
  - (ii) Internal candidates applying for open Regular Faculty positions must meet the promotion and advancement criteria stated in [Section 3.9](#).
  - (iii) Individuals serving in limited term appointments serve at the discretion of the chair with concurrence by the dean.
  - (iv) Limited term appointments can be terminated during the academic year with no less than 60 days written notice. An exception to the 60-day written notice requirement may be made by the dean for faculty hired primarily to spend their time in clinical practice or practice-related activities, where termination is recommended due to poor clinical performance, unprofessional behavior, or conduct that jeopardizes patient safety. In such cases, termination may be effective immediately.
  - (v) Limited term faculty are not permitted to appeal termination to the Faculty Appeals Board.

(Regents, 7-15-96, 1-26-99, 12-3-02, 6-25-08, 12-7-12, 9-14-17)



### 3.2.2 Part-Time Appointments

A part-time appointment is one at less than 1.0 Full-Time Equivalent (FTE) (including dual employment with a combined FTE of less than 1.0), and has a modified title. It is considered limited term (see 3.2.1(d)). At the time of any part-time appointment, the faculty member and the academic unit must reach a clear understanding of the terms of the part-time appointment. This understanding shall be in writing and the faculty member shall be given a copy.

(Regents, 7-15-96, 12-3-02, 12-7-12, 9-14-17)

### 3.2.3 Primary, Joint, and Secondary Appointments

- (a) **Primary Appointment** – A faculty member must have a primary appointment in an academic unit of a college, usually called a department. A primary appointment must be in an academic unit only, not in a Center or Institute or similar entity.
- (b) **Joint Appointments** – Appointments in two academic units or colleges (joint appointments) are permissible. Joint appointments consist of a primary appointment in two academic units or colleges and cannot total more than 1.0 Full-Time Equivalent (FTE). Joint appointments must be approved by both academic units and colleges involved, the Senior Vice President and Provost, the President, and the Board of Regents consistent with the criteria below.

Before a faculty member receives a joint appointment, the appropriate academic units must mutually determine, record in writing, and secure administrative approval for the applicable length of the pre-tenure period, criteria for tenure and promotion, and conditions for reappointment or non-reappointment. The academic units must provide a written description of the faculty member's teaching, research, service, and administrative responsibilities, and other special conditions pertaining to the joint appointment. The faculty member shall receive a copy of this written description.

(Regents, 7-15-96, 12-3-02, 6-25-08, 12-7-12, 9-14-17)

- (c) **Secondary Appointments** – In recognition of teaching, research, or service contributions outside their primary academic unit, faculty members may have one or more secondary appointments in other academic units, subject to approval of the chair of the primary department and the chair(s) of the other academic unit(s). Secondary appointments are modified by such prefixes as adjunct or clinical.

(Regents, 9-14-17)

### 3.2.4 Appointment of New Faculty

In the appointment of new faculty, action is initiated by the primary academic unit through the respective dean to the Senior Vice President and Provost and the President, in accord with the prevailing policies of the Board of Regents.

- (a) **Proposed Terms of Faculty Appointment** – The individual may initially receive a written statement provided by the department chair or dean defining the proposed terms of the individual's initial teaching, research, professional/clinical service<sup>1</sup> and administrative responsibilities and other special conditions pertaining to the appointment. The proposal does not represent a contract for employment. Initial responsibilities and/or duties as set forth in the department's proposed terms of faculty appointment do not constitute a guarantee or promise that the responsibilities will remain the same throughout the faculty member's employment. The department chair will also provide, or provide access to, copies of the department and/or college tenure and promotion criteria where applicable to the type of appointment.
- (b) **Official Offer of Faculty Appointment** – The official offer of faculty appointment must come from the Senior Vice President and Provost or the President, or in the case of limited term appointments with a 1.0 FTE salary less than \$100,000, from the dean, and will include, when applicable, the statement that appointment is contingent upon the approval of the Board of Regents. The official offer of faculty appointment will specify academic rank, appointment type (limited term, consecutive term, tenure track,

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<sup>1</sup> College of Medicine – OKC dual employees' clinical service responsibilities are outlined in the OUHP/affiliate employment agreement.

or with tenure, subject to the appropriate University tenure process), beginning date of employment, base salary/clinical plan, full-time equivalent, length of pre-tenure period if tenure track (see Section 3.8.1(c)), and any special conditions pertaining to employment. It is separate from offers made by affiliated institutions. The official offer of faculty appointment shall include information to access an on-line copy of the *Faculty Handbook* and faculty benefits.

- (c) **Contract** – If the appointment is approved by the Board of Regents, Regular Faculty (tenured, tenure track, or consecutive term) will be furnished with a Contract of Employment with the University for signature. Included in this contract will be the approved rank and salary. The Contract will contain a statement indicating that the individual has read the *Faculty Handbook* and accepts employment in accord with the policies specified, with the understanding that policies of the University are subject to change by the Board of Regents or the University administration. It is separate from the contract for employment that dual employees receive from affiliated institutions. Limited Term faculty will receive a letter from the dean or the Senior Vice President and Provost, as appropriate. Any exceptions to these policies that pertain to the appointment must be described in the official offer of faculty appointment.
- (d) **Compensation** – The University recognizes that the professional effort of the faculty member may result in compensation in addition to the University base salary or compensation provided by the University. The conditions of such compensation are set out in each college's Professional Practice Plan, Compensation Plan, and/or Faculty Compensation Plan.

(Regents, 7-15-96, 12-3-02, 6-25-08, 12-7-12, 9-14-17, 6-27-19, 9-11-19)

### 3.2.5 Changes in Status - Tenure Track and Consecutive Term Appointments

- (a) **Tenure Track to Consecutive Term** – At the request of the faculty member and with the approval of the chair of the academic unit, dean, and Senior Vice President and Provost, faculty members who are in the tenure track may be changed to a consecutive term appointment at any time during the pre-tenure period, but prior to submission of the faculty member's tenure documentation to the Campus Tenure Committee (see Section 3.8.5 (j)). However, a faculty member may not return to a tenure track appointment after such change to a consecutive term appointment.
- (b) **Consecutive Term to Tenure Track** – At the request of the faculty member and with the approval of the chair of the academic unit, the dean, and the Senior Vice President and Provost, faculty members initially appointed to consecutive term appointments may be changed to the tenure track, in which case all University policies relating to tenure shall apply. Upon written request from the faculty member and with the approval of the chair of the academic unit, dean, and Senior Vice President and Provost, up to three (3) years served in a consecutive term appointment may be credited toward the pre-tenure period, and all University policies relating to tenure shall apply (see Section 3.8.1(c)).
- (c) **Temporary Reduction in Employment** - Upon the recommendation of the chair of the academic unit and dean, the Senior Vice President and Provost may approve a tenure-track faculty member's request for temporary reduction in employment from full-time to part-time, if the reduction is for less than six months. In those cases (e.g., SBIR awards) when it is recommended that a tenure track faculty member be permitted to reduce his or her employment to less than full-time for a period of six months or more and maintain a tenure-track status, specific approval by the Board of Regents is necessary. A written agreement must be reached among the faculty member, the chair of the academic unit, and the dean indicating how the reduction to part-time will affect the length of the faculty member's pre-tenure period.
- (d) **Primarily Administrative Duties** - Before a tenure track faculty member assumes primarily administrative duties during the pre-tenure period, a written agreement must be reached among the faculty member, the chair of the academic unit, the dean, and Senior Vice President and Provost as to whether the faculty member will remain on the tenure track, at what time they would be reviewed, and under what conditions.

(Regents, 12-7-12, 9-14-17)

### 3.2.6 Changes in Status – Tenured Appointments

- (a) A faculty member granted tenure by the University of Oklahoma who accepts an administrative post within the University retains tenured status as a member of the faculty.
- (b) A faculty member granted tenure who changes from a full-time appointment to a part-time appointment automatically forfeits tenure status (except as noted in (c) and (d) below). A faculty member granted tenure who changes from a full-time appointment to a volunteer appointment automatically forfeits tenure status.
- (c) Upon the recommendation of the chair of the academic unit and dean, the Senior Vice President and Provost may approve a tenured faculty member's request for temporary reduction in employment from full-time to part-time, if the reduction is for less than six months. In those cases, (e.g., SBIR awards) when it is recommended that a tenured faculty member be permitted to reduce his or her employment to less than full-time for a period of six months or more, and maintain a tenured status, specific approval by the Board of Regents is necessary. In either instance, tenured faculty with dual employment must maintain an appointment at the University and the affiliated institution; the reduction to part-time cannot result in a 0.0 FTE at either employer.
- (d) A tenured faculty member retains tenure during University phased retirement.

(Regents, 12-3-02, 12-7-12, 9-14-17)

### 3.2.7 Notifications of Non-Renewal or Termination of Tenure Track or Consecutive Term Appointment

Action on the non-renewal or termination of individuals having a tenure track or consecutive term appointment is initiated by the chair of the academic unit through the respective dean to the Senior Vice President and Provost, President, and Board of Regents.

Tenure track or consecutive term appointments can be terminated effective at any time and for any lawful reason, including but not limited to those in [Section 3.16.1](#) with the required notice as indicated in (a), (b), (c), and (d) below. All notifications of non-renewal or termination shall be given in writing by the Senior Vice President and Provost.

Notification ([\\* See e\) below](#)) to tenure track or consecutive term faculty of non-renewal or termination:

- (a) Non-renewal or termination within first year of employment \*(to be effective on or before the 365<sup>th</sup> calendar day of employment) requires 90 calendar days' notice
- (b) Non-renewal or termination within second year of employment \*(to be effective from calendar day 366 of employment through day 730) requires 180 calendar days' notice
- (c) Non-renewal or termination within third year of employment \*(to be effective from calendar day 731 of employment through day 1,095) requires 270 calendar days' notice.
- (d) Non-renewal or termination within fourth year of employment \*(to be effective from calendar day 1,096 or beyond) requires 365 calendar days' notice.
- (e) \* The notification period for a faculty member who changes from a limited term faculty appointment to a tenure track or consecutive term appointment will be counted from the date of the change in status and not from the date of initial employment as a limited term faculty member.

The faculty member may appeal non-renewal of employment to the Faculty Appeals Board only if notification practices prescribed in the foregoing paragraphs of this section are not followed. The faculty member may appeal termination of employment to the Faculty Appeals Board if notification practices in the foregoing paragraphs of this section are not followed or if the termination is pursuant to [3.16.1\(a\)-\(d\)](#).

(Regents, 7-15-96, 1-26-99, 12-3-02, 6-25-08, 12-7-12, 9-14-17)

### 3.2.8 Resignation

A faculty member who elects to resign is expected to give at least 30 days' written notice to the department chair and to the dean.

(Regents, 7-15-96, 12-3-02, 6-25-08, 12-7-12)

**3.2.9 Administrative Titles**

(a) **Academic Administrative Titles** – The following administrative titles are in addition to the academic faculty title and are established by the Board of Regents:

- University and Campus Level: President and Senior Vice President and Provost
- Center, or Institute Level: Director
- College Level: Dean
- Department: Chair

Academic leaders within departments (e.g., vice chairs) are appointed by the dean on recommendation of the chair and do not require Board of Regents' approval.

The prefixes Executive, Deputy, Vice, Associate, and Assistant are established by the Board of Regents to modify these titles. The name of the college, department, or division is designated in the title as a suffix.

(b) **Non-Academic Administrative Titles** – The titles Vice President, Associate Vice President, Assistant Vice President, Vice Provost, Associate Vice Provost, Assistant Vice Provost, Senior Associate Dean, Associate Dean, and Assistant Dean may also be used as administrative titles for staff appointed to these positions at the Health Sciences Center, as established by the Senior Vice President and Provost.

Administrative departments and divisions are led by Directors or Chiefs, as appointed by the Board of Regents. The usage of the prefixes Vice, Deputy, Senior, Associate, Assistant, Interim, and Acting is the same as with academic administrative titles.

~~The OU Physicians Council recommends the appointment of Clinical Practice Division leaders and Clinical Practice Unit leaders [also known as a clinical service chiefs] subject to the reserved powers exercised through the College of Medicine dean and the Senior Vice President and Provost. See OU Physicians By-Laws [Appendix M].~~

(c) **Interim and Acting Titles** – The term “interim” may be designated by the Board of Regents when no regularly appointed individual is in office. The term “acting” may be designated by the regularly appointed individual holding the administrative title to the individual who will fulfill that role during the appointed individual's absence from the campus, subject to approval by the appointed individual's supervisor or dean.

(Regents 12-7-12, 9-14-17)

**3.3 ACADEMIC FREEDOM AND RESPONSIBILITY****3.3.1 Institutional Academic Freedom**

The accumulation and exchange of knowledge are among the preeminent purposes of the University, and the acknowledgement of individual academic freedom is one of the cornerstones to ensure such purposes are achieved. Equally important in meeting these goals is the recognition of the right inherent in the responsibility of the Board of Regents to govern the University. “[I]t is the business of a university to provide that atmosphere which is most conducive to speculation, experiment, and creation. It is an atmosphere in which there prevail ‘the four essential freedoms’ of a university—to determine for itself on academic grounds who may teach, what may be taught, how it shall be taught, and who may be admitted to study.” *Sweezy v. New Hampshire*, 354 U.S. 234, 263; 77 S.Ct. 1203; 1 L.Ed.2d 1311 (1957).

**3.3.2 Academic Freedom**

The 1940 *Statement of Principles on Academic Freedom and Tenure with 1970 Interpretative Comments* of the American Association of University Professors has long been recognized as providing valuable and authoritative guidelines for policy and practice in American colleges and universities. The section on academic freedom below is essentially a restatement of these principles, with some modification and extension consistent with their intent and

with later declarations by the Association. In the formulation that follows, these principles have been adopted as University policy by the Regents of the University of Oklahoma.

- (a) Faculty members are entitled to full freedom in research and publication, subject to any restrictions set by law or by applicable codes of professional ethics, and subject to adequate performance of their other academic duties and to stated University policy on outside employment;\* but, except under conditions of national emergency, a faculty member should not undertake to do research on University time or using University facilities or funds under any agreement which would (except for a definitely and reasonably limited time) prohibit open communication of the results. \* NOTE: Dual employment at OU Health is not considered to be employment outside of the University.
- (b) Faculty members are entitled to freedom in the classroom in discussing their subject, but it is inappropriate for a teacher persistently to intrude material which has no relation to the subject of instruction.
- (c) As members of the community, university teachers have the rights and obligations of any citizen. They measure the urgency of these obligations in the light of their responsibilities to their subject, to their students, to their profession, and to their institution. In speaking or acting as private persons, faculty members should avoid creating the impression of speaking or acting for their college or university. As a citizen engaged in a profession that depends upon freedom for its health and integrity, the university teacher has a particular obligation to promote conditions of free inquiry and to further public understanding of academic freedom.
- (d) As citizens, university teachers should be free to engage in political activities consistent with their obligations as teachers and scholars. Subject to University policy (See Section 3.23) some activities, such as seeking election to an office for which extensive campaigning is not required, or service in a part-time political office, may be consistent with effective service as a member of the faculty.
- (e) Since freedom of access to recorded knowledge is essential to learning and research in a democracy, the university's right and obligation to provide a full range of materials on any subject, even though some views might be currently unpopular or controversial, or appear incorrect, shall not be infringed. The principles of academic freedom shall apply to the presence of materials and also to those who provide and those who use them.
- (f) The University endorses the *1967 Joint Statement on Rights and Freedoms of Students with 1990 Revisions* which "...asserts the right of college and university students to listen to anyone whom they wish to hear...affirms its own belief that it is educationally desirable that students be confronted with diverse opinions of all kinds, (and) therefore holds that any person who is presented by a recognized student or faculty organization should be allowed to speak on a college or university campus." Duly constituted organizations at the University may invite speakers without fear of sanctions. However, in the exercise of these rights, it is clearly recognized that:

"Membership in the academic community imposes on students, faculty members, administrators, and trustees an obligation to respect the dignity of others, to acknowledge their right to express differing opinions, and to foster and defend intellectual honesty, freedom of inquiry and instruction, and free expression on and off the campus. The expression of dissent and the attempt to produce change, therefore, may not be carried out in ways which injure individuals or damage institutional facilities or disrupt the classes of one's teachers or colleagues. Speakers on campus must not only be protected from violence but must be given an opportunity to be heard. Those who seek to call attention to grievances must not do so in ways that significantly impede the functions of the institution." (*1970 Declaration of the AAUP Council with 1990 Revisions*).

### 3.3.3 Academic Responsibility

The concept of academic freedom shall be accompanied by an equally demanding concept of academic responsibility. Nothing in the following statement is intended to abridge in any way the principles and procedures advanced in the *1940 Statement of Principles on Academic Freedom and Tenure with 1970 Interpretive Comments* of the American Association of University Professors. This statement is derived in substantial measure from the June 1987 revisions of AAUP *1966 Statement on Professional Ethics*.

Faculty members have responsibilities to their students. They shall encourage in students the free pursuit of learning and independence of mind, while holding before them the highest scholarly and professional standards. Faculty members shall show respect for the student as an individual and adhere to their proper role as intellectual guides and counselors. They shall endeavor to define the objectives of their courses and to devote their teaching to the realization of those objectives; this requires judicious use of controversial material and an avoidance of material which has no relationship to the objectives of a course.

Faculty members shall make every reasonable effort to foster honest academic conduct and to assure that their evaluations reflect, as nearly as possible, the true merit of the performance of their students, regardless of their race, color, national origin, sex, sexual orientation, genetic information, gender identity, gender expression, age (40 or older), religion, disability, political beliefs, or status as a veteran. Faculty members shall avoid any exploitation of students for private advantage and shall acknowledge significant assistance in scholarly pursuits from them.

Faculty members have responsibilities to their colleagues, deriving from common membership in a community of scholars. They shall respect and defend the free inquiry of their associates. In the exchange of criticism and ideas, they should show due respect for the opinions of others. They shall acknowledge their academic debts and strive to be objective in the professional judgment of their colleagues. Although service must be voluntary, faculty members should accept a reasonable share of the responsibility for the governance of their institution. If driven by his or her conscience into dissent, the faculty member shall take care that this dissent does not interfere with the rights of colleagues and students to study, research, and teach.

Faculty members have responsibilities to their discipline and to the advancement of knowledge generally. Their primary obligation in this respect is to seek and to state the truth as they see it. To this end, they shall devote their energies to developing and improving their scholarly competence. They shall exercise critical self-discipline and judgment in using, extending, and transmitting knowledge, and they shall practice intellectual honesty.

Faculty members have responsibilities to the educational institution in which they work. While maintaining their right to criticize and to seek revisions, they shall observe the stated regulations of the institution, provided these do not contravene academic freedom. When considering the amount and character of the work they do outside their institution, faculty members must have due regard to their paramount responsibilities within the University and the applicable University policies governing outside employment. All such work at the OU Health Sciences Center is governed by the Professional Practice or Compensation Plans of the various colleges.

(Regents, 12-3-02, 6-25-08, 12-7-12, 6-24-15)

### 3.4 FACULTY ACCOUNTABILITY

A faculty member is held accountable for his or her performance in fulfilling faculty duties (Section 3.5) and in meeting the requirements of academic responsibility (Section 3.3) and University policies.

- (a) Persons who accept full-time employment at the University, including through dual employment with an affiliated institution, owe their first duty to the University. Any other employment or enterprise related to the profession for which they are employed at the University, must be secondary to their University and dual employment duties. During the appointment period, all outside work\* related to the profession for which they are employed at the University must be conducted through a University contract and all funds generated, if any, must be deposited into University accounts, per the respective colleges' Professional Practice or Compensation Plans. Unless the ~~Professional Practice~~-Plan provides otherwise, agreements to review scholarly publications and grant submissions for which no contract or compensation is provided are not considered to be outside work. Failure to comply with the ~~Professional Practice~~-Plan may result in sanctions and disciplinary actions. See Section 3.16 (e).

\*Work performed by dually-employed faculty at the affiliated institution is not considered to be outside work, so long as the work is within the duties for which the affiliated institution regularly compensates the faculty member.

- (b) The obligations of a faculty member to the University are not limited to meeting classes. There are obligations which include, but are not limited to, advising students; conducting research or scholarly activity; meeting clinical assignments; providing patient care and supervising students and/or trainees;

reading and remaining professionally competent; attending professional meetings; and participating in essential committee work of the department, the college, and the University as a whole.

- (c) The most immediate agent of faculty accountability is the faculty member's chair or direct supervisor, who should maintain close and regular communication with the faculty member. Among the various mechanisms for ensuring faculty accountability, the most important include annual evaluations and such periodic evaluations as those for advancement in rank. These processes should serve to identify and reward meritorious performance as well as to identify areas that need improvement.
- (d) Meritorious, proficient, and responsible faculty performance is first and foremost an individual professional obligation. But it is also the product of a cooperative effort by faculty members and administrative officers – assisting one another, informing one another, jointly seeking to assure that each faculty member's capabilities are developed fully and creatively. Both the academic unit and the individual faculty member have responsibility to take the necessary steps to overcome performance that is marginal or needs improvement. Just as faculty members are held accountable for their performance; administrators of academic units are held accountable for their leadership in the career development of the faculty in their academic units. Career development remains primarily the responsibility of the faculty member.
- (e) Regular and frequent collegial interactions among students, staff, and faculty are essential to maintaining the integrity of the University as a scholarly community, developing a healthy institutional culture, and ensuring the success of the Health Sciences Center. To meet these goals and effectively perform one's duties and obligations to the University, faculty accountability is expected.
- (f) Concerns regarding a faculty member's performance may originate from the students, from faculty colleagues, staff, or from administrative personnel. Whenever such a concern is included in the personnel record of the faculty member, or whenever the allegation is the basis for further action or administrative remedies by the department chair, dean, or Senior Vice President and Provost against a faculty member, the faculty member should be notified promptly by the individual initiating the action or administrative remedy.
- (g) Administrative remedies, including counseling, career development support, reprimands and minor sanctions, are available to academic units as a means of attempting to remediate inadequate professional performance or breaches of academic responsibility. If a faculty member's inadequate professional performance or breach of academic responsibility continues, then the dean or Senior Vice President and Provost may consider applying a minor sanction, such as a formal reprimand. For those cases where they are needed, the University has at its disposal the more drastic measures of abrogation of tenure, termination, severe sanctions, or summary suspension. (Section 3.16)

(Regents, 1-26-99, 12-3-02, 6-25-08, 12-7-12, 9-14-17)

### 3.5 PROFESSIONAL ACTIVITIES OF THE FACULTY

Above all else, the University exists for learning and scholarship of a breadth and depth that result in excellence in all of the University's major functions: teaching, research and creative/scholarly activity, and professional and University service and public outreach. As such, learning and scholarship may be discipline-centered or interdisciplinary and inter-professional. Each academic unit has an obligation to contribute to each of the functions of the University. Faculty members play a central role in the realization of these functions and fulfill the obligations of the academic unit by contributing their unique expertise and competence. Decisions regarding tenure, promotions, and University salary increases are based upon an assessment of the faculty member's performance and contribution to the total mission of the University (Section 3.2, 3.6, 3.8, and 3.9).

(Regents, 12-7-12)

#### 3.5.1 Teaching

Teaching, which is the transmission of knowledge and cultural values, focuses upon helping students and trainees learn. As a part of its mission, the University is dedicated to undergraduate, graduate, professional, interdisciplinary, inter-professional, and continuing and professional education. The term teaching as used here includes, but is not restricted to, giving regularly scheduled instruction, directing graduate work, directing training grants, counseling, and advising students and trainees. This includes the direction or supervision of students and trainees in reading,

research, clinical rotations, internships, residencies, or fellowships. Faculty supervision, advising, mentoring, or guidance of students and trainees in recognized academic pursuits that confer no University credit also should be considered as teaching. Faculty performing non-administrative professional duties for which they are employed shall be regarded as engaged in teaching when the clear and direct purpose and function of these activities is academic instruction. Professional librarians in the discharge of their professional duties shall be regarded as engaged in teaching.

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

Their influence and reputation as teachers may be evidenced by student, trainee, and peer evaluation as well as by authoring textbooks and by lectures and publications on teaching, learning, and/or learner assessment. Additionally, reputation may be evidenced by the publication of such instructional materials as laboratory or instructional manuals; teaching cases for classroom; simulation or standardized patients; and video or audio instruction such as podcasting, distance education tools, or development of multimedia instructional materials and computer-assisted learning or assessment techniques. Publication is noted to include peer review and dissemination via traditional or digital means.

(Regents, 7-15-96, 1-26-99, 12-3-02, 12-7-12, 9-14-17)

### 3.5.2 Research and Creative/Scholarly Activity

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

(Regents, 7-15-96, 12-3-02, 9-14-17)

### 3.5.3 Professional and University Service and Public Outreach

- (a) Professional and University service and public outreach, which require the application of knowledge gained through research or creative/scholarly activity, focus upon resolving contemporary problems, identifying new areas for inquiry and development, and sharing knowledge with the larger community. Except as noted in (b) and (c) below, the term professional service always refers to activities directly related to the faculty member's discipline or profession.

Included in professional service are such activities as continuing education; artistic or humanistic presentations; official service in relevant commissions, advisory boards, or agencies (public or private) related to the faculty member's discipline or profession; service to professional communities outside the University; consultation; and participation in a specialized professional capacity in programs sponsored by student, faculty, or community groups.



Professional service also includes editing professional journals or other publications; writing book reviews in professional journals; and reviewing research papers and manuscripts submitted for publication.

Other examples of professional service can include clinical service contributions such as health care delivery; clinical leadership as evidenced by serving as head of a division, department, or specific clinic service; acquisition and introduction or development of new health care techniques, procedures, or clinical approaches; demonstrable improvement (quality, utilization, access) in delivery of health care; dissemination and implementation in community practice; and contribution to clinical service lines.

Examples of public outreach include such activities as development of community health-related outreach programs; participation in approved, non-compensated, community health related public outreach efforts; improvement in clinical management; and management of facility-based functions such as quality improvement, infection control, utilization review.

- (b) The nature of the academic enterprise is such that the faculty properly shares in responsibilities involving the formulation of the University's policies by participation in University governance. The faculty has a major responsibility in making and carrying out decisions affecting the educational and scholarly life of the University. Faculty members have a responsibility to contribute to the governance of the University through timely participation on committees, councils, or other advisory groups at the department, college, or University level, and through service within the University that reflects an application of specialized knowledge or skill to the University's affairs.
- (c) Other areas of activity in which faculty members may have assignments include:
- 1) **Administration.** Many faculty members are called upon to perform administrative tasks. These include service in such positions as department chair, associate or assistant dean, or director of a program, center, or institute.
  - 2) **Public Relations.** On occasion, the University's interests are served by requesting faculty members to perform public relations tasks that might not necessarily involve the faculty member's discipline. These may include participation in a professional capacity in programs sponsored by student, faculty, or community groups or appearances as a University representative before government bodies or citizen groups.

(Regents, 12-7-12, 9-14-17)

#### 3.5.4 Public Outreach Policy

##### (a) Public Outreach Defined

As part of its overall mission, the OUHSC is committed to improving the health of the citizens of Oklahoma, the nation, and the world. This includes the faculty members' professional service efforts via the colleges' group practice plans, as well as their approved, non-compensated, community health related public outreach efforts ("Public Outreach"). Faculty participation in civic activities such as serving on an art museum board, or school board, or on church related activities is not included in this definition of Public Outreach, and as such is not governed by this policy.

Public Outreach creates opportunities for OUHSC faculty and students to provide better, more culturally competent health care in the community and/or to share their scientific research knowledge with the community toward this end. Public Outreach also helps OUHSC faculty and students learn to be responsive to the needs of our diverse population.

##### (b) Criteria Governing Public Outreach Activities

Faculty members may be permitted to dedicate University time and professional service to Public Outreach if they (a) demonstrate that the proposed Public Outreach effort furthers the mission of the OU Health Sciences Center; b) demonstrate that the proposed Public Outreach effort meets each of the following three criteria; and c) obtain approval from the department chair:

- 1) is not compensated

- 2) if applicable, is covered by the faculty member's malpractice insurance.
- 3) does not conflict with a faculty member's primary responsibilities as a University employee or impact that needs or resources of the department

(c) **PPP Exception for Certain Public Outreach Activities**

A faculty member who is subject to his/her college's Professional Practice Plan (PPP) or Compensation plan may be permitted to dedicate, for the purpose of Public Outreach, time and professional service, as defined under the PPP, with approval by the department chair, if the proposed Public Outreach effort meets each of the following:

- 1) is not compensated
- 2) if application, is covered by the faculty member's malpractice insurance
- 3) does not conflict with a faculty member's primary responsibilities as a University employee, or impact the needs or resources of the department

The faculty member must be in compliance with all other requirements of the PPP or Compensation plan and the faculty member's appointment.

(d) **Template Agreement**

It is a University requirement that an agreement be in place for professional and Public Outreach services of OUHSC employees with outside entities.\* A template for Public Outreach activities has been prepared. The template can be found at the respective college's web site. Faculty desiring to participate in Public Outreach activities that meet the criteria listed above must complete the template and obtain the appropriate signatures indicated on the template prior to beginning the activity. A signed copy of the template must be forwarded to the Dean's Office and to the department. **\*\* NOTE: Dual employment at OU Health is not considered to be employment outside of the University.**

(Administrative policy of the Senior Vice President and Provost – Revised September 2011)

### 3.6 FACULTY EVALUATION

The evaluation of faculty performance is a continuous process. The fundamental purpose of periodic performance reviews is to identify areas of faculty accomplishments and areas of faculty performance deficiencies and provide such faculty opportunities and incentives to correct the deficiencies. An annual review of each faculty member's performance is the responsibility of the chair or director of the specific academic unit with review by the dean. The chair or director must provide direct, balanced, and thorough feedback in writing to the faculty member relative to the faculty performance evaluation each year. The evaluation should contain sufficient specificity to identify areas of strength and those areas where improvement is needed. A systematic procedure for accomplishing such evaluations shall be developed in each academic unit with the participation and approval of the dean and Senior Vice President and Provost.

The criteria for evaluation shall be carefully and clearly stated and must be in accord with **Sections 3.4 and 3.5**. Specific faculty assignments within an academic unit and the specific mission of a particular academic unit may modify the relative weight given to any specific area of professional activity from time to time depending on University or academic unit needs. Such modifications should be conveyed in writing by the head of the academic unit prior to implementation.

Tenure decisions, non-renewal of tenure track and consecutive term appointments, salary adjustments, and promotions in rank shall be based on systematic evaluations of faculty performance in the areas specified by the department chair and will include teaching, research and creative/scholarly activity, and professional and University service and public outreach, as well as the needs of the department and college. An assessment of the faculty member's overall contribution to the college and the mission of the University, as well as that person's adherence to the standards of faculty accountability as noted in **Section 3.4**, must be included in any faculty evaluations.

(Regents, 12-3-02, 6-25-08, 12-7-12, 9-14-17)

### 3.7 SALARY ADJUSTMENTS

- (a) The most frequent reflection of a continuing faculty evaluation system is in the annual recommendations for merit salary increases. Deserving faculty should be rewarded, within the limits of the financial resources of the University, for excellent performance as set out in the specific criteria for evaluation of faculty performance (Sections 3.4 and 3.5).
- (b) In certain circumstances salary increases may cause the salary of a faculty member to equal or exceed the salary of faculty in higher ranks.
- (c) Faculty assignment of administrative or managerial responsibilities may require additional salary adjustment commensurate with assigned duties.
- (d) Under no circumstances will increases in salary be based upon race, color, national origin, sex, sexual orientation, genetic information, gender identity, gender expression, age (40 or older), religion, disability, political beliefs, or status as a veteran.

(Regents, 12-7-12, 6-24-15, 9-14-17)

### 3.7.1 Procedures for Salary Adjustments

- (a) The chair of the academic unit will annually collect (1) achievement data from all academic unit faculty and (2) evaluations of each faculty member's performance from those who are in supervisory positions and from other sources.
- (b) For each recommended salary adjustment, the chair will prepare a justification for the recommendation based on the faculty member's performance of their education, research and creative/scholarly activity, professional associations, and university service and public outreach, or administrative responsibilities, as well as on the faculty member's clinical service contributions based on the College's Professional Practice or Compensation plan and forward to the dean.
- (c) The dean will review each recommendation and notify the chair of any changes or adjustments made.
- (d) The salary recommendations from the college will be forwarded from the dean to the Senior Vice President and Provost for additional discussion, further recommendations, and administrative action.
- (e) The chair will discuss with each faculty member the reasons for the salary recommendation that was made as soon as feasible following final approval.

(Regents 12-7-12, 9-14-17)

- (f) Upon occasion, adjustments in salary may be needed to correct inequities caused by annual variations in available funds, changing conditions in the academic profession or in the economy, or other elements beyond the University's control. The responsibility for recommending adjustments, where needed, lies primarily with the dean. After consultation with the appropriate academic unit, the dean recommends to the Senior Vice President and Provost specific salary adjustments to correct evident inequities. Such adjustments should be made as funds are available.

(Regents, 12-3-02, 6-25-08, 9-14-17)

## 3.8 FACULTY TENURE

The granting of tenure implies a mutual responsibility on the part of the University and the tenured faculty member. Tenure is designed as a means to protect the academic freedom of faculty members and to assure freedom of scholarship and teaching by professional scholars and teachers. The right to academic freedom does not diminish the faculty member's responsibilities under Section 3.4, Faculty Accountability. In granting tenure to a faculty member, the University makes a commitment to the faculty member's continued employment subject to certain qualifications (Section 3.16). The University expects that tenured faculty members will maintain the level of performance by which they initially earned tenure. Only the portion of annual base salary or compensation (for example, in the College of Medicine, the University base [X1]) paid by the University is committed in the granting of tenure unless otherwise agreed to in writing by the chair of the academic unit, the dean of the college, the Senior Vice President and Provost, the President, and the Board of Regents.

**3.8.1 Definitions**

- (a) The term *academic year* refers to the period July 1 through June 30.
- (b) The term *tenure* means continuous reappointment to an achieved academic rank. Tenure must be granted or denied by specific action of the Board of Regents.
- (c) The term *pre-tenure period* refers to the period of employment at the University in a tenure track appointment prior to the time the faculty member is evaluated for the granting of tenure. Full-time tenure track faculty will generally have a pre-tenure period of six (6) years. Thus, the tenure application will be submitted no later than the fall of the seventh academic year. In certain circumstances, and in consultation with the faculty member, the chair of the academic unit and dean may request an extension of the pre-tenure period not to exceed three (3) years. If a pre-tenure extension is granted, the tenure application must be submitted no later than the fall of the last extension year.
- (d) The term *prior service* means academic employment at an institution of higher education (including the University of Oklahoma).

**3.8.2 Fiscal Responsibility**

In each case where a tenure-track position is proposed, there must be assurance from the chair of the academic unit to the dean that continuing financial support (for the College of Medicine, annually allocated funds) is identified to fund the salary line. The Senior Vice President and Provost, in conjunction with the respective deans, shall determine whether funds are sufficiently secure to support the awarding of tenure.

**3.8.3 Pre-tenure Period**

- (a) Full-time tenure track faculty will generally have a pre-tenure period of six (6) years. Thus, the tenure application will be submitted no later than the fall of the seventh academic year. In certain circumstances, and in consultation with the faculty member, the chair of the academic unit and dean may request an extension of the pre-tenure period not to exceed three (3) years. If a pre-tenure extension is granted, the tenure application must be submitted no later than the fall of the last extension year.
- (b) The first year of the pre-tenure period for a faculty member whose effective date of service is between July 1 and December 31 will be that academic year. If the effective date of service is between January 1 and June 30, the first year of the pre-tenure period will begin with the next academic year.
- (c) For assistant professors, the pre-tenure period may include up to a total of three years in prior full-time service in a consecutive term or tenure track appointment at the University or in comparable professorial ranks at another institution. For associate professors and professors, up to a total of four years of prior service at the University or in professorial rank at another institution may be included. The faculty member must request in writing at the time of the first regular tenure track appointment that prior service be included. Inclusion of prior service requires approval by the chair of the academic unit, the dean, and the Senior Vice President and Provost.
- (d) A new faculty member appointed at the rank of associate professor or professor may be considered for tenure from the date of appointment provided the faculty member prepares and timely submits the appropriate documentation, per [Section 3.8.5](#), no later than the next annual tenure and promotion cycle. The determination of tenure shall be made as specified in [Section 3.8.4](#) and [Section 3.8.5 \(b\) through \(r\)](#).
- (e) Tenure may be recommended by an academic unit for faculty members of high merit prior to the end of the pre-tenure period. An academic unit's recommendation to grant early tenure should be based on exceptional performance for at least two years at the University. If early tenure is not granted the faculty member may, subject to contract continuation or renewal, continue to serve in the pre-tenure period and be considered for tenure at the end of the pre-tenure period without prejudice.
- (f) When a non-tenured part-time faculty member changes from part-time to full-time tenure track status, specific written understanding among the faculty member, chair, and dean must be approved by the Senior

Vice President and Provost at the time of the change as to how, if at all, the period of part-time service may be counted toward satisfying the pre-tenure period.

- (g) A maximum of one year of leave of absence without pay may be counted as part of the pre-tenure period, provided the chair of the academic unit records in advance of the leave in writing the agreement with the faculty member as to how the professional activities carried out during the leave will be appropriately evaluated by the chair and secures approval by the dean and Senior Vice President and Provost.
- (h) If a tenure track faculty member takes extended leave, for six or more consecutive months, the pre-tenure period prior to a tenure decision may be extended for one year at the written request of the faculty member with the approval of the chair of the academic unit, dean, and Senior Vice President and Provost.
- (i) A faculty member at any rank who is denied tenure shall be retained until the end of the academic year following that year in which tenure was denied (i.e., the terminal year) unless the faculty member is dismissed according to [Section 3.16](#). An appeal of denial of tenure shall not have the effect of extending the faculty member's terminal year.

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

- (j) Faculty members granted tenure will normally commence their tenured appointments in the academic year immediately following the Board of Regents' action.

#### 3.8.4 Criteria for the Tenure Decision

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

The tenure decision shall be based on a thorough evaluation of the candidate's total contribution to the college and the mission of the University and of the candidate's adherence to the fundamentals of faculty accountability as noted in [Section 3.4](#). While specific responsibilities of faculty members may vary because of special assignments or the particular mission of the academic unit, all evaluations for tenure shall address the manner in which each candidate has performed in:

- (1) Teaching ([Section 3.5.1](#))
- (2) Research and Creative/Scholarly Activity ([Section 3.5.2](#))
- (3) Professional and University Service and Public Outreach ([Section 3.5.3](#))

All candidates for tenure must have demonstrated a record of substantial accomplishment in each of the three areas (teaching, research and creative/scholarly activity, and professional and University service and public outreach) and evidence of excellence in two areas. In order for tenure to be granted, the faculty member ~~has~~ must document a record of scholarly attainment in teaching, research and creative/scholarly activity, and professional and University service and public outreach.

Each college, with the approval of the dean and the Senior Vice President and Provost, shall establish and publish specific criteria for evaluating faculty performance in teaching, research and creative/scholarly activity, and professional and University service and public outreach. The criteria must be made available to the faculty in that college. The criteria which the departments and colleges establish normally reflect more specific standards for both promotion and tenure than those described in general terms in the *Faculty Handbook*, [Section 3.8.4](#). These department and college criteria must be in accord with and may not supersede the criteria described in this section. The criteria for tenure will be in full force unless an exception is specified in writing. Consequently, all faculty should also become familiar with the departmental, college, and University criteria.

Any exception to faculty evaluation on performances in each of the three areas of teaching, research and creative/scholarly activity, and professional and University service and public outreach must be documented in writing at the time the exception is made. The exception must be agreed upon by the faculty member and the department chair, and approved in writing by the dean and Senior Vice President and Provost.

As part of the overall tenure process, the department chair should provide the opportunity for faculty to receive advice on a regular basis as they develop their careers. Annual written evaluations of faculty by department chairs are essential to the faculty development process and are an annual requirement that each department chair must fulfill. (Section 3.6).

If the criteria for tenure are changed by the Board of Regents during a faculty member's pre-tenure period, the faculty member may elect to be evaluated under the approved criteria in effect at the beginning of the faculty member's pre-tenure period.

The granting of tenure carries with it the expectation that the University will continue to need the services of the faculty member and that the financial resources will be available for continuous employment. It also carries the expectation that the faculty member will maintain or improve upon the level of professional competence and academic performance required for tenure. The performance of all faculty, both prior to and following the granting of tenure, is to be evaluated annually as part of the University's faculty evaluation process (Section 3.6).

### 3.8.5 Procedures for Tenure Decision

- (a) The chair of the academic unit shall notify a faculty member who is eligible for tenure consideration at least six months before the date tenure materials are to be submitted to the department chair.
- (b) The chair of the academic unit will request the candidate for tenure to submit material that will be helpful to provide a thorough representation of the faculty member's performance or professional activities in relation to the tenure criteria. It is the responsibility of the candidate to provide accurate, thorough, and clear evidence of accomplishments for review at the departmental, college, and University levels. The candidate is advised to consult with the chair and any other senior colleagues concerning the materials to include.
- (c) Responsibility for gathering complete documentation of professional activity rests with the individual faculty member. The chair shall assist the faculty member, upon request, in determining what to include in the tenure documentation. The chair also may solicit information to include with the faculty member's tenure documentation. The faculty member is entitled to review the information in his/her tenure file. However, letters of evaluation and/or recommendation that are solicited in confidence or sent with the expectation of confidentiality shall be deemed confidential and unavailable to the faculty member unless otherwise ordered by a court of law.
- (d) Documentation of the faculty member's academic accomplishments should include, but not be limited to the following:
  - 1) Complete and up-to-date curriculum vita, including a summary of college and university degrees earned; all professional employment; all professional honors and awards; and an up-to-date list of professional publications by author in sequence. Manuscripts in press or submitted for publication and abstracts should be listed separately.
  - 2) Letters of evaluation of academic performance in teaching, research and creative/scholarly activity, and professional and University service and public outreach should be solicited by the chair after consulting with the candidate. Where relevant, letters of evaluation should in particular address the candidate's role in interdisciplinary/team-based research. There should be three letters of evaluation from individuals outside the University of Oklahoma who are considered established authorities in the discipline and who are in a position to evaluate the candidate's academic performance and suitability for tenure. These letters may be solicited from individuals who were not suggested by the candidate. There may also be up to three local letters to document an assessment of an individual's contributions to and accomplishments in activities such as teaching, team-based research, interdisciplinary educational or research projects, and University and/or clinical service.

- 3) Documentation of teaching accomplishments should reflect the candidate's contribution, quality, innovation, and impact of teaching. This might include summary documentation of teaching evaluations by students; notation of teaching awards; and description of teaching responsibilities, materials, and techniques which are unique and demonstrate innovative approaches or outstanding quality in undergraduate, graduate, or professional instruction (e.g., integration of multimedia into courses, development of web-based content and course materials, computer software development, creation of innovative laboratory exercises, simulation techniques, and interdisciplinary education).
  - 4) Documentation of research and creative/scholarly accomplishments should reflect the level and quality of the candidate's research and creative/scholarly activity. Recognition of research and creative/scholarly accomplishments could be demonstrated by chairing or organizing symposia or editing books or journals in the professional or inter-professional discipline; publishing books, book chapters, policy briefs, and articles in peer-reviewed journals; publishing abstracts; participating as a presenter in national/international symposia, conferences, and professional meetings; the ability to acquire extramural grant or contract funds, as a principal investigator, or as a multiple-principal investigator on interdisciplinary and team-based research extramural grants or contracts funded through peer review mechanisms; and entrepreneurial activity including patents, copyrights, and trademarks.
  - 5) Documentation of professional and University service and public outreach, which may include University or affiliated institution clinical service contributions, should reflect the level and quality of the candidate's professional, inter-professional, and/or clinical service contributions. Documentation might consist of leadership positions in local, state, or national associations; service on advisory boards for granting agencies; outstanding college or University committee work; consultantships; clinical and administrative leadership as evidenced by serving as head of a division, department, specific clinic service, research center, or core facility; evidence of acquisition, introduction, or development of new health care techniques, procedures, or clinical or professional practice approaches; development and evaluation of community health-related outreach programs; improvement in clinical, administrative unit, center or facility management; documentation of increased referrals or professional service contracts; demonstrable improvement (quality, utilization, access) in delivery of health care or other professional services; and related published manuscripts and abstracts, including those of clinical case studies, monographs, reviews, reports to administrative agencies, and book chapters.
- (e) The chair of the academic unit is responsible for providing copies of the candidate's complete tenure file to each of the tenured faculty of the academic unit at least two weeks prior to the vote.
- (f) All tenured faculty in the academic unit who are available shall meet for a discussion of the candidate's qualifications for tenure. The candidate shall not be present during the discussion of his or her qualifications but shall be available to enter the meeting on invitation to answer questions or clarify qualifications.

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

At times the small number of tenured members of an academic unit (fewer than five) prevents appropriate academic unit tenure review. In such instances, the dean of the college, in consultation with the chair of the academic unit involved, shall establish an *ad hoc* tenure review committee by selecting a sufficient number of tenured University faculty to constitute a total of five members to serve as the candidate's academic unit tenure review committee.

When a tenure proceeding is initiated prior to the last pre-tenure year (see Section 3.8.3 (e)) and the result of the faculty vote is negative, that information shall not be forwarded, and tenure will be considered at the end of the pre-tenure period without prejudice.

- (g) The chair shall submit a separate tenure recommendation with supporting reasons.

- (h) All recommendations concerning tenure shall be in writing and, with exception of the faculty recommendation resulting from the confidential poll within the department, reasons for the recommendation must be stated at the time recommendations are made. At the time recommendations are made at each stage of the review process (chair, dean, Campus Tenure Committee, Senior Vice President and Provost, President), written notification of such recommendation must be provided to the chair and to the candidate by the person or committee making the recommendation.
- (i) Copies of the academic unit's and chair's recommendations and all appropriate documentation upon which recommendations were based will be forwarded to the appropriate dean. Each dean will have an advisory council for tenure review and may also request information and advice from any source.
- (j) Upon receipt of the advisory council recommendation, and after due deliberation, the dean may recommend to grant tenure, to deny tenure, or to defer tenure consideration for a specified period of time. The dean will attach a recommendation with supporting reasons to the tenure materials, including the recommendation of the advisory council; forward all materials to the Campus Tenure Committee, and notify the candidate and the chair of the academic unit of the recommendation.
- (k) The Campus Tenure Committee will be composed of thirteen tenured faculty members recommended by the Faculty Senate (two from each college, excluding the Graduate College, and one from the Tulsa campus) on staggered three-year terms, and approved by the President. To avoid a conflict of interest, Campus Tenure Committee members shall recuse themselves from the discussion and from the vote on candidates from their own academic unit.
- (l) In determining its recommendation, the Campus Tenure Committee may request information or advice from any source. The tenure file will be returned to the academic unit for remedy or correction if there are deficiencies found in the academic unit's recommendation.
- (m) The Campus Tenure Committee shall provide the Senior Vice President and Provost with input as to whether the academic unit's recommendation is consistent both as to substance and process with the approved tenure criteria [\(Section 3.8.4\)](#).
- (n) The Campus Tenure Committee will attach its recommendation to the tenure materials; forward all materials to the Senior Vice President and Provost with supporting reasons; and notify the candidate, the chair of the academic unit, and the college dean of its recommendations.
- (o) The Senior Vice President and Provost may request information and advice from any source prior to making a recommendation.
- (p) If the Senior Vice President and Provost plans to submit a recommendation contrary to that of the Campus Tenure Committee, the Senior Vice President and Provost shall notify the chair of the Campus Tenure Committee in time to allow a thorough discussion between them before this recommendation is made.
- (q) After due deliberation, the Senior Vice President and Provost may recommend to grant tenure, to deny tenure, or to defer tenure consideration for a specified period of time. The recommendation of the Senior Vice President and Provost will be submitted to the President.
- (r) If the President plans to submit a recommendation contrary to that of the Senior Vice President and Provost and/or the Campus Tenure Committee, the President shall notify the appropriate party(ies) in time to allow a meeting between the President and the party(ies) prior to submitting a recommendation.
- (s) The President will notify the faculty member, chair, dean, and Senior Vice President and Provost by May 31 of the tenure decision, except when an appeal is pending.
- (t) The faculty member under review may appeal in writing to the Faculty Appeals Board at any time during the tenure review process if the faculty member believes that procedural violations have occurred or academic freedom has been violated. Appeals on these bases must be made within 30 calendar days after the faculty member's discovery of the alleged violation.



If the faculty member believes he/she has been discriminated against during the tenure review process, the faculty member may appeal discrimination on the basis of race, color, national origin, sex, sexual orientation, genetic information, gender identity, gender expression, age (40 or older), religion, disability, political beliefs, or status as a veteran to the University Institutional Equity Officer. Appeals on these bases must be made within 180 calendar days after the faculty member's discovery of the alleged violation.

The tenure review process is suspended while an appeal to either the Faculty Appeals Board or University Institutional Equity Officer is pending. When the tenure appeal prevents the tenure process from being completed before the end of the terminal year (Section 3.8.3(j)), the appeal shall not extend the faculty member's terminal year, even if the appeals process is not completed at the end of the terminal year. If the appeal is ultimately granted, the tenure review process will resume where it was suspended. If the faculty member is ultimately granted tenure at the completion of the tenure review process and that faculty member had been dismissed at the end of the terminal year, the faculty member will be reinstated with back pay of base salary and applicable fringe benefits that would have been earned from the date of termination to the date of reinstatement.

(Regents, 7-15-96, 1-26-99, 12-3-02, 6-25-08, 12-7-12, 6-24-15, 9-14-17)

### 3.9 FACULTY PROMOTION

A promotion reflects a positive appraisal of high professional competence and accomplishment as judged and evaluated by individuals in the faculty member's profession at the local, regional, national, or international level as appropriate to the rank being sought, and by individuals within the University (see Section 3.9.1). Promotion decisions are made independently from tenure decisions.

#### 3.9.1 Criteria for Promotion

Decisions to promote a faculty member must be made in light of a thorough evaluation of the faculty member's performance in all the areas of faculty activity (Sections 3.5.1, 3.5.2, and 3.5.3) as specified in the department and college promotion and tenure criteria and procedures. Promotion criteria for tenure track faculty must mirror those criteria for tenure contained in Section 3.8.4.

Internal candidates applying for an open position of higher rank must meet the promotion and advancement criteria stated in Section 3.9.

Each department and college must have a document that sets forth the standards and procedures governing promotion of faculty within that department and college. The department and college documents may specify standards that are more specific than those of the University, provided they do not conflict with the standards of the University, and the procedures must be consistent with the procedures described herein. The document must be approved by the faculty of the college, the dean, and the Senior Vice President and Provost. The document must be distributed or made available to the faculty of the academic unit.

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

- (a) Promotion to assistant professor is usually based on an advanced degree and/or certifications(s) that are standard prerequisites for an academic appointment in the discipline, appropriate experience, and promise for academic accomplishment.
- (b) While early consideration is possible, promotion to associate professor is usually based on five (5) or more years as an assistant professor; a sustained record of academic accomplishment in teaching, research and creative/scholarly activity, and professional and University service and public outreach; and strong academic performance and promise. This record of accomplishment must document an emerging reputation of local, regional, national, or international scope in the candidate's academic field. Professional publications are an important element in assessing regional or national recognition. Other factors may also be considered, such as presentations at conferences and leadership roles in professional societies.

- (c) While early consideration is possible, promotion to professor is a high honor and is usually based on five (5) or more years as an associate professor and demonstration of superior achievements and continued excellence in academic endeavors. Faculty promoted to this rank should have achieved national or international recognition for work in their respective disciplines, as evidenced by major contributions to teaching, research and creative/scholarly activity, and professional and University service and public outreach.
- (d) Length of time in a given rank is not in itself a sufficient reason for promotion.
- (e) Promotion should indicate that the faculty member has comparable accomplishments to others in the same rank and discipline at peer institutions.

### 3.9.2 Procedures for Promotion

- (a) The process regarding advancement in rank shall originate in the academic units, according to timelines determined by the Senior Vice President and Provost.
- (b) The college dean or the Senior Vice President and Provost may require the chair of an academic unit to initiate consideration of promotion for an individual faculty member. In such a case, the academic unit must forward a recommendation to the dean or Senior Vice President and Provost, whether or not it is favorable.
- (c) Primary responsibility for gathering complete information on professional activity rests with the individual faculty member. In general, documentation of the individual's academic accomplishments should include, but not be limited to the following:
  - 1) Complete and up-to-date curriculum vita, including a summary of college and university degrees earned; all professional employment; all professional honors and awards; and an up-to-date list of professional publications by author in sequence. Manuscripts in press or submitted for publication and abstracts should be listed separately.
  - 2) Letters of evaluation of academic performance in teaching, research and creative/scholarly activity, and professional and University service and public outreach will be solicited by the chair after consulting with the candidate. Where relevant, letters of evaluation should in particular address the candidate's role in interdisciplinary/team-based research. There should be three (3) letters of evaluation from individuals outside the University of Oklahoma who are considered established authorities in the discipline and who are in a position to evaluate the candidate's academic performance and suitability for promotion. These letters may be solicited from individuals who were not suggested by the candidate. There may also be up to three (3) local letters to document an assessment of an individual's contributions to and accomplishments in activities such as teaching, team-based research, interdisciplinary educational or research projects, and University and/or clinical service. Letters of evaluation and/or recommendation that are solicited in confidence or sent with the expectation of confidentiality shall be deemed confidential and unavailable to the employee unless otherwise ordered by a court of law.

Examples of documentation of teaching, research and creative/scholarly activity and professional and University service and public outreach accomplishments are noted in [Section 3.8.5 \(d\) \(3\)\(4\)\(5\)](#).

- (d) All faculty who hold Regular Faculty appointments in the primary department who are of equal or higher rank to that for which the candidate is being considered and who are available shall meet for a discussion and vote on the candidate's qualifications for promotion.

Formal consideration for promotion shall originate with the polling by secret ballot of all faculty of equal or higher rank to which the candidate is being considered in the candidate's academic unit, including when practical, those who are on leave of absence. The chair of the academic unit or other administrative personnel required to submit a separate promotion recommendation shall not participate in this vote.

At times, the small number of members of an academic unit (fewer than five) prevents appropriate academic unit promotion review. In such instances the dean of the college, in consultation with the chair of the academic unit involved, shall establish an *ad hoc* promotion review committee by selecting a sufficient number of University faculty of equal or higher rank to that for which the candidate is being considered to constitute a total of five members to serve as the candidate's academic unit promotion review committee.

- (e) The chair shall submit a separate promotion recommendation with supporting reasons.
- (f) All recommendations concerning promotion shall be in writing and, with exception of the faculty recommendation resulting from the confidential poll within the department, reasons for the recommendation must be stated at the time recommendations are made. At the time recommendations are made at each stage of the review process (chair, dean, Senior Vice President and Provost, President), written notification of such recommendation must be provided to the chair and to the candidate by the person or committee making the recommendation.
- (g) Copies of the academic unit's and chair's recommendations and all appropriate documentation upon which recommendations were based will be forwarded to the appropriate dean. If the college has a promotion's committee the dean will provide the committee with the promotion materials. If not, the dean will proceed per the procedures noted below.
- (h) Upon receipt of the college promotion committee recommendations, as applicable, the dean will attach a recommendation with supporting reasons to the promotion materials, including the recommendation of the college promotion committee, and forward all materials to the Senior Vice President and Provost.
- (i) The Senior Vice President and Provost may request information and advice from any source prior to making a recommendation.
- (j) After due deliberation, the Senior Vice President and Provost will make a recommendation to the President.
- (k) The President will notify the faculty member, chair, dean, and Senior Vice President and Provost by May 31 of the promotion decision, except when an appeal is pending.

Whenever possible, a promotion should be accompanied by an appropriate increase in salary. Promotions should not be delayed because of budgetary constraints. Promotions should be earned on their own right and not be used as substitutes for salary increases.

- (l) The faculty member under review may appeal in writing to the Faculty Appeals Board at any time during the promotion review process if the faculty member believes that procedural violations have occurred or academic freedom ~~was~~ has been violated. Appeals on these bases must be made within 30 calendar days after the faculty member's discovery of the alleged violation.

If the faculty member believes he/she has been discriminated against during the promotion review process, the faculty member may appeal discrimination on the basis of race, color, national origin, sex, sexual orientation, genetic information, gender identity, gender expression, age (40 or older), religion, disability, political beliefs, or status as a veteran to the University Institutional Equity Officer. Appeals on these bases must be made within 180 calendar days after the faculty member's discovery of the alleged violation.

The promotion review process is suspended while an appeal to either the Faculty Appeals Board or University Institutional Equity Officer is pending. If the appeal is ultimately granted, the promotion review process will resume where it was suspended.

(Regents, 7-15-96, 1-26-99, 12-3-02, 6-25-08, 12-7-12, 9-14-17)

### 3.10 SABBATICAL LEAVE POLICY

Sabbatical Leave Application Deadlines: Applications must be submitted to the department chair or director by February 1 for sabbaticals beginning in the following academic year or later and no later than July 15 for sabbaticals

beginning the following spring semester. The application must be approved by the dean and the Senior Vice President and Provost.

(a) **Purpose**

Sabbatical leaves of absence are among the most important means by which an institution's academic program is strengthened and by which a faculty member's teaching effectiveness and scholarship are enhanced. The major purpose is to provide opportunity for continued professional growth and new or renewed intellectual achievement through study, research, writing, collaboration, and training.

A faculty member does not automatically earn a sabbatical leave. Instead, it is an investment by the University in the expectation that the sabbatical leave will significantly enhance the faculty member's ability to contribute to the mission of the University. There should be a clear indication that the experiences sought during a sabbatical will benefit the work of the faculty member, department, college, and the University. Only sabbatical leave proposals that meet this criterion will be considered and approved by the University. Sabbatical leaves are supported as an investment in the future of the faculty member, the University, and students of the University.

The purposes for which a sabbatical leave may be granted may include, but are not limited to:

- 1) Research on significant problems and issues.
- 2) Important creative or descriptive work in any means of expression; for example, writing or developing innovative programs.
- 3) Postdoctoral study at another institution to update teaching skills or scientific capabilities.
- 4) Other projects that contribute to the University's mission.

The proposal shall document that such work cannot occur as effectively during the regular work schedule of the faculty member.

Normally, the University will not grant a sabbatical for the purpose of pursuing work on the terminal degree in the faculty member's academic field.

Adherence to the plan submitted by the faculty member is expected. Within two months of returning from leave, the faculty member shall submit to the chair or director a report of activities undertaken, which will be used in evaluating future applications for sabbatical leaves.

A faculty member who is on sabbatical leave shall not be penalized on matters of salary adjustment. The report on the sabbatical will be used in consideration for merit raises in subsequent years.

(b) **Conditions of Award**

Approval of a sabbatical leave of absence with full or partial base salary depends on the ability of the faculty member's college to absorb the financial obligation and on the college's ability to provide teaching without loss of quality.

A faculty member applying for a sabbatical leave and receiving a stipend for the same period from another institution or agency may still receive a sabbatical provided that the Senior Vice President and Provost deems that the additional stipend will be needed to prevent financial loss to the faculty member obtaining the sabbatical.

Normally, faculty on sabbatical leave at full base salary may not receive additional compensation from within the University for teaching in Advanced Programs, Liberal Studies, Intersession, or other University programs, or for participating in the faculty professional practice plans, since such activities would diminish the sabbatical time for study and creative activity. However, the Senior Vice President and Provost may approve exceptions provided that it appears to be in the best interest of the University. Faculty on sabbatical shall resign from all councils, standing committees, and administrative advisory committees of the University, except graduate students' committees, in

order to devote their full time to their projects. The obligation to supervise and advance the work of graduate students shall continue during the sabbatical leave.

As a condition of receiving approval of a sabbatical leave, the sabbatical recipient shall sign a statement of commitment to return to the University for one year following the sabbatical or to remit the salary and cost of benefits received from the University during the sabbatical leave, unless this requirement is waived by the President in writing.

(c) **Benefits Payable**

- 1) Employment benefits for faculty members on sabbatical with full base salary will continue at full benefits levels. (Dually-employed College of Medicine - OKC faculty should refer to the College's compensation plan for benefits payable information.)
- 2) Employment benefits for faculty members on sabbatical leave at less than full base salary will be as follows:
  - i) Health, Accidental Death/Dismemberment, and Dental insurance will continue at full benefit level.
  - ii) Social Security contributions will be based on the actual salary paid.
  - iii) The amount contributed to the Defined Contributions Plan will be computed by reducing the salary that is exempt in the same proportion to the sabbatical FTE. For example, for 1.0 FTE employees the first \$9,000 of salary is exempt from contributions. Thus, for a faculty member on sabbatical leave at half pay (.50 FTE) for a year, the salary that is exempt from contributions will be reduced to \$4,500.
  - iv) Faculty should consult the Office of Human Resources for information regarding the Defined Benefits Plan.

(d) **Eligibility**

The semesters that are counted toward eligibility for sabbaticals are the fall and spring semesters only and not the summer term or intersessions.

- 1) After six years of service, faculty with 12-month Regular Faculty appointments may be granted a sabbatical leave at half of base salary for a period not to exceed 12 months or at full base salary for a period not to exceed six months. After six years of service, faculty with nine- or ten-month Regular Faculty appointments may be granted a sabbatical leave at half of base salary for a period not to exceed two semesters or at full base salary not to exceed one semester. The term "six years of service" refers to full-time appointments in a Regular Faculty appointment at the University, but not counting leaves of absence without pay. The term "six years of service" also includes other full-time service at the University that has been included in the probationary period for tenure. Such service at other institutions of higher learning shall not be included.
- 2) A faculty member's eligibility to apply for subsequent sabbatical leaves is established by length of service following return from the previous sabbatical leave in accord with the schedule referred to above. Occasional exceptions to the rule may occur when a faculty member who is otherwise formally approved for a sabbatical leave is obliged to postpone it for the convenience of the University.

(e) **Procedures**

The procedure to be followed in applying for a sabbatical leave shall be as follows:

- 1) The faculty member shall submit the sabbatical leave application to the department chair or director. The department chair or director shall submit the application and his/her recommendation to the college dean by February 1 for sabbaticals beginning in the following academic year or later and no later than July 15 for sabbaticals beginning the following spring semester. The dean will hold all applications for comparative review and recommend, by ranking in order of merit, to the Senior Vice President and Provost. The Senior Vice President and Provost will recommend to the President, who

will make recommendations to the Board of Regents for the April and September meetings, respectively.

(Regents, 5-11-78, amended 9-9-82, 4-12-84, 1-17-85, 7-23-87, 1-24-95, 1-27-04, 6-23-04, 6-25-08, 12-7-12, 9-14-17)

*(See Section 6 – Benefits, for additional Leave Policies)*

### 3.11 AWARDS

The University recognizes outstanding teaching, research and creative/scholarly activity, and professional and University service and public outreach, by its faculty by presenting several annual awards to deserving nominees. Some awards are privately funded, and criteria and method of selection are set forth in joint University-donor contracts. The Senior Vice President and Provost, of the respective campus, will solicit recommendations for awards and announce appropriate schedules for processing the nominations.

#### 3.11.1 Regents' Awards

The Regents' Award is an annual University-funded award that is given to a faculty member whose accomplishments in at least one of the three areas (teaching, research and creative/scholarly activity, university/professional service and public outreach) are exceptional and clearly exceed normal expectations.

##### (a) Criteria for Selection

A nominee must have contributed significantly to the mission of the department/unit in the award area (teaching, research and creative/scholarly activity, service/outreach) being recognized and must have fulfilled obligations and performed well in the other areas as well.

##### (b) Eligibility

Nominees must be full-time, regular or non-regular faculty members, including those with dual employment at affiliated institutions. The faculty member must have been a University of Oklahoma employee during the period for which the outstanding contributions are being recognized; previous accomplishments at other institutions, if applicable, may be used in support of a continued outstanding performance in the area of the specific award. A recipient of an award in one area (teaching, research and creative/scholarly activity, service/outreach) is ineligible for the same Regents' Award during the subsequent five-year period, but is immediately eligible for a Regents' Award in a different area.

##### *i. Teaching*

The educational training of students is at the core of the university mission. This training is accomplished through varied educational strategies and environments, including but not limited to in-class activities, hands-on student research training and mentorship, clinical teaching and mentorship, innovative course development (in-class and on-line), pedagogy improvements, and distance learning. Success of these activities must be demonstrated by measurable positive outcomes for students.

The nominator shall provide an informed commentary on the impact of the nominee's exceptional accomplishments, including classroom teaching, engagement with and commitment to students (including undergraduate, graduate, professional, and/or clinical residents and fellows), willingness to keep teaching material up to date with state of the art knowledge, willingness to support broader departmental teaching mission, positive feedback from students via STEs and other channels and from peers via observation, engagement in faculty development activities related to pedagogy, new course development, service learning or service learning components, student advising and mentorship, formal and informal, supervision of graduate students.

##### *ii. Research and Creative/Scholarly Activity*

A clear expectation for a research-intensive university is the creation and dissemination of new knowledge and forms of creative activity. The creation of new knowledge derives from scholarly activities that drive innovation, with such activities supported by funding mechanisms appropriate to the discipline. Evidence

of the creation of such new knowledge is established through impactful outcomes disseminated in different peer-reviewed formats that include publication of research manuscripts and books, performances and exhibits, and the effective mentorship and graduation of students and/or clinical residents and fellows. The impact of the nominee's research and creative/scholarly activities on the field of study must be substantiated by documentation appropriate to the discipline, and by letters of support from informed leaders in the nominee's field of study. For the Health Sciences Center, attention will be given to the ways in which a nominee may have an impact through team science and interdisciplinary/interprofessional scholarship.

**iii. University/Professional Service and Public Outreach**

The University is, in the broadest sense, an integral part of the community (intellectual and physical) in which it resides. A faculty member's contributions to the general community include professional service that may be specific to a discipline (e.g., clinical practice and excellence in outcomes such as quality and patient experience, service as journal editor, conference organizer, or in leadership positions in professional organizations) as well as impactful activities that benefit university-community interactions (e.g., teacher training and service learning projects). Such activities enhance achievements in teaching and research. Successful nominees shall have demonstrated exceptional performance in activities that enhance the university's role and standing in the community.

(c) **Nomination Procedures**

1) **Initiation**

The Senior Vice President and Provosts will solicit recommendations for the awards by September 15 of each year and announce appropriate schedules for processing the nominations. Furthermore, the solicitations will be posted on the appropriate campus website, for access by nominators and faculty on all campuses.

2) **Recommendations**

Nominations may derive from department chairs or unit directors, elected members of departmental/unit Committee A, a departments/unit's approved nomination committee, Center leaders, or a group of faculty who are familiar with the nominee's qualifications for the award. Only one nomination by an academic unit or other nominating group of faculty is allowed for each of the Regents' Awards. The nominating entity will be responsible for assembling the nomination packets including supporting documentation.

Nominations shall be forwarded to the respective dean for review and endorsement. An optional letter from the dean, if included, will focus on evaluatory comments regarding the quality and significance of the nominee's impact on the broader OU mission. The dean's letter will not count towards the 25-page limit outlined below. The dean will forward the nomination materials to the respective Senior Vice President and Provost by November 1.

3) **Supporting Documentation**

Nomination packets must include the following, not to exceed 25 pages combined:

- A letter of nomination, not to exceed three single-spaced pages;
- A customized vita containing the relevant information pertaining to the accomplishments and criteria cited for the award;
- A short biography (about 100 words) highlighting the nominee's most significant accomplishments, and written for a general audience.

Although not required, the nomination packet may include letters of support. Letters must specifically address the area of the award. No more than five letters should be included. These letters of support will not count toward the 25-page limit.

(d) **Selection Procedure**

The University Council on Faculty Awards and Honors shall consider only the formal nominations. The Council may seek additional data about the nominees from supplemental sources, as appropriate.

The Council shall recommend to the Senior Vice President and Provosts as many as nine faculty members for the awards, with the understanding the majority of the awards will be given for Superior Teaching in the broadest sense as defined by the selection criteria. The Council also shall transmit all substantiating materials pertaining to all nominees. The Senior Vice President and Provosts will review the nomination materials and the Council's recommendations, and will forward their recommendations, along with all substantiating materials, to the President by February 1. The President will make recommendations to the Board of Regents.

The final selection of the recipients will be made by the Board of Regents.

(e) **Announcement**

The recipients of the Regents' Award for Superior Teaching, Regents' Award for Superior Research and Creative/Scholarly Activity, and Regents' Award for Superior Professional and University Service and Public Outreach will be announced by the Board of Regents at the Spring General Faculty Meeting.

(f) **Perquisites**

Each award will consist of affixing the recipient's name to a permanent plaque in a prominent and suitable location and a one-time award of \$10,000. A certificate suitable for framing will be presented to the recipient.

(Regents, 5-11-78; amended 9-11-86, 6-27-95, 1-26-99, 1-27-04, 01-26-11, 12-7-12, 9-14-17, 9-11-19)

### 3.11.2 Provost's Research Awards

The Provost's Research Award recognizes meritorious research. Two awards within both a basic science and a clinical science/translational category (based upon National Institutes of Health designations) may be given each year to full-time, regular faculty members: one in each category for junior faculty (assistant professors); and one in each category for senior faculty (associate and full professors). The awards are given for significant individual achievement of original research. The awards are \$2,000 each.

(a) **Nominations**

Nominations will be solicited during the fall semester and can be made by any full professor. They should be made by a letter to the Vice President for Research describing the research achievement, enclosing the relevant research publication(s), three to five reference letters of support, as appropriate; and a curriculum vitae. Nominations will be evaluated by the Health Sciences Center Research Council, and the two judged best for each award will be forwarded to the Senior Vice President and Provost, along with an evaluation which gives the reasons for the recommendations. Nominations are due in January of each year.

(b) **Selection**

The selections are made by an ad hoc committee consisting of the chair of the Health Sciences Center Research Council, the Vice President for Research, and the Senior Vice President and Provost.

(c) **Recipients**

The recipients of the Provost's Research Award will be announced by the Senior Vice President and Provost at the Spring General Faculty Meeting.

(Senior Vice President and Provost, 8-27-98, 9-14-17, 7-7-21)

### 3.11.3 Provost's Teaching Awards



The Provost's Teaching Awards recognize meritorious excellence in teaching. The awards are given for significant personal contributions to the quality, scope, and outcomes of teaching learner assessment and learner mentoring in the health professions, public health, or biomedical sciences.

Two awards are given each year to full-time, faculty members.

- One award will be given to an **early career faculty member** who is within the first nine (9) years of the academic appointment and, at the time of nomination, holds the academic rank of instructor in an HSC undergraduate program, or assistant professor, or associate professor. If the nominee is an associate professor, he/she must have achieved that rank no more than 3 years prior to the date of the nomination.
- One award will be given to a **seasoned/senior career faculty member** who holds the rank of associate professor or professor, has served as a faculty member in an HSC academic program for nine (9) or more years, and has established a record of teaching contributions commensurate with the length of the academic appointment and bearing evidence of excellence including long-term outcomes of mentoring learners.

The awards are \$2,000 each.

(a) **Nominations**

Nominations will be solicited during the fall semester and can be made by any full-time faculty member. They should be made by a letter to the Vice Provost for Academic Affairs and Faculty Development describing the nominee's teaching achievements, enclosing three to five reference letters, including at least one from a faculty colleague and one from a former student, as well as a detailed curriculum vitae.

Nominations will be evaluated by the Educators Excellence Advisory Panel, which includes at least two former recipients of University teaching awards. The Panel may also consist of individuals who have received research or professional service awards and/or participated in Educators for Excellence. The two nominations judged best for each award will be forwarded to the Senior Vice President and Provost, along with an evaluation that gives the reasons for the recommendations. Nominations are due in December of each year.

(b) **Selection**

The selections are made by an ad hoc committee consisting of the chair of the Educators for Excellence Advisory Panel, the Vice Provost for Academic Affairs, and the Senior Vice President and Provost.

(c) **Recipients**

The recipients of the Provost's Teaching Award will be announced by the Senior Vice President and Provost at the Spring General Faculty Meeting.

(Senior Vice President and Provost, 9-24-15, 9-14-17)

### 3.12 DISTINGUISHED PROFESSORSHIPS

Recipients of distinguished professorships are deemed to have achieved distinction in teaching; research and creative/scholarly activity; and professional and University service and public outreach. The University awards the following distinguished professorships:

David Ross Boyd Professorships  
 George Lynn Cross Research Professorships  
 Regents' Professorships  
 Presidential Professorships  
 David L. Boren Professorships

(Regents, 5-12-66; amended 5-11-78, 9-26-95, 1-27-04, 12-7-12, 9-14-17, 9-11-19)

### 3.12.1 David Ross Boyd Professorship

The David Ross Boyd Professorship is one of the University's highest honors, recognizing faculty who have consistently demonstrated outstanding teaching, guidance, and leadership for students in an academic discipline or in an interdisciplinary program within the University.

#### (a) Criteria for Selection

Criteria which will be considered are the degree to which the candidate:

- has impacted the educational mission of the University;
- engages students and/or clinical residents and fellows in high-quality scholarship and professional service through effective mentoring strategies;
- establishes, communicates, and fulfills appropriate course and program goals;
- stimulates an intellectual inquisitiveness among students while creatively developing appropriate educational delivery formats and techniques appropriate to the program;
- mentors students (graduate, undergraduate, professional, and/or clinical residents and fellows) towards success in their chosen career paths;
- brings about change in students' knowledge, motives, and attitudes;
- establishes and promotes an inclusive culture in the University's educational mission;
- fosters the professional development of colleagues and serves as a model for colleagues and students.

#### (b) Eligibility

Nominees must be full-time faculty members who hold regular faculty appointments, including those with dual employment at affiliated institutions. Limited-term faculty at the Health Sciences Center may also be considered. Nominees will normally hold the rank of full professor but associate professors may be considered. The faculty member must have been a University of Oklahoma employee during the period for which the outstanding contributions are being recognized; previous accomplishments at other institutions, if applicable, may be used in support of a continued outstanding performance. Recipients are not eligible in subsequent years for a Presidential Professorship. Recipients are eligible for a David L. Boren Professorship, George Lynn Cross Research Professorship, and Regents' Professorship.

#### (c) Nomination Procedures

- 1) **Initiation.** The Senior Vice President and Provosts will solicit recommendations for the professorship by September 15 and announce appropriate schedules for processing the nominations. Furthermore, the solicitations will be posted on the appropriate campus website, for access by nominators and faculty on all campuses.
- 2) **Recommendations.** Nominations may derive from department chairs or unit directors, elected members of departmental/unit Committee A, a department's/unit's approved nomination committee, Center leaders, or a group of faculty who are familiar with the nominee's qualifications for the award. Only one nomination per academic unit or other nominating group of faculty is allowed. The nominating entity will be responsible for assembling the nomination packets, including supporting documentation.

Nominations will be forwarded to the respective dean of the college for review and endorsement. An optional letter from the dean, if included, will focus on evaluator's comments regarding the quality and significance of the nominee's impact on the broader University of Oklahoma mission. The dean's letter will not count toward the page limit below. The dean will submit all the nominations and supporting documentation to the respective Senior Vice President and Provost by **November 1**. The Senior Vice President and Provosts will forward these materials to the University Council on Faculty Awards and Honors.

- 3) **Supporting Documentation.** Recommendations are to be accompanied by specific evidence that the nominee meets the criteria for selection. Nomination packets must include the following, not to exceed 25 pages combined:

- A letter of nomination, not to exceed seven single-spaced pages;
- A customized vita containing the relevant information pertaining to the accomplishments and criteria cited for the award;
- A short biography (about 100 words) highlighting the nominee's most significant accomplishments, and written for a general audience.

In addition, the nomination packet must also include letters of support. Letters must specifically address the criteria of the professorship. No more than five letters should be included, with no more than three letters from students or student groups. These letters of support will not count toward the 25-page limit.

(d) **Selection Procedures**

- 1) **Review.** The University Council on Faculty Awards and Honors shall consider only the formal nominations. The Council may seek additional data about nominees from supplemental sources, as appropriate. The Council shall forward to the Senior Vice President and Provosts its recommendation(s) for the professorship for their review. The Council also shall transmit all substantiating materials pertaining to all nominees.
- 2) **Selection.** The Senior Vice President and Provosts will review the nominees and forward their recommendations, along with all nominations and all substantiating materials pertaining to the nominees, by February 1 to the President, who will make the recommendations to the Board of Regents. The final selection of the recipient(s) will be made by the Board of Regents.

(e) **Announcement**

The final selections will be announced for Norman Campus at the annual Faculty Award Ceremony and for the Health Sciences Center at the Spring General Faculty Meeting.

(f) **Perquisites**

In the year of designation as a David Ross Boyd Professor, the person receiving the award will receive a one-time award of \$7,000 and a permanent salary increase of 7% on the University base salary or \$7,000, whichever is greater, starting in the subsequent fiscal year.

(g) **Term of the Award**

The term of a David Ross Boyd Professor is continuous until retirement or separation from the University.

(Regents, 5-11-78, 3-15-89, 9-26-95, 1-27-04, 6-25-08, 03-25-09, 12-7-12, 9-18-14, 9-14-17, 9-11-19)

### 3.12.2 George Lynn Cross Research Professorship

The George Lynn Cross Research Professorship is the highest research and creative activity honor given by the University to a faculty member who has demonstrated outstanding leadership over a period of years in his or her field of learning or creative activity.

(a) **Criteria for Selection**

A clear expectation for a research-intensive university is the creation and dissemination of new knowledge and forms of creative activity. The creation of new knowledge derives from scholarly activities that drive innovation, with such activities supported by funding mechanisms appropriate to the discipline. A nominee must have contributed significantly to the mission of the University of Oklahoma in research and creative activity, and must have been recognized nationally and internationally by peers for distinguished contributions to knowledge or distinguished creative work. Evidence of the creation of new knowledge is established through impactful outcomes disseminated in different peer-reviewed formats that may include publication of research manuscripts and books, performances and exhibits, and the effective mentorship and graduation of students. Recognition of scholarly activities may also include work in clinical trials and health services, quality improvement, and population health research. The impact

of the nominee's research and creative/scholarly activities on the field of study must be substantiated by documentation appropriate to the discipline and by letters of support from informed leaders in the nominee's field of study. For the Health Sciences Center, attention will be given to the ways in which a nominee may have an impact through team science and interdisciplinary/interprofessional scholarship.

A nominee must have fulfilled obligations and performed well in the other areas of the university's function (i.e., teaching, service/outreach) as well.

(b) **Eligibility**

Nominees from the Norman campus must be tenured full-time faculty members. Nominees from the Health Sciences Center campus may include both consecutive term and tenured/tenure eligible faculty. Nominees will normally hold the rank of full professor but associate professors may be considered. The faculty member must have been a University of Oklahoma employee during the period for which the outstanding contributions are being recognized; previous accomplishments at other institutions, if applicable, may be used in support of a continued outstanding performance in the area of the specific award. Recipients are not eligible in subsequent years for a Presidential Professorship. Recipients are eligible for a David Ross Boyd Professorship, David L. Boren Professorship, and Regents' Professorship.

(c) **Nomination Procedures**

- 1) **Initiation.** The Senior Vice President and Provosts will solicit recommendations for the professorship by September 15 and announce appropriate schedules for processing the nominations. Furthermore, the solicitations will be posted on the appropriate campus website, for access by nominators and faculty on all campuses.
- 2) **Recommendations.** Nominations may derive from department chairs or unit directors, elected members of departmental/unit Committee A, a department's/unit's approved nomination committee, Center leaders, or a group of faculty who are familiar with the nominee's qualifications for the award. Only one nomination per academic unit or other nominating group of faculty is allowed. The nominating entity will be responsible for assembling the nomination packets, including supporting documentation.

Nominations will be forwarded to the respective dean of the college for review and endorsement. The nomination packages and names of potential external letter writers shall be forwarded to the respective campus Vice President for Research, who, in consultation with the respective dean, will develop a final list of potential evaluators who will be contacted for their support letters addressed to the deans.

- 3) **Supporting Documentation.** Recommendations are to be accompanied by specific indications that the person being recommended meets the criteria for selection.

Nomination packets must include the following, not to exceed 25 pages combined:

- A letter of nomination, not to exceed seven single-spaced pages;
- A customized vita containing the relevant information pertaining to the accomplishments and criteria cited for the award;
- A short biography (about 100 words) highlighting the nominee's most significant accomplishments, and written for a general audience.
- Names and contact information of national/international experts (15 maximum) in the nominee's area of research/creative activity who can be contacted for evaluator~~y~~ letters. These names should be solicited from the candidate and/or persons closely associated with the research area.

An optional letter from the Dean and respective Vice Presidents for Research (Norman campus or OUHSC), if included, will focus on evaluator~~y~~ comments regarding the quality and significance of the nominee's impact on the mission of the respective College(s) and the university. This will be the only internal letter accepted. The Dean and Vice President for Research's letter will not count towards the 25-page limit. Materials are due to the respective Vice President for Research by November 1.

(d) **Selection Procedures**

- 1) **Evaluations.** The Vice President for Research will present to the appropriate Research Council all nominations with the supporting documentation. In addition, the Vice President for Research will present to the Research Council the external evaluations and his/her own evaluation.
- 2) **Review.** The Research Council shall consider only the formal nominations. The Council may seek additional data about the nominees from supplemental sources, as appropriate. The Council shall forward to the Senior Vice President and Provosts its recommendation(s) for the Professorship for their review. Research Council also shall transmit all substantiating materials pertaining to all nominees.
- 3) **Selection.** The Senior Vice President and Provosts will review the nominees and forward their recommendations along with all substantiating materials, by February 1 to the President, who will make the recommendations to the Board of Regents. The final selection of the recipient(s) will be made by the Board of Regents.

(e) **Announcement**

The final selections will be announced for Norman Campus at the annual Faculty Award Ceremony and for the Health Sciences Center at the Spring General Faculty Meeting.

(f) **Perquisites**

In the year of designation as a George Lynn Cross Research Professor, the person receiving the professorship will receive a one-time award of \$7,000 and a permanent salary increase of 7% on the University base salary or \$7,000, whichever is greater, starting in the subsequent fiscal year.

(g) **Term of the Award**

The term of a George Lynn Cross Research Professor is continuous until retirement or separation from the University.

(Regents, 5-11-78, 3-15-89, 6-27-95, 9-26-95, 1-27-04, 6-23-04, 6-25-08, 3-25-09, 12-7-12, 9-14-17, 9-11-19)

**3.12.3 Regents' Professorship**

The Regents' Professorship recognizes a faculty member who has rendered outstanding service to the academic community or to an academic or professional discipline through extraordinary achievement in academic administration or professional service.

(a) **Criteria for Selection****Eligibility**

Nominees must be full-time faculty members who hold regular faculty appointments. The faculty member must have been a University of Oklahoma employee during the period for which the outstanding contributions are being recognized; previous accomplishments at other institutions, if applicable, may be used in support of a continued outstanding performance. Persons named Regents' Professors are not eligible in subsequent years for a Presidential Professorship. Recipients are eligible for a David L. Boren Professorship, David Ross Boyd Professorship, and George Lynn Cross Research Professorship.

(b) **Nomination Procedures**

- 1) **Initiation.** The Senior Vice President and Provosts will solicit recommendations for the professorship by September 15 and announce appropriate schedules for processing the nominations. Furthermore, the solicitations will be posted on the appropriate campus website, for access by nominators and faculty on all campuses.

- 2) **Recommendations.** Nominations should derive from administrative leaders at OU, including administrative officers, current and former department chairs, college Deans, and Provosts. Packets must be assembled by the nominee's administrative and/or evaluatory unit. Nominations are due to the respective Senior Vice President and Provost by **November 1**.
- 3) **Supporting Documentation.** Nomination packets must include the following, not to exceed 25 pages combined:
  - A letter of nomination, not to exceed seven single-spaced pages;
  - A customized vita containing the relevant information pertaining to the accomplishments and criteria cited for the award;
  - A short biography (about 100 words) highlighting the nominee's most significant accomplishments, and written for a general audience.

In addition, the nomination packet may also include up to five letters of support, either internal or external, but favoring at least two external letters. Letters must specifically address the criteria of the Professorship. These letters of support will not count toward the 25-page limit.

(c) **Selections Procedures**

- 1) **Review.** The University Council on Faculty Awards and Honors shall consider only the formal nominations. The Council shall forward to the Senior Vice President and Provosts its recommendation(s) for their review. The Council also shall transmit all substantiating materials pertaining to all nominees.
- 2) **Selection.** The Senior Vice President and Provosts will review the nomination materials and the Council's recommendations and will forward their recommendations, along with all substantiating materials, by February 1 to the President, who will make recommendations to the Board of Regents. The final selection of the recipient(s) will be made by the Board of Regents.

(d) **Announcement**

The final selections will be announced for Norman Campus at the annual Faculty Award Ceremony and for the Health Sciences Center at the Spring General Faculty Meeting.

(e) **Perquisites**

In the year of designation as a Regents' Professor, the person receiving the award will receive a one-time award of up to \$7,000 and a permanent salary increase of 7% on the University base salary or \$7,000, whichever is greater, starting in the subsequent fiscal year.

(f) **Term of the Award**

The term of a Regents' Professorship is continuous until retirement or separation from the University.

(Regents, 5-11-78, 3-15-89, 9-26-95, 1-27-04, 3-25-09, 12-7-12, 9-14-17, 9-11-19)

### 3.12.4 Presidential Professorship

Presidential Professors are those faculty members who excel in all of their professional activities and who relate those activities to the students they teach and mentor, including undergraduate, graduate, professional students, as well as clinical residents and fellows. These professors inspire their students, mentor them in the process of research and creative/scholarly activity within their discipline, and exemplify to their students (both past and present) and to their colleagues (both at the University and within their disciplines nationwide) the ideals of a scholar through their endeavors in teaching; research and creative/scholarly activity; and professional and University service and public outreach.

(a) **Criteria for Selection**

### Eligibility

Nominees must be full-time, regular or non-regular faculty members, including those with dual employment at affiliated institutions. The faculty member must have been an OU employee during the period for which the outstanding contributions are being recognized; previous accomplishments at other institutions, if applicable, may be used in support of a continued outstanding performance in the area of the specific award. The nominee must have excelled in at least two of the three areas below. Recipients of the David L. Boren Professorship, David Ross Boyd Professorship, George Lynn Cross Research Professorship, and the Regents' Professorship are not eligible for a Presidential Professorship.

#### *i. Teaching*

The nominee shall have demonstrated leadership in modernizing and improving the undergraduate/graduate/professional/clinical instructional enterprise, including (i) the effectiveness of undergraduate (lower and upper division) and/or graduate, and/or professional courses developed and taught by the nominee, and (ii) the extent of the nominee's involvement with undergraduate/graduate/professional students and/or clinical residents and fellows in research/mentoring/advising within the academic discipline. In addition, the nominee must have actively participated in student-centered activities such as, but not limited to, OU's Undergraduate/Graduate Research Day, Stewart Wolf Day, REU and/or FYRE programs, freshmen Gateway courses, professional clerkships, mentorship of honors student theses, and sponsorship of academic clubs.

#### *ii. Research and Creative/Scholarly Activity*

The nominee shall have demonstrated significant involvement of graduate/ undergraduate/professional students and/or clinical residents and fellows in the nominee's research and creative scholarly activities. This should be supported by measurable peer-reviewed outcomes including the quality and quantity of theses and dissertations supervised, professional degrees/certifications issued publications co-authored with students, and performances/exhibits that involve significant student participation. For the Health Sciences Center, attention will be given to the ways in which a nominee may have an impact through team science and interdisciplinary/interprofessional scholarship.

#### *iii. University/Professional Service and Public Outreach*

The nominee must have contributed significantly to, and positively impacted, departmental/college/center/university committees and/or public outreach programs. A faculty member's contributions to the general community include professional service that may be specific to a discipline (e.g., clinical practice and excellence in outcomes such as quality and patient experience, service as a journal editor, conference organizer, or in leadership positions in professional organizations), as well as impactful activities that benefit university-community interactions (e.g., teacher training and service learning projects). Such activities enhance achievements in teaching and research. Successful nominees shall have demonstrated exceptional performance in activities that enhance the university's role and standing in the community.

### (b) Nomination Procedures

- 1) **Initiation.** The President in conjunction with the Senior Vice President and Provost of the Norman Campus and the Senior Vice President and Provost of the Health Sciences Center - (a) will review the number of vacant Presidential Professorships, (b) will hold three vacancies each year for recruitment and retention of qualified faculty, and (c) will issue a call for nominations by September 15. The solicitations will be posted on the appropriate campus website, for access by nominators and faculty on all campuses.
- 2) **Recommendations.** Nominations may derive from department chairs or unit directors, elected members of departmental/unit Committee A, a department's/unit's approved nomination committee, Center leaders, or a group of faculty who are familiar with the nominee's qualifications for the award. The nominating entity will be responsible for assembling the nomination packets, including supporting documentation.

Nominations will be forwarded to the respective dean of the college for review and endorsement. An optional letter from the dean, if included, will focus on evaluatory comments regarding the quality and significance of the nominee's impact on the broader OU mission. The dean's letter will not count toward the page limit below. The dean will submit all the recommendations and supporting documentation to the respective Senior Vice President and Provost by November 1.

3) **Supporting Documentation.** Nomination materials must include the following, not to exceed 25 pages combined:

- A nomination letter (no more than three single-spaced pages) describing the nominee's impact on the scholarly and overall professional development of the students they teach and mentor;
- A customized vita of the nominee that contains the relevant information pertaining to the accomplishments being cited for the award consideration;
- A short biographical sketch (about 100 words) highlighting the nominee's most significant accomplishments and written for a general audience.

In addition, the following must be included but will not count toward the 25-page limit:

- Up to a total of five support letters from students (former or current) and professional colleagues (internal and/or external to OU) who can speak to the nominee's influence on students. These letters should, collectively, address as many of the relevant award criteria that the writer(s) can speak to.
- The nominee's Summary Reports of Annual Evaluations for the previous three years, or since beginning at the University if the nominee has been at the University less than three years.

(c) **Selection Procedures**

1) **Selection Committee**

Separate selection committees will be constituted on the Norman and Health Sciences Center campuses. The selection committees will be co-chaired by the respective campus' Senior Vice President and Provost and the Vice President for Research, who serve as non-voting members. Twelve members of the selection committee for each campus will be chosen as follows:

The President will select six faculty and three academic administrators from among current members on the respective campus' Research Council, University Council on Faculty Awards and Honors, and Deans' Council to serve three-year staggered terms.

The President will also select two faculty-at-large members from the respective campus: at Norman Campus tenure-track and tenured faculty, and at Health Sciences Center campus tenure-track, tenured, or consecutive-term faculty, to serve two-year staggered terms.

The President will also select one distinguished outside individual to serve a two-year term.

2) **Selection Procedure**

The Presidential Professorship selection committees on both campuses shall consider only the formal nominations. The committees may seek additional data about the nominees from supplemental sources, as appropriate. The selection committees' selections for the Presidential Professors must be forwarded by February 1 to the President along with all nominations and all substantiating materials pertaining to all nominees. The President will make recommendations to the Board of Regents. The final selection of the recipients will be made by the Board of Regents.

(d) **Announcement**

The final selections will be announced for Norman Campus at the annual Faculty Award Ceremony and for the Health Sciences Center at the Spring General Faculty Meeting.



**(e) Perquisites**

The Professorship is awarded for a four-year term. Assistant and Associate Professors receive \$5,000 per year and Professors receive \$10,000 per year. To be eligible for funding in any given year, a faculty member must be considered as a full-time continuing member of the University.

Decisions regarding merit increases in base faculty salary in the academic year will be made independently of faculty status as a Presidential Professor.

Presidential Professors will receive the professorship funding as a taxable bonus paid annually,

**(f) Term of Award**

The Professorship is granted for a four-year term with the faculty member receiving the funding each year based on faculty rank. Recipients retain the Presidential Professor title permanently.

(Regents, 9-26-95, 1-27-04, 6-23-04, 6-25-08, 12-7-12, 9-14-17, 9-11-19, 10-24-19, 1-28-21)

**3.12.5 David L. Boren Professorship**

The David L. Boren Professorship is one of the University of Oklahoma's highest honors, recognizing faculty who have made exceptional and truly impactful contributions to the mission of the University of Oklahoma as a public research university.

**(a) Criteria for Selection**

To qualify for the Professorship, a faculty member must have consistently demonstrated outstanding teaching, research and creative activity, and leadership in professional and public service. The holders of this distinctive honor should demonstrate effective mentoring and engagement of students in advancing knowledge creation and making a positive difference in the world.

Criteria which will be considered are the degree to which the candidate:

- demonstrates leadership in the development of impactful scholarship and creative activity that is viewed as seminal within one or more fields;
- exhibits scholarship and creative activity in high quality venues (including peer-reviewed publications/performances) supported by national funding appropriate to the field, and has their work cited frequently;
- inspires inquisitiveness and intellectual curiosity among students as judged by measurable outcomes;
- fosters the professional development of colleagues and serves as a model for colleagues and students;
- demonstrates strong sense of community and is instrumental in the creation, organization, and mobilization of other individuals, groups and resources that are involved in projects benefiting the community, whether specific to a discipline or by enhancing the university's role and standing in the larger community.

**(b) Eligibility**

Nominees must be full-time faculty members who hold regular faculty appointments, including those with dual employment at affiliated institutions. Nominees will normally hold the rank of full professor but associate professors may be considered. The faculty member must have been a University of Oklahoma employee during the period for which the outstanding contributions are being recognized; previous accomplishments at other institutions, if applicable, may be used in support of a continued outstanding performance. Recipients are not eligible in subsequent years for a Presidential Professorship. Recipients are eligible for a David Ross Boyd Professorship, George Lynn Cross Research Professorship, and Regents' Professorship.

(c) **Nomination Procedures**

- 1) **Initiation.** The Senior Vice President and Provosts will solicit recommendations for the professorship by September 15 and announce appropriate schedules for processing the nominations. Furthermore, the solicitations will be posted on the appropriate campus website, for access by nominators and faculty on all campuses.
- 2) **Recommendations.** Nominations may derive from department chairs or unit directors, elected members of departmental/unit Committee A, a department's/unit's approved nomination committee, Center leaders, or a group of faculty who are familiar with the nominee's qualifications for the award. Only one nomination per academic unit or other nominating group of faculty is allowed. The nominating entity will be responsible for assembling the nomination packets, including supporting documentation.

Nominations will be forwarded to the respective dean of the college for review and endorsement. An optional letter from the dean, if included, will focus on evaluator's comments regarding the quality and significance of the nominee's impact on the broader OU mission. The dean's letter will not count toward the page limit below. The dean will submit all the nominations and supporting documentation to the respective Senior Vice President and Provost by November 1. The Senior Vice President and Provosts will forward these materials to the University Council on Faculty Awards and Honors.

- 3) **Supporting Documentation.** Recommendations are to be accompanied by specific evidence that the nominee meets the criteria for selection. Nomination packets must include the following, not to exceed 25 pages combined:
  - A letter of nomination, not to exceed seven single-spaced pages;
  - A customized vita containing the relevant information pertaining to the accomplishments and criteria cited for the award;
  - A short biography (about 100 words) highlighting the nominee's most significant accomplishments and written for a general audience.

In addition, the nomination packet must also include letters of support from nationally or internationally recognized experts in the nominee's area of expertise (minimum: two for research/creative activity, one for teaching, one for service/outreach). Letters must specifically address the criteria of the professorship. No more than five letters will be accepted. These letters of support will not count toward the 25-page limit.

(d) **Selection Procedures**

- 1) **Review.** The University Council on Faculty Awards and Honors shall consider only the formal nominations. The Council may seek additional data about the nominees from supplemental sources, as appropriate. The Council shall forward to the Senior Vice President and Provosts its recommendation(s) for the professorship for their review. The Council also shall transmit all substantiating materials pertaining to all nominees.
- 2) **Selection.** The Senior Vice President and Provosts will review the nomination materials and the Council's recommendations, and will forward their recommendations by February 1, along with all nominations and all substantiating material pertaining to all nominees, to the President, who will make recommendations to the Board of Regents. The final selection of the recipient(s) will be made by the Board of Regents.

(e) **Announcement**

The final selections will be announced for Norman Campus at the annual Faculty Award Ceremony and for the Health Sciences Center at the Spring General Faculty Meeting.

**(f) Perquisites**

In the year of designation as a David L. Boren Professor, the person receiving the award will receive a one-time award of \$10,000 and a permanent salary increase of 10% on the University base salary or \$10,000, whichever is greater, starting in the subsequent fiscal year.

**(g) Term of Award**

The term of a David L. Boren Professor is continuous until retirement or separation from the University.

(Regents, 12-4-14, 9-14-17, 9-11-19)

**3.12.6 Presentation to Board of Regents**

All nominations shall be sent to the Board of Regents at least twenty (20) days prior to the time that nominees' names appear on an agenda for action.

(Regents, 5-12-66, amended 5-11-78, 9-26-95, 1-27-04, 9-14-17)

**3.13 ENDOWED CHAIRS AND ENDOWED PROFESSORSHIPS**

An endowed chair or endowed professorship is a faculty position supported by an endowment. An endowed chair requires a minimum \$1 million endowment and an endowed professorship requires an endowment of a minimum of \$500,000. Endowed faculty positions allow the Health Sciences Center to recruit or retain educators, clinicians, scholars, and researchers who are leaders in their fields of study.

Faculty may be appointed to endowed chairs and professorships established at the Health Sciences Center.

**(a) Criteria for Selection**

Specific criteria for the selection of occupants may be established for particular chairs as appropriate. To qualify for an endowed chair or endowed professorship, a faculty member must be distinguished within a particular academic field or an interdisciplinary program unless an exception is approved by the Senior Vice President and Provost. The term of an endowed chair is governed by the terms of the donor agreement or, in the absence of such specifications, is determined by the dean.

**(b) Appointment Process**

Once a candidate has been identified, the dean will consult with the Senior Vice President and Provost. The Senior Vice President and Provost, after consultation, may make a recommendation to the President. The President may approve and forward the appointment to the Board of Regents or reject it and request further searching.

**(c) Vacancy**

If the endowed position is vacant, the accumulated interest earnings cannot be expended unless the Senior Vice President and Provost requests and receives written approval by the donor(s).

(Regents, 6-15-78; Presidential Clarification, 9-15-92; Regents, 6-27-95, 1-26-99, 1-27-04, 6-23-04, 12-7-12, 9-14-17)

**3.14 COLLEGE AWARDS FOR FACULTY AND STAFF**

Colleges that wish to use private funds to give faculty or staff merit awards for outstanding performance must secure the Senior Vice President and Provost's approval of the selection procedure and the amount of awards prior to any advertising or announcement.

(Regents, 12-19-90, 3-7-91, 1-27-04, 9-14-17)

### 3.15 FACULTY SCHOLARSHIPS AND FELLOWSHIPS

The University is often called upon to recommend faculty members for scholarships or fellowships, such as Fulbright Scholarships, American Council of Learned Societies Fellowships, Social Science Research Fellowships, and Guggenheim Fellowships.

(Regents, 5-11-78, 12-7-12, 9-14-17)

### 3.16 ABROGATION OF TENURE, TERMINATION OF EMPLOYMENT, SEVERE SANCTIONS, SUMMARY SUSPENSION, AND OTHER DISCIPLINARY ACTIONS IMPOSED FOR FAILURE TO COMPLY WITH THE UNIVERSITY COMPLIANCE PROGRAM, PROFESSIONAL PRACTICE PLAN POLICIES, BILLING COMPLIANCE POLICIES, OR OTHER FEDERAL OR STATE MANDATES

- (a) **Abrogation of Tenure** - Only the Board of Regents has the power to abrogate tenure.

The University strives to exercise great care in selecting its faculty appointees and in conferring tenure only upon those faculty members who have demonstrated their merit for continuous appointment. For that reason, abrogation of tenure should be an exceptional event. When the President decides to recommend abrogation of tenure to the Board of Regents, the President must so notify the faculty member in writing. (See Section 3.16.1)

While abrogation of tenure generally will be required infrequently, the University must be prepared for such an eventuality so that both the integrity of the University and the rights of faculty members are preserved. The Faculty Appeals Board is the appropriate body to hear appeals regarding abrogation of tenure. The Board of Regents shall give all reasonable consideration to the recommendations of the Faculty Appeals Board Hearing Committee.

- (b) **Termination of Employment**

The Senior Vice President and Provost, or the dean with approval from the Senior Vice President and Provost, has the power to terminate employment. The Faculty Appeals Board is the appropriate body to hear permissible appeals related to termination of employment under enumerated circumstances:

Improper conduct described in Section 3.16.1 sub-sections (e), (f), (g), or (h) below may result in immediate termination of employment. The faculty member may request a Faculty Appeals Board hearing following termination under Section 3.16.1 (e), (f), (g), or (h).

For consecutive term or tenure track faculty the notice requirements contained in Section 3.2.7 (a) through (d) are not applicable to terminations under Section 3.16.1 (e) through (h).

- (c) **Severe Sanctions**

The Senior Vice President and Provost, or the dean with approval from the Senior Vice President and Provost, has the power to impose severe sanctions. See Section 3.16.1 for grounds for severe sanctions.

Faculty members who engage in improper conduct may be subject to severe sanctions short of termination or abrogation. The imposition of such severe sanctions should be viewed as a serious step usually undertaken only after administrative remedies and/or minor sanctions have failed.

Severe sanctions may include, but are not limited to, loss of prospective University privileges for a stated period (for instance, loss of eligibility for a sabbatical leave of absence, loss of remunerated consultative privileges, loss of remunerated private practice privileges); a fine; or a reduction in salary. The Faculty Appeals Board is the appropriate body to hear appeals regarding severe sanctions.

- (d) **Summary Suspension**

Upon consultation with or recommendation by the department chair, the Senior Vice President and Provost, or the dean, with approval from the Senior Vice President and Provost, has the power to impose summary suspension. The period of suspension should be determined based on the circumstances giving

rise to the suspension, including but not limited to summarily suspending a faculty member from some or all duties. Assigning the faculty member to other duties in lieu of suspension, is justified if immediate harm to the faculty member, others, or the University is threatened by that faculty member's continued performance of regular duties.

Summary suspension may be with or without pay. A faculty member who has been summarily suspended is not entitled to receive University compensation from consultative privileges or Professional Practice Plan privileges. If suspension is with pay, compensation will consist only of University base salary during the period of summary suspension.

Summary suspension does not remove from the University the obligation to provide due process within a reasonable period of time following the suspension, upon the faculty member's request for a Faculty Appeals Board hearing. The Faculty Appeals Board is the appropriate body to hear appeals regarding summary suspension.

(e) **Disciplinary Actions for Failure to Adhere to University Compliance Program, Professional Practice Plan Policies, Billing Compliance Policies, or Other University, Federal or State Mandates:**

The Senior Vice President and Provost, or the dean with approval from the Senior Vice President and Provost, has the power to impose disciplinary actions under this sub-section.

An employee's failure to adhere to the University Compliance Program, Professional Practice or Compensation Plan pPolicies, Billing Compliance Policies, or other federal or state mandates requires that the University take quick and decisive action such as imposing fines upon, suspending the billing privileges of or otherwise sanctioning or terminating University faculty who have been determined to be out of compliance.

Disciplinary actions imposed under this sub-section (e) are not considered severe sanctions for purposes of this policy and are not appealable to the Faculty Appeals Board.

(f) **Minor Sanctions**

The chair of the academic unit with approval from the dean, has the power to impose minor sanctions.

A faculty member against whom the imposition of minor sanctions is sought must be informed in writing of the basis for the action. While it is not possible to specify all grounds for which minor sanctions may be sought, they include, but are not limited to, the following:

- (1) Neglect of duty or failure to carry out normal and expected satisfactory teaching, research, or service responsibilities, including patient care
- (2) Unprofessional conduct adversely affecting the functioning of the area, department, college, or University
- (3) Failure to adhere to University policy

Minor sanctions may include, but are not limited to, suspension of clinic assignments, suspension of travel privileges for not more than 30 days, and/or restitution to the University. A faculty member who believes the sanctions are unfair/unsupported may appeal the sanction(s) imposed to the Senior Vice President and Provost within 15 University business days of notice of the sanction(s). The Senior Vice President and Provost will review the sanction(s) imposed, meet with the faculty member if requested, and decide to affirm, modify, or revoke the minor sanctions. The decision of the Senior Vice President and Provost is final.

(Regents 7-15-96, 1-26-99, 12-3-02, 6-25-08, 12-7-12, 9-14-17)

### 3.16.1 Grounds for Abrogation of Tenure, Termination of Employment, and Severe Sanctions

A faculty member against whom the imposition of abrogation of tenure, termination of employment, or a severe sanction is sought must be informed in writing of the basis for the action. The Faculty Appeals Board is the

appropriate body to hear permissible appeals related to abrogation of tenure, termination of employment, and severe sanctions enumerated above. While it is not possible to specify all grounds for which abrogation of tenure, termination of employment, or severe sanctions may be sought, they include, but are not limited to the following:

- (a) Professional incompetence or dishonesty;
- (b) Substantial, manifest, or repeated failure to, and/or refusal to fulfill professional duties and responsibilities;
- (c) Substantial, manifest, or repeated failure to, and/or refusal to adhere to University policies;
- (d) Personal behavior preventing the faculty member from satisfactory fulfillment of professional duties or responsibilities;
- (e) Being placed on the United States Department of Health and Human Services' list of excluded individuals and entities, in which case the University will take quick and decisive action by terminating the faculty member's employment.\*
- (f) Violations of law to which the faculty member has pleaded guilty or nolo contendere or that have been adjudicated before a court of competent jurisdiction that prevent the faculty member from satisfactorily fulfilling professional duties or responsibilities, or violations of a court order when such violations relates to the faculty member's proper performance of professional responsibilities. In such case the University will take quick and decisive action by terminating the faculty member's employment\*.
- (g) Loss or suspension of a professional license;<sup>;</sup> loss or suspension of prescribing authority;<sup>;</sup> and voluntary or involuntary loss of clinical privileges – all with failure to reacquire within 45 days of loss or suspension; inability to obtain or maintain enrollment as a provider with an insurer; or inability to obtain or maintain professional liability insurance coverage in which case the University will take quick and decisive action by terminating the faculty member's employment.\*
- (h) For faculty hired primarily – typically more than 75% – to spend their time in clinical practice or practice-related activities, ~~or~~ those who now spend their time primarily in clinical practice or practice-related activities, or those dually employed that are employed primarily by an affiliated institution, poor clinical performance, unprofessional behavior, or conduct that jeopardizes patient safety may result in the University's taking quick and decisive action by terminating the faculty member's employment.\*

\* Improper conduct, violations, or loss noted in sub-sections (e), (f), (g), or (h) above may result in immediate termination. The faculty member may request a Faculty Appeals Board hearing following termination under (e), (f), (g), or (h).

For consecutive term or tenure track faculty, the notice requirements contained in **Section 3.2.7 (a) through (d)** are not applicable to terminations under **Section 3.16.1 (e) through (h)**.

(Regents, 1-26-99, 12-3-02, 6-25-08, 12-7-12, 9-14-17)

### 3.17 APPEALS AND GRIEVANCES

All faculty, whether tenured or not, are entitled to academic freedom as set forth in **Section 3.3** and to academic due process.

The following procedures cover alleged prohibited discrimination, including sexual, racial, or ethnic harassment; alleged violations of academic freedom or academic due process; the alleged failure to follow University policy; or alleged unfairness in the application of University policy unresolved through the administrative process. The procedures also cover permissible appeals related to abrogation of tenure, termination of employment actions (under enumerated circumstances enumerated in **Section 3.16**), severe sanctions, and summary suspension. The faculty member may seek redress through the appropriate grievance procedures if such alleged violations occur in the course of performing professional duties or in the process of being considered or evaluated for recommendations regarding reappointment, salary increase, promotion, or tenure. Grounds for appeal may also include other personnel decisions in which a faculty member has reason to believe there has been discrimination; sexual, racial, or ethnic harassment;

or violation of due process or academic freedom; or if there are other appealable grievances that have not been resolved administratively.

Faculty members serving as section chiefs, chairs, directors, deans, or in other administrative positions who are relieved of their administrative responsibilities may not appeal their removal from their administrative positions.

There are two appeal processes for the issues described above: the Faculty Appeals Board (Section 3.16) and the Committee on Discrimination and Harassment (Appendix H, VII C 1(b) and Appendix J, VII B 2(b)).

- (a) **Faculty Appeals Board** – The Faculty Appeals Board is the appropriate body to hear appeals regarding alleged violations of academic freedom, academic due process, alleged failure to follow University policy, or alleged unfairness in the application of University policy, or other appealable grievances (other than alleged prohibited discrimination) that have not been resolved administratively. It is also the appropriate appeal process for abrogation of tenure, termination of employment actions (under circumstances enumerated in Section 3.16), severe sanctions, and summary suspension. (Section 3.19)
- (b) **Committee on Discrimination and Harassment** – The Committee on Discrimination and Harassment is the appropriate appeals process for complaints involving discrimination and harassment based on race, color, national origin, sex, sexual orientation, genetic information, gender identity, gender expression, age (40 or older), religion, disability, political beliefs, or status as a veteran. Such appeals must be filed with the University Institutional Equity Officer (Appendices H and J).

(Regents, 1-26-99, 12-3-02, 12-7-12, 6-24-15, 9-14-17)

### 3.18 THE FACULTY APPEALS BOARD

- (a) The Faculty Appeals Board is a standing body appointed by the Faculty Senate that responds to requests for a hearing with regard to alleged violations of academic freedom or academic due process, other appealable grievances concerning the alleged failure to follow University policy, or alleged unfairness in the application of University policy unresolved through administrative procedures, tenure abrogation, termination of employment actions (under enumerated circumstances), severe sanctions, and summary suspension. The Faculty Appeals Board considers all such matters brought before it in a timely manner by individual faculty members. It is the responsibility of the Faculty Appeals Board Chair to ensure that all matters are handled in a timely manner.
  - 1) In cases related to alleged violation of academic freedom or academic due process or in cases related to other grievances concerning the alleged failure to follow University policy or alleged unfairness in the application of University policy, the faculty member is considered the complainant and the administration the respondent.
  - 2) In cases related to abrogation of tenure, termination, severe sanctions, or summary suspension, the administration is considered the complainant, and the faculty member is the respondent. The written notice provided to the faculty member outlining the charges will serve as the complaint.
- (b) The Faculty Appeals Board of the Health Sciences Center shall consist of forty tenured faculty members representing fairly the existing colleges on the Health Sciences Center campus. The members shall be appointed from among all full-time faculty whose duties are primarily non-administrative (i.e., not at the level of Assistant/Associate Dean, Dean, Assistant/Associate/Vice Provost, or Senior Vice President and Provost). All terms shall be four years.
- (c) Each Faculty Appeals Board shall have a chair and vice chair designated by the Faculty Senate. The chair and vice chair must be from separate colleges.
- (d) All responsibilities of the chair will be relinquished and passed to the vice chair if the appeal at issue is from a faculty member in the same college as the chair.
- (e) All members of the Board are eligible for re-election. Terms of service shall begin July 1 and end June 30 except that if a hearing is in progress at this time, any retiring member of the Board who is on the Hearing Committee shall be continued on the Committee until the case in progress is closed.

- (f) If a member of the Board, not serving on a Hearing Committee, ceases to be a full-time member of the faculty or if his or her duties become primarily administrative, the Senate shall elect a replacement to complete the term.
- (g) Members on the Board who have an appeal pending before the Board shall be suspended from all Board activities until the appeal is resolved.

(Regents, 1-26-99, 12-3-02, 6-25-08, 12-7-12, 9-14-17)

### 3.19 FACULTY APPEALS BOARD PROCESS

#### 3.19.1 Initiation of Appeal and Request for a Hearing

- (a) **Request for Hearing - Academic Freedom, Academic Due Process or Other Appealable Grievances Concerning the Alleged Failure to Follow University Policy or Alleged Unfairness in the Application of University Policy:**

**Deadline to Request a Hearing:** Within 45 University business days after he/she became or should have become aware of the alleged violation.

Any faculty member who believes that either academic freedom or academic due process has been violated or alleges other grievances concerning the failure to follow University policy or unfairness in the application of University policy should first seek prompt redress through regular administrative channels, which include the chair, dean, and Senior Vice President and Provost. Seeking redress through regular administrative channels does not extend the 45 day time allowed for filing an appeal.

If the administrative review does not provide a satisfactory result, and if the faculty member wishes to continue the appeal, he/she may submit, as the complainant, a written statement outlining the specific points of appeal and requesting a formal hearing to the Chair of the Faculty Appeals Board no later than ~~45~~ 30 University business days after he/she became or should have become aware of the alleged violation.

- (b) **Request for Hearing - Abrogation of Tenure, Appealable Termination of Employment, Severe Sanctions, or Summary Suspension:**

**Deadline to Request a Hearing:** Within 45 University business days of the date of the written notice provided to the faculty member.

Any faculty member who chooses to exercise due process rights for an appealable termination of employment, severe sanctions, summary suspension, or the decision by the President to recommend abrogation of tenure to the Board of Regents must submit, as the respondent, a written request for hearing to the Chair of the Faculty Appeals Board within 45 University business days of the date of the written notice of the action provided to the faculty member.

- (c) The time intervals specified in the preceding and following sections should be maintained unless waived by the Chair of the Faculty Appeals Board for unusual circumstances or in order to allow continuing progress towards informal resolution of the complaint.
- (d) The Faculty Appeals Board process is a lay process that relies on peer review and the common sense, sound judgment, good character, and sense of fairness of each Hearing Committee member. The Faculty Appeals Board procedures should strive to diminish formality and rigidity. The process is not to be considered a trial but is a system of internal review to effect a just and fair disposition of a grievance.
- (e) From time to time, compliance with applicable State and/or Federal law(s) may require modification of the Faculty Appeals Board process, which includes modification of the related hearing procedures.
- (f) **Responsibilities of the Faculty Appeals Board Chair**



- 1) The Faculty Appeals Board Chair, within 15 University business days of receipt of written request for a hearing, has the responsibility to determine if the complaint is appealable under University policy and whether the deadlines under sections 3.19.1.(a) and (b) have been met. If the complaint is timely and appealable, the process will continue. If the complaint is not timely and/or appealable, the Chair shall so notify both the complainant and the respondent and the process will end.
- 2) Within 10 University business days of determining a complaint is timely and appealable, the Faculty Appeals Board Chair shall, prior to initiating the formal hearing process, hold a pre-hearing conference by meeting with the complainant and respondent, either together or separately, to discuss the points of the complaint. The intent will be to resolve differences where possible and to seek a resolution and/or dismissal of the appeal.
- 3) Ordinarily the University General Counsel or a member of his/her staff not otherwise involved will serve as the legal advisor to the Faculty Appeals Board. If the Chair of the Faculty Appeals Board reasonably believes that the University General Counsel's office has a conflict of interest that would prevent the office from objectively advising the Faculty Appeals Board, he/she may request a meeting with the President or his designee to discuss the concern and to request other counsel. If the President agrees, he may appoint other counsel to advise the Hearing Committee.

### 3.19.2 Formal Hearing Procedure

To initiate the hearing procedure, the Chair of the Faculty Appeals Board will request statements from both the complainant and the respondent per (a) and (b) below and concurrently begin the process for selection of Hearing Committee members per (c) (1) through (9) below.

All matters brought to the Faculty Appeals Board shall be handled according to the following procedures, which are designed to ensure fairness and due process.

- (a) The Chair of the Faculty Appeals Board will request the complainant to submit to both the Chair and the respondent, within 10 University business days, a written statement embodying:
  - 1) Relevant policies of the administrative or academic unit, the College, the Senior Vice President and Provost's Office, the President's Office, and the Board of Regents.
  - 2) The written complaint (Section 3.19.1(a)(b)).
  - 3) A summary of the evidence upon which the complaint is based.
  - 4) A list of witnesses proposed to be called, a brief summary of the testimony of each proposed witness, and a copy of exhibits proposed to be presented.
- (b) The Chair of the Faculty Appeals Board will, upon receipt of the complainant's statement, request the respondent to submit to both the Chair and the complainant, within 10 University business days, a written statement including:
  - 1) Relevant policies of the administrative or academic unit, the College, the Senior Vice President and Provost's Office, the President's Office, and the Board of Regents.
  - 2) The written response outlining the specific points of defense.
  - 3) A summary of the evidence to be used in refuting the charges.
  - 4) A list of proposed witnesses to be called, a brief summary of the testimony of each proposed witness, and a copy of exhibits proposed to be presented.
- (c) Selection of Hearing Committee:

- 1) Within five University business days after receipt of the faculty member's request for a hearing, the Chair of the Faculty Appeals Board will proceed with the selection of the Hearing Committee by submitting the list of names of the eligible Board members to both parties. The list shall not include a member or alternate of the same academic unit or one who is related by consanguinity or affinity to the respondent or complainant. Members and alternates currently serving on another hearing shall also be ineligible. A member or alternate of the Hearing Committee may disqualify himself or herself on personal initiative or in response to such challenge for cause as is provided for in this section. The Chair of the Faculty Appeals Board shall also determine, in consultation with the legal counsel to the Faculty Appeals Board, that no one on the list has a bias related to the person(s) or issue at hand.
- 2) Within five University business days after submitting the list of eligible Board members to both parties, the Chair of the Faculty Appeals Board will select seven members of the Board to constitute the Hearing Committee, three additional members to serve as alternates, and ten members to be available to serve as alternates (alternate pool) should replacements become necessary through personal disqualification, challenge of individuals initially selected, or other cause.

The selection of members and alternate members of the Hearing Committee shall be made by lot and shall be made in the presence of the Chair of the Faculty Senate or a designated representative. The complainant and the respondent shall be invited to be present or to send a representative. The Chair of the Faculty Appeals Board shall notify members in writing of their selection to the Hearing Committee and of the parties involved and provide a brief description of the general nature of the issue. Members who cannot serve objectively must so notify the Chair within five University business days.

- 3) Within five University business days of notice of the initial selection of the Hearing Committee, the complainant or the respondent may submit a written request to the Chair of the Faculty Appeals Board asking that members or alternates of the Hearing Committee be disqualified on grounds of bias or personal interest in the case. If, however, a challenge for cause is disputed by either of the parties, the Faculty Appeals Board Chair shall decide whether cause has been shown and, if so, replace the member or alternate, in accordance with (1) and (2) above.
- 4) After challenges for cause have been acted on, the complainant and the respondent, each may make a maximum of two peremptory challenges of members or alternates selected for the Hearing Committee within five University business days of the date the parties are notified that such challenges for cause are resolved. Replacements shall be made in accordance with (1) and (2) above.

A finalized list of Hearing Committee members and alternates will be given to all parties within five University business days of resolving any challenges of the membership of the Hearing Committee or alternates by the complainant or the respondent. If no challenges are offered, the finalized list must be completed within 20 University business days of the initial selection of the Hearing Committee and alternates by the Chair of the Faculty Appeals Board.

All decisions regarding initial disqualifications shall be made prior to the first meeting of the Committee. Within 10 University business days after the Hearing Committee and the alternates have been finalized, the Chair of the Faculty Appeals Board shall select from the Hearing Committee the individual to serve as the Chair, who shall then set the date of the hearing. Every reasonable effort should be made by the Hearing Committee and both parties to hold the hearing as soon as possible.

- 5) Members of the Hearing Committee who are subsequently ineligible, ill, or otherwise unable to serve, shall be replaced from among alternate members by the Chair of the Faculty Appeals Board. Alternates who are subsequently ineligible, ill, or otherwise unable to serve, or who become members of the Hearing Committee will be replaced from among the alternate pool (Section 3.19.2(c)(2)) by the Chair of the Faculty Appeals Board.
- 6) If a member of a Hearing Committee ceases to be a tenured, full-time member of the faculty, he or she shall be replaced from among the alternates by the Chair of the Faculty Appeals Board.

- 7) If the duties of a Hearing Committee member become primarily administrative, the member shall inform the Chair of the Faculty Appeals Board. The Chair of the Faculty Appeals Board will inform all parties. The member will continue to serve unless either party objects in writing to the Chair of the Faculty Appeals Board within five University business days of receipt of notice.
- 8) Three alternate members shall be maintained according to selection procedures in [Section 3.19.2\(c\)\(2\)](#). Alternate members shall attend all meetings of the Hearing Committee.

### 3.19.3 Hearing Regulations

The following regulations shall apply:

- (a) The Chair of the Hearing Committee, after consulting with the legal counsel assigned to the Committee, shall have the final decision on any procedural issues raised that are not addressed by the *Faculty Handbook*.
- (b) The parties shall have the right to attend the hearing and to be accompanied by a colleague or counsel to advise them. The names of such colleague or counsel shall be provided to the Chair of the Hearing Committee at least 15 University business days prior to the hearing. The party appealing is responsible for obtaining and paying for costs for his/her representation. Representatives may not question witnesses or address the Hearing Committee. All hearings will be closed to the public.
- (c) The Chair of the Hearing Committee shall serve as liaison for communication between the complainant or respondent and the Hearing Committee. Communications related to evidence and hearing procedures should be directed to the Chair of the Hearing Committee. Neither party shall communicate orally or in writing with individual Hearing Committee members during the hearing procedure. To ensure that information provided to the Hearing Committee by either party is part of the official documentation of the proceeding, the Chair of the Hearing Committee shall provide each party with a copy.
- (d) The written statements of both parties, as provided in [Section 3.19.2 \(a\) and \(b\)](#) and evidence taken or considered beyond the written statements shall be heard by the entire Committee at the hearing and not beforehand.
- (e) The principles of confrontation shall apply throughout the hearing. Both parties shall have the right to present, examine, and cross-examine witnesses, and each other.
- (f) The Senior Vice President and Provost's Office shall make available to the parties such authority as it possesses to require the presence of witnesses.
- (g) The report of the Hearing Committee, which shall include findings and recommendations, will be submitted to the Senior Vice President and Provost within 10 University business days of the conclusion of the hearing, regardless of whether the written transcript of the hearing is available. The Senior Vice President and Provost shall forward the Hearing Committee's findings and recommendations, as well as his recommendation, to the President.
- (h) The Chair of the Hearing Committee is responsible for maintaining a full and accurate record of the proceedings. This shall consist of a recording or, at the option of either party, a written transcript taken by a court reporter and shall include copies of all exhibits and other materials distributed at the hearing.
- (i) Either party may request a copy of the recording of the proceedings. The recording will be maintained in the Office of the Legal Counsel for a period of five years. The full cost of recording the proceedings shall be borne by the University.
- (j) The University shall not be liable for any costs whatsoever incurred by the appealing faculty member except as set forth in this section.

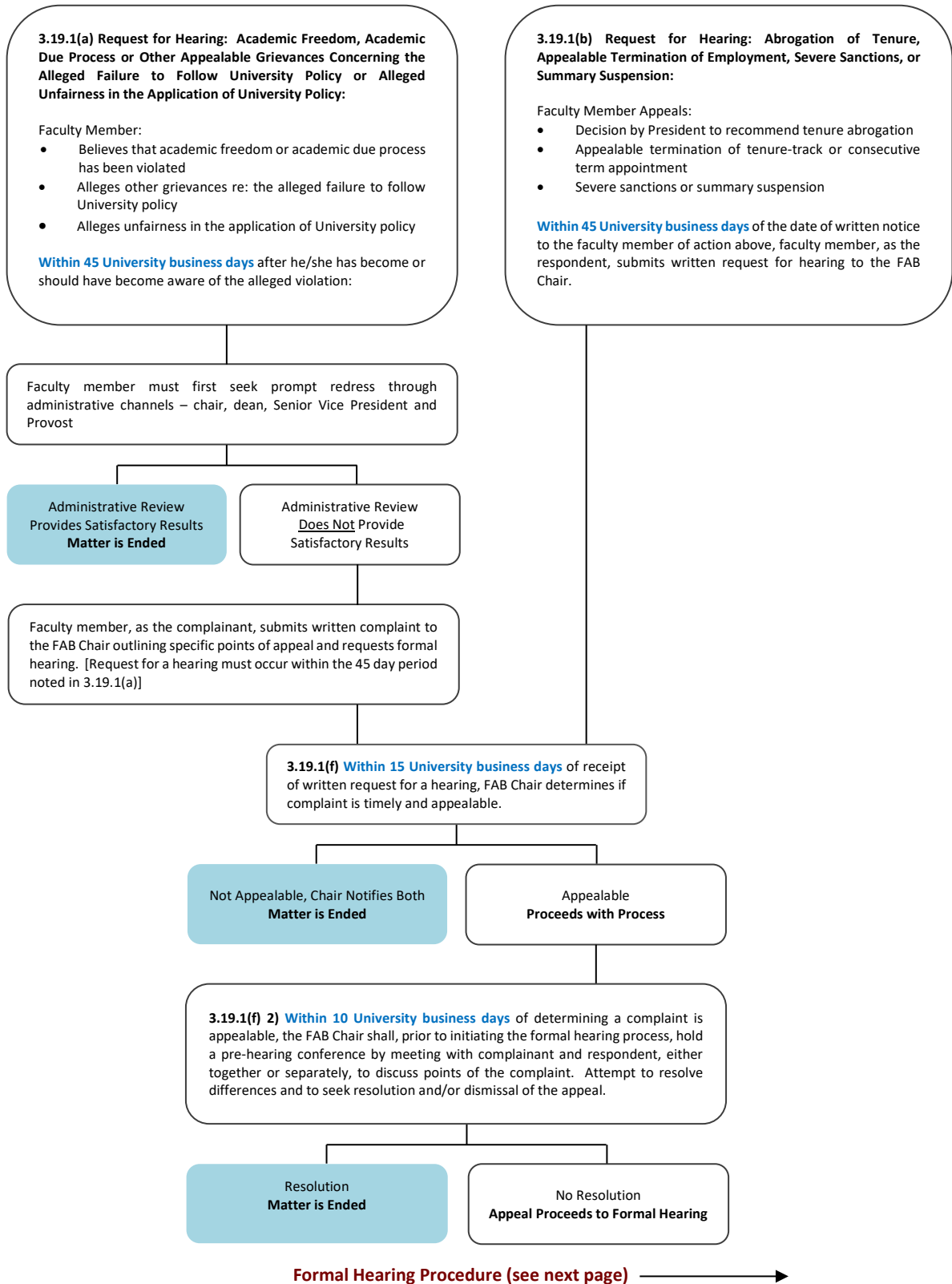
**3.19.4 Disposition of Charges**

The President shall transmit to the Board of Regents the full record of the hearing and the findings and recommendations of the Hearing Committee, his/her recommendations, and the Senior Vice President and Provost's recommendations. The Board of Regents shall come to a decision in the case based upon the materials submitted plus any additional information which it wishes to consider, or it may return the matter to the Hearing Committee with written directions as to how to proceed.

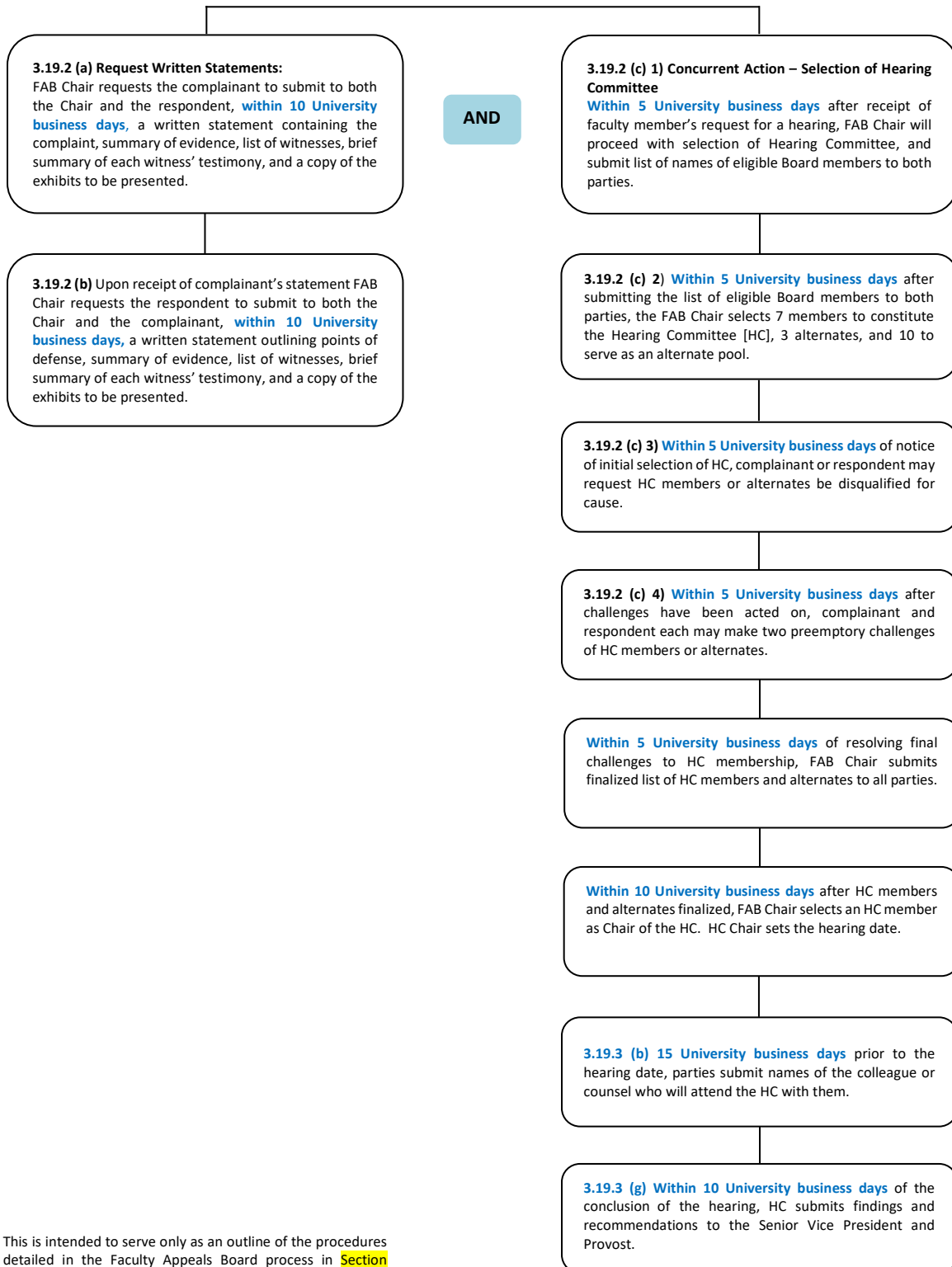
- (a) When the Board of Regents reviews the matter, the principals shall have the opportunity to present written argument. Oral arguments will be presented only upon request by the Board of Regents.
- (b) If the Board of Regents chooses to return the matter to the Hearing Committee, the Committee shall review the matter in light of the Board of Regents' directions, receive new evidence or information, if necessary, and submit a final report of its findings and recommendations to the President for transmittal to the Board of Regents, as before. The work of the Hearing Committee is finished when the President communicates in writing the final decision of the Board of Regents to the Chair of the Hearing Committee and the principals in the case.
- (c) The full record shall be deposited in the office of the Vice President for University Governance and Secretary of the University. Parties to the case may request copies or excerpts from the full record after the completion of the Committee's work. The costs shall be borne by the requesting party.

(Regents, 1-26-99, 12-3-02, 6-25-08, 12-7-12, 9-14-17)

**FACULTY APPEALS BOARD  
INITIATION OF APPEAL AND REQUEST FOR HEARING (3.19.1)**



**FACULTY APPEALS BOARD  
FORMAL HEARING PROCEDURE (3.19.2)**



This is intended to serve only as an outline of the procedures detailed in the Faculty Appeals Board process in [Section 3.17.1](#).

### 3.20 NON-DISCRIMINATION POLICY AND SEXUAL MISCONDUCT, DISCRIMINATION AND HARASSMENT POLICY AND GRIEVANCE PROCEDURES

These policies, in their entirety, and the associated complaint and grievance procedures, are contained in [Appendices H and J](#).

The University, in compliance with all applicable federal and state laws and regulations, does not discriminate on the basis of race, color, national origin, sex, sexual orientation, genetic information, gender identity, gender expression, age (40 or older), religion, disability, political beliefs, or status as a veteran in any of its policies, practices, or procedures. This includes but is not limited to admissions, employment, housing, financial aid, and educational services. Please refer to [Appendices H and J](#) for a more detailed explanation of the University's Institutional Equity Office's Equal Opportunity policies and procedures and Institutional Equity and Title IX policies and procedures. Or, contact the Equal Opportunity and Title IX Office on the Health Sciences Center campus directly at: (405) 271-2110.

The investigative process, findings and recommendations, and appeals processes for claims brought under the Non-Discrimination Policy and/or the Sexual Misconduct, Discrimination and Harassment Policy, are handled through the University Offices of Equal Opportunity and Institutional Equity and Title IX. Hard copies of the procedures may be found on the Health Sciences Center campus at (405) 271-2110.

(Regents, 7-22-81, 9-17-81, 9-9-82, 9-27-95, 1-14-97, 1-26-99, 1-27-04, 9-19-11, 12-7-12, 6-24-15)

### 3.21 POST-DOCTORAL FELLOW GRIEVANCE PROCEDURE

Because of the post-doctoral fellows' positions as employees who are also receiving education, any grievance brought by a fellow, other than those clinical trainees in the College of Medicine, ([See College of Medicine Residents' Handbook](#)), regarding his or her rights as a fellow or any allegation of wrongful administrative action resulting in probation, suspension, or dismissal of post-doctoral education shall be brought under this policy. The Post-Doctoral Fellow Grievance Procedure can be found in its entirety in [Appendix N](#).

### 3.22 FACULTY PARTICIPATION IN COMMENCEMENT

It is the responsibility of all full-time faculty members to participate in the commencement involving their programs.

### 3.23 CANDIDACY FOR POLITICAL OFFICE

#### Policy and Protocol of Staff and Faculty Running for Office

The University encourages all employees to vote and otherwise actively participate in the political process. Further, the Board of Regents does not want to discourage faculty members or employees from becoming candidates for public office. As a U.S. citizen, an employee may regard it his or her duty to become a candidate. However, all faculty members and employees of the University have a duty not to use and/or allow for use his/her position with the University or its resources for private gain and have a duty to avoid the appearance of impropriety.

Any employee of the University who makes the determination to run for any county, state or federal elected office, shall resign or, upon approval from the Candidacy Review Committee<sup>2</sup> selected to review the request, and upon final review by the University President and/or the Board of Regents, take an unpaid leave of absence from the University during their candidacy for office. The employee/faculty seeking the leave of absence during their candidacy must comply with the follow protocol:

- A) No later than (i) thirty days before officially filing as a candidate for elected office; or (ii) publicly announcing an intent to seek an elected office; or, (iii) thirty days prior to the start of the semester during which a leave will be requested (for faculty), whichever occurs first, the employee/faculty must advise his/her supervisor, or in the case of faculty his/her Dean, of the intent to seek an unpaid leave of absence.

<sup>2</sup> The "Candidacy Review Committee" shall be comprised of a representative from the Office of Legal Counsel and a representative from each of the following from the employee's respective campus: Human Resources, Faculty Senate, Staff Senate, and either the candidate's supervisor or if the candidate is a faculty member, the Dean of the faculty member's College and the Provost's Office.

- B) Within 14 business days of an employee/faculty advising his/her supervisor or the applicable Dean of the request for leave of absence during his/her campaign, the Committee must meet and determine whether the request will be granted, and if so, the items of the conflict mitigation that must be followed.

This determination will be based on a totality of circumstances including but not limited to: i) how the candidacy will impact the faculty member or staff's ability to interact with students, donors, alumni and/or other employees; ii) the impact the employee/faculty's requested unpaid leave of absence will have on University operations; and iii) other ethical and/or legitimate business concerns.

- C) Once the determination by the Committee has been made relating to the requested leave of absence, the decision and its rationale should be communicated in writing to the requestor within 5 business days of the Committee making the decision.
- D) In the event the leave of absence is approved, if the employee/faculty is elected to such office, the employee/faculty shall resign from the University before taking office.

(Regents, 9-14-43, 1-27-04, 6-19-18)

### 3.24 PROFESSIONAL PRACTICE/CLINICAL COMPENSATION -PLANS

All colleges on the Health Sciences Center campus have Professional Practice or Compensation Plans in effect. Faculty are obligated to comply with the Plan of their college/primary appointment. Failure to comply with the Professional Practice-appropriate pPlan may result in disciplinary action up to and including abrogation of tenure (See Section 3.16.1).

Copies of Professional Practice or Compensation Plans are included for each college in Appendix M.

Each college plan stipulates procedures and processes related to time restrictions, deposit and disbursement requirements and restrictions, governance structure, etc.

Exclusion of specific honoraria provided by Federal agencies: Applicable to all colleges, honoraria received for reviewing federal grants and/or serving on federal external advisory/leadership committees/panels are not to be considered Professional Practice Plan income/revenue nor included within the scope of the Professional Practice or Compensation Plan and, thus, are to be income exclusions.

(Regents, 9-14-17)

### 3.25 ETHICS IN RESEARCH POLICY

#### (a) Introduction

Research and other scholarly activity at the University of Oklahoma must be above reproach. Each member of the University community has the responsibility to ensure the integrity and ethical standards in any activity with which he or she is associated directly, or any activity of which there is sufficient knowledge to determine its appropriateness. Misconduct in the conduct of research undermines the scholarly enterprise and erodes the public trust in the University community to conduct research and communicate results using the highest standards and ethical practices. The University of Oklahoma is responsible both for promoting scholarly practices that prevent misconduct and for developing policies and procedures for dealing with allegations or other evidence of scholarly or research misconduct.

This policy establishes uniform policies and procedures for investigating and reporting instances of alleged or apparent misconduct involving research, including, but not limited to, research or research training, applications for support of research or research training, or related research activities that are supported with funds made available under the Public Health Service Act. The policies and procedures outlined below apply to faculty, staff, and students. They are not intended to address all scholarly issues of an ethical nature. For example, discrimination and affirmative action issues are covered by other University policies.



**(b) Definition of Scholarly Misconduct**

Scholarly misconduct involves any form of behavior that entails an act of deception whereby one's work or the work of others is misrepresented. Other terms, such as research misconduct, are here subsumed within the term "scholarly misconduct" as defined below. The term scholarly misconduct will be used to encompass scientific and other types of misconduct. Scholarly misconduct is distinguished from honest errors and ambiguities of interpretation that are inherent in the scholarly process. Further, scholarly misconduct involves significant and intentional breaches of integrity that may take numerous forms, such as, but not limited to, those outlined below:

- (b)(1) Falsification of data ranging from fabrication to deceptive selected reporting of findings and omission of conflicting data
- (b)(2) Plagiarism and other improper assignment of credit, such as excluding others or claiming the work of others as one's own; presentation of the same material as original in more than one publication; inclusion of individuals as authors who have not made a definite contribution to the work published; and submission of multi-authored publications without the concurrence of all authors
- (b)(3) Improper use of information gained by privileged access, such as through service on peer review panels, editorial boards, or policy boards of research funding organizations
- (b)(4) Serious deviation from the scientific method accepted in proposing or carrying out research, deliberate manipulations, or improper reporting of results
- (b)(5) Material failure to comply with federal, state, or institutional rules governing research including, but not limited to, failure to file conflict of interest reports and/or to undergo prescribed training or serious or substantial violations involving the use of funds, care of animals, protection of human subjects, use of investigational drugs, recombinant products, new devices, or radioactive, biological, and/or chemical materials
- (b)(6) Inappropriate behavior in relation to misconduct including, but not limited to, inappropriate accusations of misconduct, failure to report known or suspected misconduct, withholding or destruction of information relevant to a claim of misconduct, and retaliation against persons involved in the allegation or investigation of misconduct.

**(c) Process for Handling Allegations of Scholarly Misconduct**

- (c)(1) **Initiation of an allegation of misconduct.** Initial allegations or evidence may be reported by anyone to any faculty member or administrator, who must then report the allegations to the OUHSC Research Integrity Officer (RIO). If the person to whom the report would normally be given is involved in some way in the misconduct, the next higher academic officer should be informed. The RIO will immediately notify the Vice President for Research if PHS-supported research is involved, as well as the Office of Research Integrity. The RIO, after consultation with the Vice President for Research, will notify the appropriate individuals to take appropriate interim administrative action to protect against a threat of harm to public health or safety, federal funds and equipment, integrity of the research process, and rights and interests of individuals involved in the research misconduct proceedings. These actions will be taken regardless of the source of research support.

The RIO will counsel the individual(s) making the allegation as to the policies and procedures to be used. If the reporting individual chooses not to make a formal allegation, the RIO, in consultation with the Vice President for Research, may identify another individual to bring forth the allegations, such as the accused's department chair, or may present the allegations him/herself.

The RIO, in consultation with the Vice President for Research, shall informally review any allegations, assess and determine whether the allegations meet the definition of scholarly misconduct as defined in 3.23(b); confer with the dean of the college in which the allegation is alleged to have occurred, as well as with Legal Counsel; and make a recommendation to the Senior Vice President and Provost regarding whether the allegation warrants initiation of the Inquiry process according to the policies and procedures for scholarly misconduct, or whether other University policies or procedures should take precedence.

The University will pursue an allegation of misconduct to its conclusion, even if the person against whom the allegation is made (hereinafter referred to as the "Respondent") leaves or has left the University before the case is resolved.

(c)(2) **Sequestration and Notification**

- (a) The RIO shall take custody of, inventory, and sequester in a secure location the research evidence thought necessary to conduct the proceeding. This will be accomplished with the assistance of other individuals, e.g., the Chair of the respondent's department, Vice President for Research, and Legal Counsel.
- (b) At the time of sequestration of evidence, the RIO will notify the Respondent in writing of the allegation, provide him/her with a copy of the inventory of material secured, and provide him/her with copies of applicable policies and procedures. If there are no data to sequester, the RIO will continue with notice to the Respondent. This will typically occur within fifteen University business days after receipt of an allegation.

(c)(3) **Admission to Allegations**

If the Respondent elects to admit to the allegations against him/her at any time prior to the Committee of Investigation's submission of its report to the RIO, the Respondent shall inform the RIO who will, after consultation with the Vice President for Research, inform the Respondent of the sanctions that will be imposed by the Senior Vice President and Provost. If the Respondent still wishes to formally admit to the charges, the Respondent must send a written statement to the RIO admitting to the allegations, acknowledging understanding of the sanctions that will be imposed by the Senior Vice President and Provost, and stating that the Respondent understands that he/she is waiving his/her rights to an Inquiry and/or Investigation process, as applicable, as well as the right to appeal the sanctions. Upon receipt of this statement, the RIO will proceed as indicated in [Section \(c\)\(7\)\(b\)](#) below.

(c)(4) **Inquiry**

- (a) The first step of the review process is an Inquiry which has as its purpose fact-finding in an expeditious manner to help determine whether an allegation is deserving of further formal investigation, and, if formal investigation is not warranted, to make recommendations concerning the disposition of the case.
- (b) An Inquiry Committee composed of no fewer than three tenured faculty with no real or apparent conflict of interest, with no appointment in the department of either the individual(s) making the allegation or the Respondent, and with appropriate expertise for evaluating information relevant to the cases, shall be appointed by the RIO in consultation with the Vice President for Research. The Inquiry Committee should generally be constituted within five University business days after notification to Respondent that an Inquiry is being conducted.
- (c) The RIO shall notify the Respondent, in writing, of the proposed membership of the Inquiry Committee. The Respondent shall be given five University business days to notify the RIO in writing of any bias or conflict of interest of any proposed member.
- (d) Where the individual(s) making the allegation seeks anonymity, the Inquiry Committee shall operate in such a way as to maintain the anonymity to the degree compatible with accomplishing the fact-finding purpose of the Inquiry. Such anonymity cannot, however, be assured. Further, this anonymity may be neither desirable nor appropriate where individual testimony is important to the substantiation of the allegations.
- (e) At the first meeting of the Inquiry Committee to address the allegation, the RIO will present the charge. The charge will include the allegations and the purpose and scope of the Inquiry. The Committee will also be informed of its responsibility to prepare a written report that meets the requirements of this policy. The RIO and Legal Counsel will discuss the responsibilities of the Committee, answer procedural

questions, and emphasize the need to maintain confidentiality. The RIO will be responsible for assisting the Inquiry Committee in all of its activities, including setting committee meetings, arranging interviews, assisting with the development of plans to conduct the Inquiry within the time limit, and taking and maintaining notes for all Committee activities. The RIO will provide the Respondent with copies of all documents provided to the Inquiry Committee as soon as reasonably possible.

- (f) Information, expert opinions, records, and other pertinent data may be requested by the Inquiry Committee. All involved individuals are obligated to cooperate with this Committee by supplying such requested documents and information. Uncooperative behavior by any involved individual may result in immediate implementation of a formal investigation or University sanctions.
- (g) All material will be considered confidential and shared only with those with a need to know. A tape recording of proceedings may be made at the discretion of the Inquiry Committee chair. The RIO and the members of the Inquiry Committee are responsible for the security of relevant documents.
- (h) All forms of evidence may be gathered by the Inquiry Committee, which will also conduct interviews of all individuals possessing relevant information, and in particular, the Respondent and the individual(s) making the allegation.
- (i) All individuals may have the assistance of personal legal counsel, at their expense, at both the Inquiry and Investigation stages; however, principals are expected to speak for themselves at the interviews. Personal legal counsel is prohibited from directly addressing the Committee. If an individual brings personal counsel, the Office of Legal Counsel shall assign an attorney to attend, at the request of the Committee chair.
- (j) The review by the Inquiry Committee should be completed and a written report filed with the RIO within sixty University business days of written notification to the Respondent that an Inquiry Committee is being formed. The written report shall contain what evidence was reviewed, summarize relevant interviews, and include the findings and recommendations of the Inquiry Committee. If the Inquiry Committee determines that this deadline cannot be met, the Inquiry Committee shall request an extension from the RIO. The request must include a report of progress to date, an explanation of why an extension is needed, and the anticipated completion date. The RIO will review the report and present his/her recommendation and the request in writing to the Vice President for Research for determination. If the extension is granted, the RIO shall inform, in writing, all individuals with a need to know.
- (k) The Inquiry Committee's draft written report shall contain the following information:
  - Names and positions of the Committee members and any experts
  - Name and position of the Respondent
  - List of the allegations
  - Grant support (in particular, PHS support to include grant numbers, applications, related contracts, and publications listing support)
  - List of the research evidence reviewed
  - List of individuals interviewed and summaries of testimony
  - The Committee's recommendation on conducting an Investigation
  - The evidence supporting the recommendation
  - Other actions that should be taken if an Investigation is not recommended
  - Reasons for extension of the Inquiry beyond 60 days, if applicable

The RIO and Legal Counsel should review the draft report solely to ensure that the report includes all elements required by this policy. The Committee will make modifications if necessary and appropriate. The RIO shall give a copy of the draft report to the Respondent and provide the Respondent with access to all evidence. The Respondent shall be given ten University business days to comment in writing upon the findings and recommendations of the Inquiry Committee. These comments will be made part of the final written report.

- (l) The final written report of the Inquiry Committee will be conveyed to the Senior Vice President and Provost and the Vice President for Research.
- (m) If, after reviewing the outcome of the Inquiry, the Vice President for Research and the Senior Vice President and Provost, determines that there is a need for a formal investigation, the Senior Vice President and Provost or Vice President for Research will notify the RIO, who will initiate that action within fifteen University business days.
- (n) If, after reviewing the outcome of an Inquiry, the Senior Vice President and Provost or and the Vice President for Research determines that a formal Investigation is unwarranted, or if the Inquiry is terminated for any reason, the Senior Vice President and Provost or Vice President for Research shall inform the RIO, who shall:
  - 1) Notify all involved individuals and make diligent efforts to restore the reputations of persons alleged to have engaged in misconduct when allegations are not confirmed,
  - 2) Undertake diligent efforts to protect the positions and reputations of those persons who, in good faith, have made allegations of scientific misconduct
  - 3) If required by applicable federal regulations, send a report to the NIH Office of Research Integrity stating the intent to terminate the procedure without an Investigation and including a description of the reason for such termination.
  - 4) Take all reasonable and practical steps on behalf of the University, as appropriate, to restore the Respondent's reputation, if the Respondent so requests.

If the Inquiry Committee finds the allegations not to have not been brought in good faith, sanctions may be recommended against the individual(s) making the allegation.

- (o) Records of the Inquiry are confidential to the maximum extent possible and are to be passed on to the Committee of Investigation if a formal review is initiated. The records of Inquiry shall contain sufficiently detailed documentation of the Inquiry to permit a later assessment of the reasons for determining that an Investigation was not warranted, if necessary. If a formal Investigation is not initiated, the records shall be kept by the RIO for at least three years after completion of the Inquiry and shall, upon request, be provided to authorized Department of Health and Human Services personnel.

(c)(5) **Investigation**

- (a) Prior to initiating the formal Investigation, the RIO will immediately notify, among others with a need to know, the Director of the National Institutes of Health (NIH) Office of Research Integrity, if appropriate, and the funding source, if any, that an Investigation is being undertaken. A copy of the Inquiry Report should accompany the notification, where appropriate. This notification is expected to occur within twenty-four hours of the determination of the need for a formal Investigation. Under certain circumstances, the University may be expected to notify the sponsoring agency or funding source at a point prior to the initiation of an Investigation. Factors used in the RIO's determining the timing of such notification include the seriousness of the possible misconduct, the presence of an immediate health hazard, and consideration of the interests of the funding agency, the scientific community, the public, and the individual who is the subject of the Inquiry and his/her associates.
- (b) Prior to initiating the formal Investigation, the RIO will take all reasonable and practical steps to take custody of inventory and sequester in a secure location any research evidence that was not previously sequestered during the Inquiry or that becomes known or relevant after the Inquiry, including that thought to be needed to investigate any additional allegations or instances of possible misconduct that have resulted in broadening of the scope of the Investigation.
- (c) At the time of sequestration of evidence, the RIO will notify the Respondent in writing of the decision to begin an Investigation and provide the allegations to be investigated, including any new allegations

not addressed in the Inquiry, a copy of inventory of any additionally sequestered materials, and copies of applicable policies and procedures. If there are no data to sequester, the RIO will continue with notice to the Respondent as described above. Notification of the Respondent will typically occur within fifteen University business days after the decision to begin an Investigation.

- (d) The RIO, in consultation with the Vice President for Research, shall appoint a Committee of Investigation of no fewer than three senior faculty who have no real or apparent conflict of interest, hold no appointment in the department of either the individual(s) making the allegation or the Respondent, and have appropriate expertise for evaluating the information relevant to the case. Preferably, at least one member should not be associated with the University. The purpose of the Committee of Investigation is to further explore the allegation(s), determine whether scholarly misconduct has been committed, and, if so, determine the extent of the misconduct. The Committee of Investigation should be constituted within five University business days after notification of Respondent that an Investigation is being conducted.
- (e) The RIO shall notify the Respondent, in writing, of the proposed membership of the Committee of Investigation. The Respondent should be given five University business days to notify the RIO in writing of any bias or conflict of interest of any proposed member.
- (f) At the first meeting of the Committee of Investigation, the RIO will present the charge. The charge will include the initial allegation(s) as well as any additional allegation(s) and issues identified during the Inquiry, and the purpose and scope of the Investigation. The original and any additional respondents will be identified. The Committee will be informed of its responsibility to conduct the Investigation as described in this policy and to prepare a written report that meets the requirements of this policy. The RIO and Legal Counsel will discuss the responsibilities of the Committee, answer procedural questions, and emphasize the need to maintain confidentiality. The RIO will be responsible for assisting the Investigation Committee in all their activities, including setting committee meetings, arranging interviews, assisting with the development of plans to conduct the Investigation within the time limit, and taking and maintaining notes for all Committee activities.
- (g) The Investigation normally will include examination of all documentation, including, but not necessarily limited to, relevant research data and proposals, publications, correspondence, and memoranda of telephone calls. Interviews should be conducted with all individuals involved. The interviews should include the Respondent and the individual(s) making the allegation, as well as other individuals who might have information regarding key aspects of the allegations.

The respondent shall be given the opportunity to address the allegations and evidence presented at the interviews. Complete summaries of these interviews should be prepared, provided to the interviewed party for comment or revision, and included in the investigatory file. The Committee of Investigation may request the involvement of outside experts. The Investigation must be sufficiently thorough to permit the Committee of Investigation to reach a firm conclusion about the validity of the allegations and the scope of the wrongdoing or to be sure that further investigation will be unlikely to alter an inconclusive result. In the course of an Investigation, additional information may emerge that may justify broadening the scope of the Investigation beyond the initial allegation. Should this occur, the Respondent is to be informed, by the RIO, after consultation with the Vice President for Research, in writing of any significant new directions in the Investigation.

- (h) All individuals involved in the Investigation are obligated to cooperate in a timely fashion by producing any additional data requested for the Investigation.
- (i) The proceedings of the Committee of Investigation are confidential and will be closed. A tape recording of proceedings may be made at the discretion of the chair of the Committee of Investigation.
- (j) The review by the Committee of Investigation should be completed and a written report filed within 120 University business days of written notification to the Respondent that an Investigation was being initiated. If the Committee of Investigation determines that this deadline cannot be met, the Committee shall request an extension from the RIO. The request must include a report of progress to date, an explanation of why an extension is needed, and the anticipated completion date. The RIO will

review the report and present his/her recommendations and the written request to the Vice President for Research for determination. If the extension is granted, the RIO shall inform all individuals with a need to know.

- (k) Any significant developments during the formal Investigation will be reported by the RIO to the Vice President for Research, the research sponsor, the NIH Office of Research Integrity, if appropriate, and others as needed.
- (l) Upon completion of the Investigation, the Committee of Investigation shall deliberate and prepare its findings and recommendations. The Committee of Investigation shall submit to the RIO a full written report which details the Committee of Investigation's findings and recommendations and the documentation to substantiate the findings.

The Committee of Investigation's draft written report must include the following information:

- Nature and specifics of the allegations included in the charge to the Committee
- Grant support (in particular, PHS support to include grant numbers, applications, related contracts and publications listing support), pending grant proposals that may be impacted by scholarly misconduct actions, and manuscripts and submitted manuscripts that may be impacted by scholarly misconduct
- List of research evidence secured along with identification and summary of that which was reviewed
- Statement of finding for each individual allegation that includes the type of misconduct (falsification, fabrication, plagiarism, etc.), and whether it was intentional, knowing, or done in reckless disregard; summarized supportive facts and analyses, including the merits or reasonable Respondent explanations; individual(s) responsible for the misconduct; PHS and non-PHS support including past, current, and pending applications, and whether correction or retraction of any publications, including submitted manuscripts, is needed
- Names and positions of the Committee members and any experts who were interviewed
- Name and position of each Respondent
- Reasons for extension of the Investigation beyond 120 days, if applicable
- Recommended University actions

The RIO and Legal Counsel will review the draft report solely to ensure the report includes all elements required by this policy. The Committee will make modifications if necessary and appropriate. This draft report shall be sent by the RIO to the Respondent and Complainant, if appropriate, along with a copy of or supervised access to the evidence on which the report is based. The Respondent and Complainant, if appropriate, shall be given 20 University business days to comment in writing on the allegations, evidence, findings, and recommendations of the Committee of Investigation. A copy of these comments must be attached to the final report.

- (m) The RIO will transmit the final report, including the Respondent's comments, to the Senior Vice President and Provost and the Vice President for Research. The Senior Vice President and Provost shall then make the decision based on the findings and recommendations, and, if applicable, impose sanctions. The Senior Vice President and Provost will consider the comments by the Respondent and Complainant, if any, before making his/her decision. If the Senior Vice President and Provost's determinations differ from those in the Investigation report, the Senior Vice President and Provost will document in writing the basis of his/her decision and will attach the documentation to the Investigation report. The Senior Vice President and Provost may also return the report to the Investigation Committee with a request for further fact-finding and analysis.
- (n) The Senior Vice President and Provost shall inform the Respondent in writing of the final determination and any sanctions, as well as the appeal process. If the sanctions involve the recommendation for termination of employment or abrogation of tenure, the Senior Vice President and Provost will comply with the University termination or abrogation procedures.
- (o) When appropriate, the RIO will submit the final report of the Investigation to the Director of the NIH Office of Research Integrity and the funding agency. In cases involving a recommendation for severe sanctions, the notification will state, "These sanctions are being recommended and, following University policy, appropriate procedures to appeal the case may be initiated by the Respondent."

(c)(6) **Termination of Inquiry or Investigation**

If PHS support is involved and if the University plans to terminate an Inquiry or Investigation for any reason, other than 1) closure after the Inquiry because an investigation is not warranted or 2) a finding of no misconduct in the Investigation, the RIO must notify the Office of Research Integrity in advance for consultation and advice. Examples of reasons that could result in termination of the Inquiry or Investigation process include, but are not limited to, admission of guilt by the Respondent.

(c)(7) **Resolution**

(a) **Finding of absence of scholarly misconduct.** The RIO is responsible for the following actions. All research sponsors and others initially informed of the Investigation shall be informed in writing that allegations of misconduct were not supported. If the allegations are deemed to have not been made in good faith, appropriate disciplinary action should be taken against the individuals making the allegation. If the allegations, however incorrect, are deemed to have been made in good faith, no disciplinary measures are indicated and an effort should be made to prevent retaliatory actions. In publicizing the findings of no misconduct, the University should be guided by whether public announcements will be harmful or beneficial in restoring any reputations that may have been affected. Usually, such decisions should rest with the person who was wrongfully accused. Diligent efforts, as appropriate, should be undertaken to restore the reputations of persons alleged to have engaged in misconduct when allegations are not confirmed and to protect the positions and reputations of those persons who, in good faith, made allegations.

(b) **Findings of scholarly misconduct.** The RIO is responsible for notification of all federal agencies, sponsors, or other entities initially informed of the Investigation of the finding of scholarly misconduct. The University should take action appropriate for the seriousness of the misconduct, including, but not limited to, the following:

- 1) **Notification:** Consideration should be given to formal notification of the following, among other appropriate entities:
  - Sponsoring agencies, funding sources
  - Co-authors, co-investigators, collaborators
  - Department, School, or University
  - Editors in journals in which fraudulent research was published
  - Editors of other journals or publications, other institutions, other sponsoring agencies, and funding sources with which the individual has been affiliated
  - State professional licensing boards
  - Professional societies
- 2) **Institutional Disciplinary Action,** including, but not limited to, the following:
  - Removal from particular project
  - Special monitoring of future work
  - Letter of reprimand
  - Probation for a specified period, with conditions specified
  - Suspension of identified duties or privileges for a specified period, with or without salary
  - Termination of employment/Abrogation of Tenure

(c)(8) **Appeal**

Individuals may appeal the finding of the Committee of Investigation and/or the sanction. A written statement of the grounds for the appeal must be submitted to the President within thirty University business days of written notification of the results of the Investigation. Grounds for appeal include new previously unconsidered evidence that was not available earlier, sanctions not in keeping with the findings, conflict of interest not previously known among those involved in the Investigation, or lapses in due processes. Upon receipt of a written appeal, the President

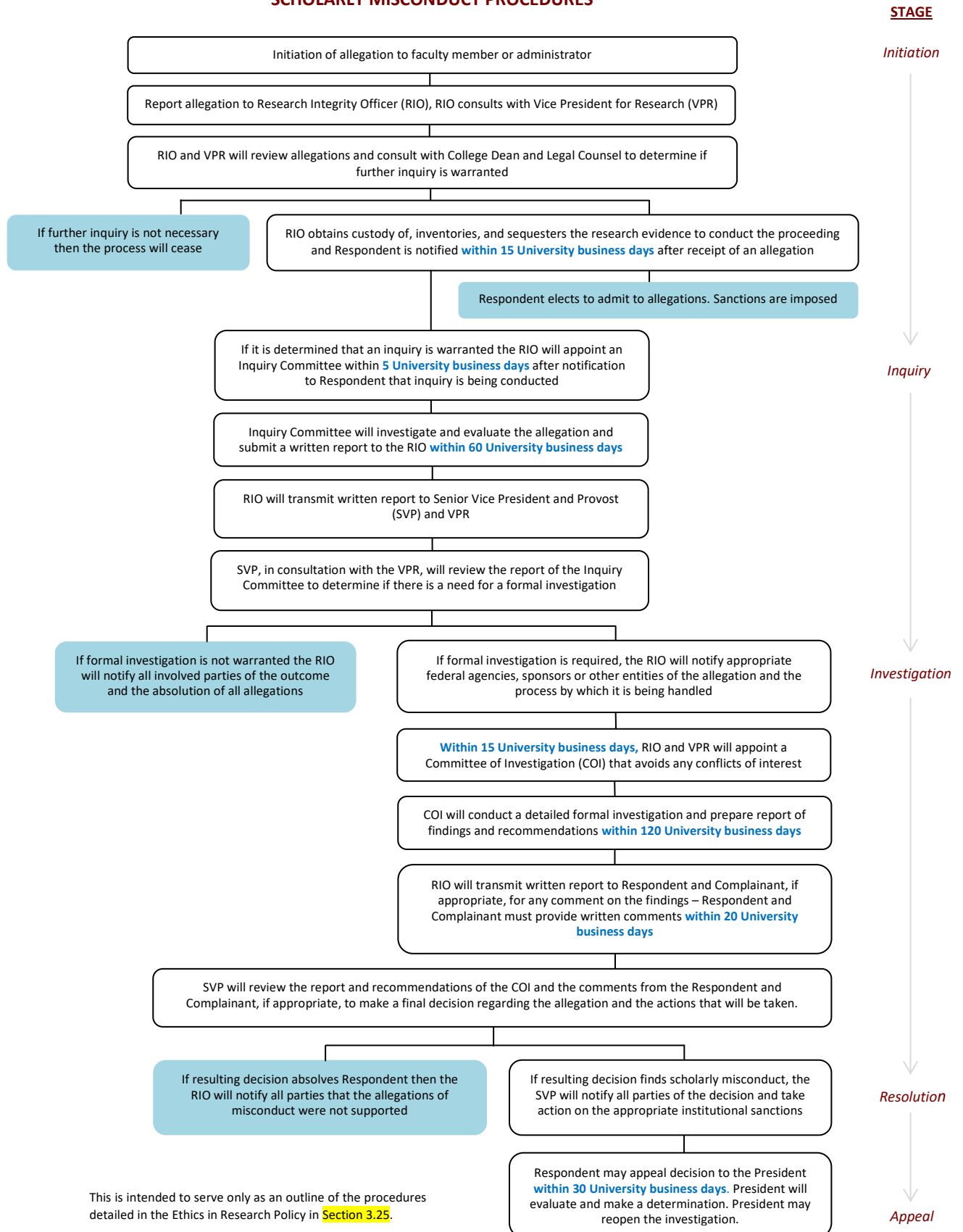
will evaluate the evidence and make a determination. At the President's discretion, the Investigation may be reopened. The President's decision will be binding on all parties and will be conveyed to all involved in a timely fashion. In case of termination of employment or abrogation of tenure, the decision may be appealed, according to University policies.

(Regents, 6-25-97, 6-25-08, 12-7-12, 9-14-17)



**EXHIBIT F**

**SCHOLARLY MISCONDUCT PROCEDURES**



## 5. GENERAL POLICIES AND SERVICES

### 5.1 EQUAL OPPORTUNITY

This University, in compliance with all applicable Federal and State laws and regulations, does not discriminate on the basis of race, color, national origin, sex, sexual orientation, genetic information, gender identity, gender expression, age (40 or older), religion, disability, political beliefs, or status as a veteran in any of its policies, practices, or procedures. This includes but is not limited to admissions, employment, housing, financial aid, housing, services in educational programs or activities, or health care services that the University operates or provides.

(Regents, 3-24-70, amended 4-8-76, revised 7-12-77, amended 12-10-81, 1-27-93, 1-27-04, 9-19-11, 6-24-15, 3-8-17)

### 5.2 SEXUAL MISCONDUCT, DISCRIMINATION AND HARASSMENT POLICY, AND CONSENSUAL SEXUAL RELATIONSHIPS POLICIES

These policies, in their entirety, and the associated complaint and grievance procedures are contained in **Appendices H, I, and J**.

### 5.3 REASONABLE ACCOMMODATION POLICY

The University of Oklahoma will reasonably accommodate otherwise qualified individuals with a disability unless such accommodation would pose an undue hardship; would result in a fundamental alteration in the nature of the service, program, or activity, or would result in undue financial or administrative burdens. The term “reasonable accommodation” is used in its general sense in this policy to apply to employees, students, and visitors.

Reasonable accommodation may include, but is not limited to:

- 1) Making existing facilities readily accessible and usable by individuals with disabilities.
- 2) Job restructuring.
- 3) Part-time or modified work schedules.
- 4) Reassignment to a vacant position if qualified.
- 5) Acquisition or modification of equipment or devices.
- 6) Adjustment or modification of examinations, training materials, or policies.
- 7) Providing qualified readers or interpreters.
- 8) Modifying policies, practices, and procedures.

The Disability Resource Center ([www.ou.edu/drc/home.html](http://www.ou.edu/drc/home.html)), unless otherwise provided, is the central point-of-contact to receive all student requests for reasonable accommodation and to receive all documentation required to determine disability status under law. This center will then make a recommendation on accommodation to the appropriate administrative unit.

The student must self-identify as an individual with a disability and provide appropriate diagnostic information to the Disability Resource Center that substantiates the disability. All diagnostic information is confidential; therefore, memos can be sent only at the student's request.

Reasonable accommodation with respect to employment matters should be coordinated with the Office of Human Resources. Reasonable accommodation with respect to academic matters, including but not limited to faculty employment, should be referred to the Office of the Senior Vice President and Provost while all other issues of reasonable accommodation should be referred to the Office of the Vice President for Administration and Finance.

Individuals who have complaints alleging discrimination based upon a disability may file them with the University's Equal Opportunity Officer in accordance with prevailing University discrimination grievance procedures.

(President, 2-16-93, Regents, 6-1-12)

### 5.4 LOYALTY OATH

Oklahoma State Statute 51 O.S., Section 36.1, 36.4, requires that each new employee must sign a Loyalty Oath and have it notarized as part of her or his personnel file. This requirement extends to all employees and officials of the

State of Oklahoma and must be satisfied before an individual can be placed on the state payroll. The Loyalty Oath remains valid as long as the employee is working for the University.

(President, 7-1-86, Regents, 6-1-12)

## 5.5 NEPOTISM

Except as prohibited by the laws of the State of Oklahoma, relationship by consanguinity (blood) or affinity (marriage) shall not, in itself, be a bar to appointment, employment, or advancement at The University or, in the case of faculty members, to eligibility for tenure. The University recognizes, however, that there is an inherent conflict of interest when an employee makes hiring, promotion, or salary decisions about a family member, although there may be extremely rare circumstances when the potential benefit to the University in having an employee supervise a family member outweighs the potential harm.

Therefore, no two persons who are related by consanguinity or affinity within the third degree shall be given positions in which either one is directly responsible for making recommendations regarding employment, promotion, salary, or tenure for the other; nor shall either of two persons so related who hold positions in the same budgetary unit be appointed to an executive or administrative position in that unit or to a position involving administrative responsibility over it, as long as the other person remains in the unit, without first receiving a waiver that has been recommended by the Senior Vice President and Provost or the appropriate vice president and approved by the Board of Regents.

In recommending the waiver, the Senior Vice President and Provost or the appropriate vice president must make a written statement of the facts that have led him/her to conclude that the benefit to the University in granting the waiver outweighs the potential harm. In addition, the Senior Vice President and Provost or the appropriate vice president must propose in writing a means by which a qualified, objective person, unrelated to the employee at issue, shall make performance evaluations and recommendations for compensation, promotion, and awards for that employee and state in writing how that means will avoid the conflict of interest. The statement and proposal for supervision shall be made part of the Board of Regents agenda item.

Further, a salary increase above the average increase granted to all University employees in similar positions will not be granted to an employee who has been granted a waiver under this policy unless it has been approved by the applicable Senior Vice President and Provost or appropriate vice president and the President. In the case where this policy is made applicable by a related party being elected to Committee A of an academic unit, approval of the Board of Regents is not required; however, all other provisions of this policy will continue to apply.

It is the responsibility of the head of the budget unit to seek a waiver before offering employment to any person whose employment without a waiver would violate this policy, and the willful failure to follow this policy may result in disciplinary action against the head of the budget unit. Notwithstanding any other provision of this policy, a conditional hire, prior to approval of the Board of Regents, may be made pursuant to this policy if deemed necessary for legitimate academic or business reasons and if justified in writing by the appropriate vice president. At the next regular meeting of the Board of Regents, the written justification and the conditional hire will be considered by the Board of Regents.

Relatives within the third degree of relationship to an employee by consanguinity or affinity include the following: spouse, parent, parent of spouse, grandparent; grandparent of spouse, great-grandparent, great grandparent of spouse, uncle or aunt, uncle or aunt of spouse, brother or sister, brother or sister of spouse, son or daughter, son-in-law or daughter-in-law, grandson or granddaughter, grandson's or granddaughter's spouse, great grandson or great granddaughter; and great grandson's or great granddaughter's spouse, niece or nephew; niece's or nephew's spouses; first or second cousin; first or second cousin's spouse. For purposes of this policy, step and half relatives are considered to be related by affinity.

(Regents, 4-8-71, 10-17-90, 2-20-92, 12-3-02, 1-27-04)

## 5.6 ACCESS TO PERSONNEL FILE POLICY

### (a) Introduction

For the purpose of making employment decisions, the University maintains individually identifiable personnel files on persons who have been or who are its employees. This policy is intended to provide guidelines for access to those

records in order to promote an informed public while maintaining the security of personnel records necessary to protect the privacy of University employees and the interests of the University in fulfilling its constitutional functions.

Access to appropriate records shall be in accordance with the provisions of this policy and the University's Open Records Policy (see [Appendix K](#)).

**(b) Contents**

Those responsible for the custody of personnel files shall determine information to be placed in the files. Only such information as is germane to the person's employment with the institution shall be retained in these files. Examples of this type of information are:

- 1) Information pertaining to bona fide occupational qualifications
- 2) Service on University committees, councils, and task forces
- 3) Summaries of pre-employment recommendations and merit, tenure, and promotion recommendations
- 4) Performance and discipline matters
- 5) Personnel actions, such as appointments, change of status, tenure, and promotion
- 6) Awards, elected offices, service to outside organizations, and professional associations

Individuals may ask that materials relevant to their employment be included in their personnel file by written request to Human Resources, to the Vice President for University Governance and Secretary of the University, or to the Senior Vice President and Provost, as appropriate.

**(c) Confidentiality**

The following personnel records shall be deemed confidential and may be withheld from public access:

- 1) Those which relate to internal personnel investigations including, examination and selection material for employment, hiring, appointment, promotion, demotion, discipline, or resignation;
- 2) Those where disclosure would constitute a clearly unwarranted invasion of personal privacy, such as employee evaluations, medical documentation, payroll deductions, and employment applications submitted by persons not hired by the University;
- 3) Those which are specifically required by law or University policy to be kept confidential

**(d) Access**

Personnel files shall be made available to individuals to review in accordance with the following guidelines, provided that the files may be inspected by persons so entitled only under the supervision of the custodian or his/her designee in the administrative office where they are maintained.

- 1) With the exception of information/records excepted or excluded elsewhere in this policy, personnel files shall be made available for public inspection, copying, and/or mechanical reproduction in accordance with procedures established under this policy, the University's Open Records Policy (see [Appendix K](#)), or as otherwise provided by law such as by court order or subpoena. Requests for personnel files must be made through the University's Open Records Officer. Examples of available information include, without limitation:
  - (a) An employment application of a person who becomes a public official;
  - (b) The gross receipts of public funds;

- (c) The dates of employment, title, or position;
  - (d) Any final disciplinary action resulting in loss of pay, suspension, demotion of position, or termination.
- 2) Supervisors or administrators shall have access to the personnel files of persons employed or being considered for employment in their areas of responsibility, on a need-to-know basis, and shall have authority to share the information with others responsible for personnel recommendations and/or decisions; further, other institutional officers or employees showing a legitimate need for the information shall be permitted such access.
  - 3) Except as may otherwise be made confidential by statute, an employee (or his/her designee as authorized in writing and signed by the consenting employee) shall have a right of access to his/her own personnel file, provided:
    - (a) The individual wishing to inspect his/her personnel file should submit a written request for inspection to the custodian of the file; and,
    - (b) The individual does not remove or add any records to his/her personnel file at the time of inspection.

(e) **Correction of Records**

An employee may dispute the accuracy of any material included in his/her personnel file. Such questions should be directed to the custodian of the file in writing. If the questions are not resolved by mutual agreement, the employee may initiate a formal challenge through the employment dispute resolution or discrimination complaint procedures as outlined elsewhere in University policy.

(President, 3-17-86; Revised 9-4-92, 6-1-12)

## 5.7 EMPLOYEE ASSISTANCE PROGRAM

The University recognizes that it is in the best interests of both the University and its employees to provide assistance for employees in dealing with personal problems that may adversely affect their job performance. For this reason, the University has established an Employee Assistance Program.

The purpose of the Employee Assistance Program is to provide: (1) immediate assistance to employees with personal problems, including alcohol and drug abuse, which affect their work or job performance; (2) job security and advancement opportunities for those who take advantage of this program; will in no way be jeopardized due solely to their participation in the program; (3) complete confidentiality—all records involving services provided by the Employee Assistance Program shall be treated as confidential medical records and shall be maintained separately from personnel records; (4) employees who exhibit job performance problems the opportunity to seek assistance voluntarily through the Employee Assistance Program; (5) the supervisor's discretion in referring an employee when there is evidence of work deterioration that has been documented by the supervisor.

In addition while the employee has the right to decide whether or not to use the Employee Assistance Program or to follow any of its recommendations, if personal problems continue to adversely affect work performance, established University employment policies will be followed in handling the situation. There will be no cost to the employee for the evaluation and assessment services of the Employee Assistance Program. Employees will be responsible for cost incurred in undertaking recommended treatment.

Information about the Employee Assistance Program is available through the Human Resources website at: <http://healthysooners.ouhsc.edu/programs/eap.aspx>.

## 5.8 HEALTH AND SAFETY POLICY – UNIVERSITY OF OKLAHOMA

The University is committed to providing a safe and healthy environment for the entire University community and to complying with all applicable federal and state laws and regulations pertaining to occupational and environmental

safety. Academic and administrative personnel with supervisory and teaching roles must ensure that procedures are developed and followed which are designed to prevent injury, protect the assets of the University, and protect the environment. It is the responsibility of all University faculty, staff, and students to follow safe working practices, obey health and safety rules and regulations, and work in a way that protects their health and that of others and does no harm to the environment.

The OUHSC/OU-Tulsa Comprehensive Safety and Health Policy states, "The University of Oklahoma Health Sciences Center (OUHSC) and the University of Oklahoma-Tulsa (OU-Tulsa) recognize their responsibilities to provide their employees with a safe and healthful working environment. In order to achieve this goal, OUHSC/OU-Tulsa shall endeavor to provide adequate and appropriate training and resources to prevent occupational injuries and illnesses, and to encourage all OUHSC/OU-Tulsa employees to make health and safety an integral part of their daily activities. Implementation of this policy shall be accomplished through the OUHSC/OU-Tulsa *Comprehensive Safety and Health Program*, which may be found at [www.ouhsc.edu/ehso](http://www.ouhsc.edu/ehso).

(Senior Vice President and Provost, 12-21-95, 3-19-96, 11-99)

### 5.9 COMMUNICABLE DISEASE POLICY

The purpose of this policy is to inform faculty, staff, and students about how the University of Oklahoma will respond to faculty, staff, and students with a communicable disease. The University wishes to provide an environment free of hazards and will take reasonable precautions to protect faculty, staff, and students from individuals who are known to have communicable diseases.

Information on the communicable disease policy can be obtained from Human Resources on the Norman campus and in the *OUHSC/OU-Tulsa Infectious Diseases Policy* on the Environmental Health and Safety Office policy and programs website (<http://www.ouhsc.edu/ehso/>).

(President, 1-21-91, edited 12-3-02)

### 5.10 TOBACCO-FREE POLICY

The Board of Regents has established a Tobacco Free Policy consistent with Governor Fallin's Executive Orders 2012-01 and 2013-43. All properties and facilities of the University of Oklahoma, regardless of campus or location, are tobacco, electronic cigarette and vaping device-free.

#### Purpose

The purpose of this policy is to foster a healthier environment for students, faculty, staff, patients and visitors on the University of Oklahoma campuses by minimizing tobacco use, which is the leading cause of death in Oklahoma and the United States. The policy is designed to prevent or reduce exposure of individuals to secondhand smoke, and to help reduce tobacco use among OU students and employees. The policy is not intended to be judgmental of individual lifestyle choice or to be punitive towards any individual or group.

This policy is subject to all applicable laws, regulations and recognized exceptions contained therein, including without restriction, an exception allowing tobacco use for religious or ceremonial purposes.

#### Policy

The use of all tobacco products including but not limited to cigarettes, cigars, pipes, and smokeless tobacco, electronic cigarettes and vaping devices is strictly prohibited anywhere on University grounds or campuses.

- 1) The use of tobacco products, electronic cigarettes and vaping devices is prohibited in any buildings or portion thereof owned, leased, or operated by the University, including, without restriction, University housing/apartments, athletic facilities, within any University parking structure, in any vehicle owned or leased by the University, or on University grounds or campuses, including but not limited to public and non-public areas, offices, restrooms, stairwells, driveways, sidewalks, etc.
- 2) This policy applies to all persons on University grounds or campuses, including but not limited to students, faculty, staff, contracted personnel, vendors, patients and all visitors to a University campus.

The policy applies to all University events, including without restriction, football games at the Gaylord Family Oklahoma Memorial Stadium.

- 3) The sale of tobacco products, electronic cigarettes and vaping devices on University property is prohibited.

#### **Communication of Policy**

- 1) Appropriate Signage shall be posted strategically throughout the campus and in University facilities and vehicles as a reminder of the policy.
- 2) The respective Office of the Senior Vice President and Provost will ensure that University faculty employment announcements and information provided to new faculty recruits and employees contain information about the tobacco, electronic cigarette and vaping device-free environment.
- 3) Human Resources will ensure that University staff employment applications, both hard copy and online versions, contain information about the tobacco, electronic cigarette and vaping device-free environment, and that new employees receive information about the tobacco, electronic cigarette and vaping device-free policy during the new employee orientation.
- 4) The Office of the Vice President for Student Affairs will ensure that University communications and information provided to prospective students and to new students includes information about the tobacco, electronic cigarette and vaping device-free environment.

The full text of this policy shall be available in the Norman, Health Sciences Center and Tulsa campuses' faculty and staff handbooks, and on their respective campus websites.

#### **Compliance and Enforcement**

Compliance with this policy by all students, employees and visitors to the campuses is expected based upon our commitment to a healthy environment on the campuses and our responsibility to protect individuals from the adverse health effects of exposure to second-hand smoke. This depends on the consideration and cooperation of both users and non-users of tobacco, electronic cigarettes and/or vaping devices. All members of the University community share the responsibility of adhering to and enforcing the policy and have the responsibility for communicating the policy to visitors in a courteous and considerate manner. Any complaints should be brought to the attention of the appropriate University administrative personnel.

Non-compliance with this policy will be handled in the same manner as any other policy violation and is subject to the disciplinary process.

After receiving an initial warning and reminder of the policy, repeated violations of the policy will be subject to fines of Ten Dollars (\$10.00) for the second violation of the policy, and Fifty Dollars (\$50.00) for the third and subsequent violations. An appeals process will be used similar to that used for appeals of parking fines.

(President, 6-1-93; Revised 12-6-04, Regents 6-23-05, Amended 10-25-12, 1-28-14)

#### **Employee and Student Assistance for Smoking Cessation**

The OUHSC administration is committed to encouraging and providing helpful support to any student or employee who wishes to quit smoking by facilitating access to recommended smoking cessation programs and materials. Information about smoking cessation opportunities at the Oklahoma Health Center can be found at <http://healthysooners.ouhsc.edu/>.

The Oklahoma Tobacco Helpline can be accessed, toll free, at 1-800-748-8669 or, <http://www.ok.gov/tset/Programs/Helpline.html>

**5.11 POLICY ON PREVENTION OF ALCOHOL ABUSE AND DRUG USE ON CAMPUS AND IN THE WORKPLACE**

The University of Oklahoma recognizes its responsibility as an educational and public service institution to promote a healthy and productive environment. This responsibility demands implementation of programs and services facilitating that effort. The University is committed to a program to prevent the abuse of alcohol and the illegal use of drugs and alcohol by its employees who may also as students be subject to applicable disciplinary policies and procedures for their respective campuses. This policy is based on the Oklahoma Standards for Workplace Drug and Alcohol Testing Act, 40, Okla. Statutes §§551 et seq., the Drug Free Workplace Act of 1988 (P.L.100-690, Title V, Subtitle D), the Drug Free Schools and Communities Act Amendments of 1989 (P.L.101-226), Prevention of Alcohol Misuse and Prohibited Drug Use in Transit Operations 49 CFR Part 655, the Federal Omnibus Transportation Employee Testing Act of 1991, and Department of Transportation rules (49 CFR part 40). The University program includes this policy, which prohibits illegal use of drugs and alcohol in the workplace, on University property, or as part of any University-sponsored activities. In order to meet these responsibilities, University policy requires all employees to abide by the terms of this policy as a condition of initial and continued employment. The University:

- 1) Recognizes that the illegal use of drugs and alcohol is in direct violation of local, state, and federal laws as well as University policies included in this policy, the staff and faculty handbooks, and applicable disciplinary policies and procedures for each respective campus. University policy strictly prohibits the illegal use, possession, manufacture, dispensing, or distribution of alcohol, drugs, or controlled substances in the workplace, on its premises, or as a part of any University-sponsored activities.
- 2) Considers a violation of this policy to be a major offense, which can result in a requirement for satisfactory participation in a drug or alcohol rehabilitation program, referral for criminal prosecution, and/or immediate disciplinary action up to and including termination of employment and suspension or expulsion from the University. A criminal conviction is not required for sanctions to be imposed upon an employee for violations of this policy.
- 3) Recognizes that violations of applicable local, state, and federal laws may subject an employee to a variety of legal sanctions including but not limited to fines, incarceration, imprisonment, and/or community service requirements. Convictions become a part of an individual's criminal record and may prohibit certain career and professional opportunities. A current listing of applicable local, state, and federal sanctions can be obtained through Human Resources.
- 4) Requires an employee to notify his or her supervisor in writing of a criminal conviction for drug- or alcohol-related offenses occurring in the workplace no later than five calendar days following the conviction.
- 5) Provides access to the University's Employee Assistance Programs for counseling and training programs that inform employees about the dangers of drug and alcohol abuse. Voluntary participation in or referral to these services is strictly confidential. More information is available on the Human Resources website at [www.hr.ou.edu](http://www.hr.ou.edu).
- 6) Forbids an employee from performing safety-sensitive (as defined by applicable federal and/or state laws, including the Code of Federal Regulations Title 49 Vol.6, Part 655) functions while a prohibited drug is in his or her system.
- 7) Mandates pre-employment drug testing of employees who will be performing safety-sensitive functions, and drug testing of such employees when there is reasonable cause, after an accident, on a random basis and before returning to duty after refusing to take a drug test or after not passing a drug test. (Safety-sensitive functions are defined pursuant to applicable federal and state law. Further information regarding safety-sensitive functions and related positions is available for review in Human Resources.) Specific policies and procedures are available from departments with safety-sensitive positions.
- 8) Provides for annual distribution of this policy to all staff and faculty.



Health risks generally associated with alcohol and drug abuse can result in but are not limited to a lowered immune system, damage to critical nerve cells, physical dependency, lung damage, heart problems, liver disease, physical and mental depression, increased infection, irreversible memory loss, personality changes, and thought disorders.

The University's Employee Assistance Programs are responsible for informing employees about the dangers of drug and alcohol abuse and the availability of counseling and rehabilitation programs. The appropriate provost or executive officer is responsible for notifying federal funding agencies within ten calendar days when an employee is convicted of a drug-related crime that occurred in the workplace. This policy is subject to the dispute resolution procedure as stated in the staff and faculty handbooks and applicable disciplinary policies and procedures for each campus.

(Regents, 4-6-89, 9-5-90, 12-6-04, 6-23-04, 6-1-12)

## 5.12 POLICY FOR WORKPLACE THREATS AND VIOLENCE

The University of Oklahoma is committed to providing a safe and healthy workplace for all employees and a safe and prosperous educational experience for its students in accordance with applicable federal, state, and local laws. The University is also committed to providing a professional work environment that promotes dignified and respectful treatment of all. This policy applies to the conduct of any person on University premises or at University-sponsored events, including faculty members, students, staff members, visitors, or contractors while on University-owned or controlled property or while engaged in University business. The University has a zero-tolerance policy for workplace threats and/or violence in any form as described below. The University prohibits acts of workplace violence that include threats, intimidation, physical attacks, stalking, or property damage and violent behavior.

### Definitions

**Threats** – A threat is the expression of intent to cause physical or mental harm. Such an expression constitutes a threat without regard to whether the person communicating the threat has the ability to carry it out, and without regard to whether the threat is made on a present, conditional, or future basis. In determining whether the conduct constitutes a threat, including whether the action caused a reasonable apprehension of harm, the University will consider the totality of the circumstances from the perspective of a reasonable person in the situation. Threats come in many forms, including, but not limited to, oral and written threats, or threats communicated through conventional mail, electronic messaging, digital imaging, photography, fax, or telephone, and may be direct or implied.

**Physical Attack** – A physical attack is, without limitation, unwanted or hostile physical contact such as hitting, pushing, kicking, shoving, tripping, poking, biting, spitting, throwing of objects, or fighting.

**Intimidation** – Intimidation includes but is not limited to stalking, bullying, or engaging in verbal, written, expressive, or physical actions that intentionally or recklessly frighten or coerce an individual, or that would be viewed by a reasonable person as such. Stalking includes, without limitation: willfully, maliciously, and repeatedly following or harassing another person in a manner that would cause a reasonable person or a member of the immediate family of that person to feel frightened, intimidated, threatened, harassed, or molested; and actually causing the person being followed or harassed to feel terrorized, frightened, intimidated, threatened, harassed, or molested. In the context of stalking, harassment may occur when an individual demonstrates a pattern or course of conduct directed towards another individual that includes repeated or continuing uninvited contact, e.g., contact after the individual has clearly communicated that contact is unwanted. Unwanted contact includes: (1) following or appearing within the sight of that individual in a manner that would lead a reasonable person to believe he or she were being followed or watched by that individual;(2) approaching or confronting that individual in a public place for a non-business-related purpose or on private property; (3) appearing at that individual's workplace and/or work space for a non-business-related purpose; (4) appearing at the residence of that individual; (5) contacting that individual by telephone for a non-business-related purpose;(6) sending mail or electronic communications to that individual for a non-business-related purpose; (7) placing a non-business-related object on, or delivering an object to, that individual's workplace and/or workspace; (8) placing an object on or delivering an object to the individual's residence.

**Property Damage** – Property damage is intentional damage to or destruction to or destruction of property owned by the University or its students, employees, contractors, vendors, or visitors.

**Violent Behavior** – Violent behavior includes any behavior, whether intentional or reckless, which results in bodily injury to another person and/or damage to property, and can include, but is not limited to: (1) injuring another person

physically, including slapping, hitting, punching, pushing, poking or kicking; or physical gestures or actions which would be viewed by a reasonable person as threats to inflict physical harm; (2) engaging in behavior that creates a reasonable fear of injury in another person; (3) brandishing or using a weapon or other destructive devices or an object that reasonably appears to be a weapon, and where not otherwise allowed by law, possessing a weapon while on University premises or engaged in University business; (4) damaging property intentionally or recklessly; (5) threatening to injure an individual or damage property verbally, in the form of digital photography, or in written or electronic form; (6) committing acts motivated by or related to domestic violence or sexual harassment; (7) stalking, as defined above.

#### **Guidelines for Reporting Violent Situations**

The University encourages all employees to be alert to the possibility of violence on the part of current and former employees, current and former students, vendors, and visitors to the University. Supervisors are responsible to respond promptly, effectively, and in a manner consistent with University procedures when notified of an alleged incident of workplace violence, or when they observe workplace violence.

A person who believes that he or she has been the target of workplace violence or observes workplace violence must immediately report the alleged incident to his or her supervisor or manager, Human Resources, the University Police Department, and/or the city-of- residence police department. In emergency situations, the Police Department should be called immediately by dialing 911. The University also provides an Emergency Communication System for reporting activity that appears to be an immediate threat to an individual by calling any of the following numbers: on the Norman campus (405) 325-1911; on the Health Sciences campus (405) 271-4911; or on the Tulsa campus (918) 660-3333. The University prohibits retaliation against or harassment of individuals who act in good faith by reporting real or perceived violent behavior or violations of this policy.

All employees who commit violent acts or who otherwise violate this policy are subject to disciplinary action, up to and including termination of employment, for unacceptable personal conduct, and may also be subject to criminal prosecution. The University prohibits employees from making deliberately false or misleading reports of violence or threats of violence under this policy, and employees who make such reports will be subject to disciplinary action, up to and including termination of employment.

Other individuals who engage in acts of workplace violence as described above may be subject to different disciplinary action applicable to them through the Faculty Handbook, applicable disciplinary policies and procedures for each respective campus, University policy, and state or federal law.

(Regents, 6-1-12)

#### **5.13 REMOVAL OF INDIVIDUALS NOT AFFILIATED WITH THE UNIVERSITY FROM UNIVERSITY PREMISES**

There are times when a university must ask individuals not associated with it to leave its premises for a variety of reasons. This does not include individuals lawfully on the university's premises, nor will the removal of individuals violate their constitutional or statutory rights. The statute allowing a university to seek the removal of such individuals was recently amended. Oklahoma Statute Title 21, Section 1376. The statute indicates that any individual who is not a faculty member, staff member, or student of a university may be required to leave the university's premises if the individual: (a) interferes with the peaceful conduct of university activities; (b) commits an act which interferes with the peaceful conduct of the university's activities; or (c) enters the university for the purpose of committing an act that may interfere with the peaceful conduct of university activities. Written notification to the individual of the available appeals and hearing procedures must be provided.

The Notice of Vacate citation complies with the recently amended statute by providing the individual with notice of the University's hearing and appeal procedures. The citation is designed to be issued by individuals unaffiliated with the respective campus by the Board of Regents through the University of Oklahoma Police Department, campus security or other law enforcement entities if the individual has "interfered with the peaceful conduct" of university activities. The appeals process permits the individual receiving a citation from the University to leave the premises with the right to appeal such order to the President or his designated officer within ten days of its receipt. The President or his officer then has 15 days within which to overturn the citation. If it is decided that the citation stands, there is no further avenue of appeal for the cited individual. The citation may be periodically amended to reflect the appropriate designated officer to which the individual must direct his or her appeal.

Neither the amended appeals procedures for use by the University nor the citation alter, modify, or decrease any rights or appeals processes for faculty, staff, or students who are removed from the University's premises.

#### 5.14 UNIVERSITY OF OKLAHOMA FIREARMS POLICY

Firearms and munitions of all types, as well as other weapons as identified in 21 O.S. 1277, are prohibited on all property owned, leased, or occupied by the Board of Regents at all times except as specifically authorized by law and/or University policy. Please refer to the Board of Regents *Policy Manual* for additional details.

(Regents, 4-25-96, 3-29-00, 1-27-04, 6-23-04, 3-9-16, 9-11-19)

#### 5.15 PRIVATE FUND RAISING

The President and University Advancement are responsible to the Board of Regents for all private fund raising for the University. This policy applies to all elements of the University and is designed to assist the President and University Advancement in coordinating and directing this very important function in the operation of the University. Given the variable nature inherent in privately raised funds, the President, Deans and/or Directors, shall not commit funds for future years beyond what is already raised.

(Regents 9-2-76, 12-2-03, 9-11-19)

All cash gifts received by University departments and designated for the University of Oklahoma Foundation, Inc., or the University of Oklahoma Regents Funds, should be immediately forwarded to the Office of Alumni and Development for appropriate deposit into the OU Foundation or the OU Regents Fund approved account(s). All non-cash gifts (bonds, stocks, titles to property, etc.) or inquiries of such, should be forwarded to the Office of Alumni and Development for appropriate facilitation.

##### 5.15.1 Health Sciences Center Office of University Advancement

The HSC Office of University Advancement is responsible for the cultivation, solicitation, and stewardship of major gifts by individuals, corporations, and foundations. Additionally, the office is responsible for the implementation of all special fund raising activities, including annual campaign solicitations and President's Associates solicitations. The office also assists in the facilitation of the annual Campus Campaign. The Office of University Advancement is the responsibility of the Vice President for University Advancement and the Health Sciences Center Assistant Vice President of the Office of University Advancement. All HSC faculty and/or other designated staff must have authorization from the HSC Office of University Advancement in conjunction with the Vice President for University Advancement and the Assistant Vice President to raise private funds.

##### 5.15.2 University of Oklahoma Foundation, Inc.

The University of Oklahoma Foundation, Inc., was organized in 1944 as a trust and incorporated in 1955.

Gifts to the Foundation may be in the form of cash, securities, leases, royalties, literary and artistic collections, and real or personal property. Gifts may be made for a specific purpose or may be unrestricted. The Foundation is governed by its Board of Trustees.

#### 5.16 UNIVERSITY OF OKLAHOMA PRESS

The University of Oklahoma Press, which was established in 1928 on the Norman campus, has won an international reputation through its publication of scholarly books. Of the books published by the Press, many have been written by faculty members of the University.

#### 5.17 UNIVERSITY NAME, LOGOS, OTHER IDENTIFYING MARKS, AND SEAL

- (a) **Trademark Administrative Committee** – Responsibility for management of the University's name, logos, other identifying marks, and seal (collectively "marks") shall rest with a Trademark Administrative Committee ("TAC"). The Vice President for ~~Public Affairs~~ Marketing and Communications, the General Counsel, and the Athletic Director shall each appoint a representative to the three-member TAC.

- (b) **Trademark Policies and Procedures** – The TAC shall adopt, publish and implement policies and procedures to ensure that the marks are utilized in a manner that best serves the interests of the University of Oklahoma. In no event should such use be disparaging, misleading as to sponsorship/affiliation, contradict public morals or decency, or reflect unfavorably upon the University.

Such policies and procedures should address mechanisms for non-commercial and commercial uses of the marks, both internal and external to the University. Additionally, the TAC should implement a style guide or other instrument for implementation University-wide that establishes uniform and consistent usage of the University's marks.

- (c) **Trademark Office** – The TAC shall establish and oversee a University Trademark Office, which shall be responsible for implementation of policies and procedures regarding the University's marks, including but not limited to the protection, licensing, management and enforcement of the University's marks. If desired and consistent with other applicable policies, the Trademark Office may contract with an official licensing agent to assist in one or more of these responsibilities.

(Regents 6-25-70, edited 1-23-91, 6-27-95, 3-5-97, 3-29-00, 1-27-04, 6-23-04, 6-23/25-08)

### 5.18 CERTIFICATES

In issuing certificates for whatever purpose, the University and all its divisions shall conform to the following specifications stipulated by the Oklahoma State Regents for Higher Education and endorsed by the Board of Regents.

Certificates bearing the name and the Seal or Coat of Arms of the University may be issued only by the University, pursuant to the applicable legislation in each instance, as created by the President and Board of Regents and/or the State as represented by the Oklahoma State Regents for Higher Education or the Governor or Legislature of the State of Oklahoma. Academic colleges, schools, departments, and other subdivisions of the University do not have such authority. (Oklahoma State Regents for Higher Education policy, II-2-41,6)

The Office of Admissions and Records is charged with the responsibility of administering the regulations governing the issuance of certificates. A complete statement of detailed regulations regarding certificates may be secured from the Office of Admissions and Records.

(Regents, 10-8-64, 11-9-67, 5-14-70, 6-14-79, 10-16-85, 11-14-91, 1-27-98)

### 5.19 TELEVISED INSTRUCTION SYSTEM

The Oklahoma State Regents for Higher Education maintains a statewide digital network named "Onenet." Onenet provides educational institutions access to the Internet. Onenet provides coordination and bridging services for televised classes using H.323 video protocol.

Most state colleges and universities and many hospitals are on the network. This system is particularly valuable for continuing education, seminars, and conferences. Both credit and non-credit programs may be transmitted. For further information, contact the Health Sciences Center Television Services.

### 5.20 OFFICIAL COMMUNICATIONS

The proper channels through which recommendations concerning the policies and/or administration of its governed entities, as a whole or in any of its parts, should be communicated to the Legislature or other State officials are the President and the Board of Regents. Further, any official statement made on behalf of the Board of Regents to the public through the press or otherwise, shall be made only by the Chair of the Board of Regents; provided, the President or his designee may publicly explain prior Board of Regents' action as deemed necessary and proper.

Nothing in the preceding subsection is intended to or should be construed to abridge the rights and privileges of individual Regents to publicly express their personal opinions on any matter or to abridge constitutional rights of employees to comment on matters of public concern or to prohibit any other rights of communication established by law.

(Regents, 12-7-36, 12-17-45, 3-9-49, 10-13-88, 3-21-95, 3-29-00, 12-2-03)

**5.21 NEWS RELEASES**

The University Regents have requested that news releases for print media, radio, and television that affect the welfare or reputation of the University be released only through the President's Office. This policy is not intended to restrict or censor any release of factual information, but to ensure that news releases are issued from a fully informed source.

The Vice President for ~~Public Affairs~~Marketing and Communications is responsible to the President for all University news releases that interpret the policies of the University. Questions concerning this news release policy may be answered by the ~~Public Affairs~~Marketing and Communications Office, and requests for approval of releases may be initiated with that office.

(Vice President for Public Affairs, 8-1-80, 10-1-93)

**5.22 CONTACTS WITH REPORTERS**

On occasion, reporters for print, broadcast, and emerging or social media, contact University faculty or staff members directly instead of working through the University's ~~Public Affairs~~Marketing and Communications Office. There is no objection to this procedure. However, any faculty or staff member who is contacted and either gives a statement to the press or arranges for a subsequent interview is requested to inform the Vice President for ~~Public Affairs~~Marketing and Communications. This is an informational procedure only, and the cooperation of the faculty and staff is requested.

(Vice President for Public Affairs, 8-1-80, 10-1-93, 6-1-12)

**5.23 PUBLICATIONS AND PROMOTIONAL MATERIALS POLICY**

In order for all publications and promotional materials representing the University to convey a consistent and accurate message and image, externally disseminated publications must be reviewed by the Division of ~~Public Affairs~~Marketing and Communications or the designated publications office. The full text of this policy is maintained by the Division of ~~Public Affairs~~Marketing and Communications.

(Regents 4-4-91, edited 3-29-00, 1-27-04, 6-23-04)

**5.24 ADVERTISING AND PROMOTION POLICY**

The University will never knowingly accept or allow advertising that does not conform to industry standards and University guidelines. The University also adheres to specific guidelines in regard to alcoholic beverage advertising. This policy applies to all advertising and promotion in whatever format. Examples are books, brochures, posters, programs, directories, newspapers, signs, radio and television, videotape and audiotape, and electronically generated programming. Signs include those at the athletic facilities, on CART vehicles, and in other locations. This policy also applies to all events and activities organized by or sponsored by University departments or registered student organizations.

(Regents 1-13-83, 11-8-84, 12-8-88, 4-6-89, 3-29-00, 1-27-04, 6-23-04)

**5.24.1 Endorsement Prohibited**

The University does not endorse any commercial product, program, enterprise, or idea. For purposes of this policy, employees are not prohibited from promoting OU Health.

(Regents, 1-27-04)

**5.24.2 Purchasing Advertising**

The University from time to time may wish to reach a certain public by purchasing advertising in the media. The material contained in this advertising may include, among other things, matters related to increasing enrollments in regular or extension courses; promotional advertising, or informational material related to specific policies, projects, events, institutes, departments, and curricula. With the exception of employment advertising, no contracts for

advertising should be entered into and no oral or written commitments may be made by any University employee without the prior written approval of the Vice President for [Public Affairs Marketing and Communications](#) or his/her authorized designee. Advance written approval of all layouts or copy must be obtained.

(Regents, 1-27-04, 6-23-04)

## 5.25 GENERAL ADMINISTRATIVE POLICIES AND PROCEDURES

### 5.25.1 Purchasing Procedures

The acquisition of goods and services is governed by State statute, State Regents policies, and OU Regents policies. The Purchasing Office assists departments in complying with these governing rules while at the same time acquiring goods and services timely. The main principles underlying the acquisition process are competition and fairness. Competition maximizes the opportunity for best value, and fairness ensures that all eligible vendors get a chance to do business with a State-supported institution.

For most small purchases (\$1 through \$5,000), departments may order directly from the vendor. There are exceptions which departments must understand and observe. All other acquisitions must be placed by the Purchasing Office.

Any agreement you make with a vendor may be an enforceable contract. If you enter into one that is later found to be against governing laws, policies, and procedures, you may be held personally liable. The OUHSC on-line [Policies and Procedures](#) are the best place to start learning about University acquisition rules. Additionally, the Purchasing Office has a web page that contains very useful information. Purchasing personnel are always ready to assist, in person or over the phone.

### 5.25.2 Authority to Sign Contractual Documents

The authority for any individual to sign contractual documents on behalf of the University originates with the Board of Regents. The Board of Regents grants to the President the power to delegate such signature authority to appropriate University executives, officers, and directors. Unless the President specifically delegates this authority to an individual by formal written communication, the individual may not sign any document whatsoever that binds or has the appearance of binding the Board of Regents, the University, and/or any element thereof.

Such documents include, but are not limited to, purchase orders, grants, contracts, sub-contracts, licenses, leases, funding documents, applications, extensions and renewals, letters and/or memoranda of understanding, sales orders, assurances, work orders, and the like. The common feature of such documents is the obligation they impose on the University, the breach of which may impose legal liability on the University. Such documents may involve products and services that the University provides to other parties for compensation (revenue) and products and services that the University acquires from other parties in exchange for payment. They may also involve agreements by which duties and responsibilities of the parties involved are formally delineated, even though monetary or other valuable consideration may not be involved.

The delegated authority to sign contractual documents does not carry with it any exemption from other policies and procedures that otherwise govern. For example, the authority to sign a purchase order in the amount of \$100,000 does not exempt that transaction from competition and/or being processed by the Purchasing Department if such requirement would otherwise apply.

The Vice Presidents for Administration and Finance shall recommend to the President the positions and names of the individuals who should be authorized to sign contractual documents. Each recommendation shall include the nature of the authority delegated, the areas of activity to which it is limited, and the upper limit of the authority in terms of dollars. Upon Presidential approval:

- The original letter of authorization shall be forwarded to the individual to whom the authority is delegated;
- One copy shall be retained in the Office of the Executive Secretary of the Board of Regents, and

- One copy shall be retained in the respective Vice President for Administration and Finance and Legal Counsel Offices.
- All such authorizations, regardless of commencement date, shall expire upon termination from the position or upon revocation of authorization.
- Except as may be authorized in writing by the University's Office of Legal Counsel, all contractual documents shall be processed through the University's Office of Legal Counsel to ensure that certain legal limitations are not waived, ignored, or otherwise abridged.
- The Vice Presidents for Administration and Finance may recommend revocation of the signature authority of any individual at any time to the President. Upon the President's acceptance of the recommendation, the Vice President for Administration and Finance shall notify the pertinent officers of such revocation and the reason therefore.

(Regents 3-29-00, 1-27-04, 6-23.04)

### 5.25.3 Property Controls

#### General

The Property Inventory Section of the Department of Financial Services is responsible for maintaining a permanent and detailed centralized inventory system for recording all tangible capitalized property that meets the University's approved cost threshold and were purchased with University funds, acquired by private gifts, or transferred from an outside source as required by the Federal Government, the State of Oklahoma Office of Management & Enterprise Services (OMES), and the University of Oklahoma Board of Regents. Additionally, Property Inventory coordinates physical inventories of University and sponsor owned tangible capitalized property and selected tangible non-capitalized property on an annual basis.

#### Accountability and Responsibility

- a. **Accountability.** Accountability for all moveable tangible property in use rests with department chairs, directors, and/or budget unit heads and is required in order to minimize risks of misuse, damage, theft, or loss of assets. Accountability is the requirement imposed on those individuals empowered with the authority to decide as to the acquisition, employment, and disposition of assets. Accountability cannot be delegated, but can only be transferred to other accountable individuals or discharged through the proper execution of Property Inventory procedure. If a breach of accountability results in significant loss (either instantly or cumulatively over time) to the University, appropriate administrative action may be taken.
- b. **Responsibilities.** Each department chair, director, and/or budget unit head is responsible for all property purchased or transferred to his/her area as reflected on the official inventory records of the University.

#### Off-Campus Usage of Assets

University Assets are to be used in OUHSC controlled locations. Assets may be allowed to be used by employees in off-campus locations with the proper authorization. In rare circumstances non-employees may be allowed to use assets off-campus.

For more information, please refer to the Property Inventory procedures and related forms found on the Financial Services website:

- **Financial Services – Property Inventory Policies and Procedures:**  
<https://financialservices.ouhsc.edu/Departments/Auxiliary-and-Service-Unit-Accounting/Property-Inventory>
- **Financial Services – Property Inventory Forms:**  
<https://financialservices.ouhsc.edu/Forms/equipment-removal-form>  
<https://financialservices.ouhsc.edu/Forms/missing-equipment-notification>  
<https://financialservices.ouhsc.edu/Forms/equipment-inventory-off-campus-authorization-form>

#### 5.25.4 Travel

University policy provides for reimbursement for travel-related expenses incurred by faculty, staff, and other non-employees in the conduct of University business. For the current travel-related policies, please refer to <http://www.ouhsc.edu/policy/#540>.

#### 5.25.5 Use of State Vehicles for Private Purposes

Oklahoma statutes prohibit the use of state-owned vehicles for private purposes. It is the policy of the University that passengers shall not be transported in state vehicles unless they are on state business. According to Oklahoma law, the use of state-owned vehicles to ride to and from an employee's place of residence, except in the performance of official duty, is expressly prohibited.

Employees of the University cannot be assigned a University-owned vehicle for use on a permanent 24-hour basis unless an exception under the statute has been granted. Requests for an exception must be submitted in writing to the President of the University. Further information is available through the Office of Enterprise Risk Management. More information about Enterprise Risk Management can be found at <https://risk.ouhsc.edu/>.

(President, 5-1-88)

#### 5.25.6 Liability Insurance

The State of Oklahoma provides professional and automobile liability insurance under the State Tort Claims Act for all employees who are acting within the proper scope of their duties. The liability coverage also extends to authorized volunteers for their operation of University-owned vehicles while acting within the scope of their authority if the authorized volunteer has completed and filed the Volunteer Acknowledgment and Release Form with the authorizing department. Copies of the State of Oklahoma Certificate of Self-Insurance are located in the glove compartment of all University vehicles.

Further information is available from the Office of Risk Management. Employees are prohibited by state law from texting or utilizing electronic devices while driving University vehicles or while driving private vehicles on University business. Failure to abide by this policy results in the loss of insurance coverage for any accident, and the employee will be held personally liable for any and all damages and injuries caused as a result of such accidents, regardless of actual fault. Further, smoking in University-owned, rented, or leased vehicles is prohibited by state law.

Effective November 1, 2015, texting while driving anytime is a violation of Oklahoma law. Specifically, the new law states that it shall be unlawful for any person to operate a motor vehicle on any street or highway within this state while using a hand-held electronic communication device to manually compose, send or read an electronic text message while the motor vehicle is in motion. "Text message" includes a text-based, instant message, electronic message, photo, video or electronic mail.

#### 5.25.7 Personal Vehicle Use

If a University employee or authorized volunteer is requested or permitted to use his or her personal vehicle for University business, the liability coverage outlined above extends to that employee while operating their personal vehicle just as if it were a University-owned vehicle, except as otherwise specified herein. The State of Oklahoma also requires such persons to have personal automobile liability insurance in force at the time of use. No physical damage (comprehensive and collision) insurance is provided by the university or the state for an employee's or volunteer's personal vehicle while that vehicle is being used on University business. Circumstances may require an employee to use his or her personal vehicle in emergent situations and/or when it has been confirmed that no University fleet vehicles are available. When private vehicles are used for state business purposes and reimbursement is expected pursuant to applicable state law, the transporting of private passengers should be held to a minimum. For additional information on this policy or questions, please contact the Office of Risk Management on your campus.

#### 5.25.8 Leased/Rented Vehicles



The University's liability coverage extends to vehicles leased or rented by individuals or departments of the University while the vehicles are being used on University business. No physical damage insurance is provided by the University or state; physical damage coverage for the leased/rental vehicle must be purchased by the individual or department. For example, if using a rented vehicle while traveling on University business, employees/departments must purchase the Collision Damage Waiver unless a personal automobile insurance policy will extend physical damage insurance to the rented vehicle, or the University contract with the auto rental company exempts liability for collision damage. Further information is available from the Office of Risk Management.

#### 5.25.9 Parking Regulations

The University of Oklahoma is empowered to regulate and enforce parking in the Oklahoma Health Center and Research Park. All employees wanting to park a vehicle on the OHC campus, including the University of Oklahoma Health Sciences Center must register to park and pay the appropriate fee. Questions concerning parking should be directed to the Health Sciences Center Parking and Transportation Services (<https://www.ouhsc.edu/parking/>), Research Park 825, Suite 115; or (405) 271-2020.

The University of Oklahoma Health Sciences Center does not pay for parking for employees or students.

#### 5.25.10 Police Department

The OU Health Sciences Center Police Department provides a number of services designed to assure safety and security for the Health Sciences Center Campus.

The OUHSC Police Department is open twenty-four hours a day, seven days a week to provide services expected of a police agency. The department shares a joint jurisdictional agreement with Oklahoma City Police Department, which extends the OUHSC Police Department boundaries. The area includes that property west of Lincoln Boulevard to Centennial Expressway and South from N.E. 13<sup>th</sup> street to N.E. 4<sup>th</sup> street and on the east side of Lincoln Boulevard from N.E. 15<sup>th</sup> street south to N.E. 8<sup>th</sup> street and from Lincoln Boulevard east to Lottie Avenue.

#### 5.25.11 Lost and Found Service

The OUHSC Police Department is responsible for providing a centralized lost and found service. According to state law, articles remaining unclaimed after six months will be disposed of in accordance to court order.

#### 5.25.12 Hazardous Weather Conditions Policy

It may become necessary to close part or all of the campus during inclement weather. When snow and ice has accumulated over the campus, the OUHSC Police Department will conduct an observation of the campus streets and major arteries into the Oklahoma Health Center area for road conditions. That evaluation will be passed on to the Vice President for Administration and Finance. The determination of closing will be decided by the Senior Vice President and Provost and in consultation with the Vice President for Administration and Finance and with notice to a representative of OU Health. This will be done as early as possible. Notification to close the campus will be given by 6 AM, if at all possible. This information will be placed on the Campus Weather Line (271-6499) and the Health Sciences Center Web Page. In addition, this information will be distributed to the media via the Office of Public Affairs the Division of Marketing and Communications.

#### 5.25.13 Emergency Maintenance

Emergency maintenance after the normal work-day or on weekends or holidays should be reported to the OUHSC Police Department, who will immediately relay the information to the Department of Site Support.

#### 5.25.14 Telephone Service

The Oklahoma Health Center telephone system is supervised by Information Technology. Requests for installation of office telephones and related equipment should be submitted by the administrative head of a budget unit, and the cost is charged to the unit.

No employee may use a University telephone for a personal long-distance call unless the call is charged to a home number or a personal calling card.

#### **5.25.15 Mail Service**

The Central Mail Processing Services office is located in the Williams Pavilion. Building and room number should be used on correspondence. Mail processing delivers and collects United States mail as well as intra-building and intra-University mail.

Only official University mail may be metered for postage, insured, certified, or registered by Mail Processing Services. Postage is charged to the unit's budget account. Additional information is available by contacting Mail Processing Services.

An Interagency mailing service is operated by the State of Oklahoma for all state agencies located in the Oklahoma City area. Such mail should be placed in a campus mail envelope and clearly marked with the recipient agency and marked as inter-agency. Inter-agency mail will be picked up and delivered with all other campus mail. A list of the state agencies participating in the inter-agency mail service is available through the Department of Central Services web site.

#### **5.25.16 Central Addressing**

Human Resources provides a Central Addressing function available for use by all OUHSC departments. It is located in Suite 270, Research Park 865, or call 271-2186. It has two functions:

- 1) Human Resources works in conjunction with University Printing to provide mailing labels for the Health Sciences Center and Tulsa campuses.
- 2) Human Resources maintains a listing of all OUHSC employees, which is used to publish the campus telephone directory.

#### **5.25.17 Architectural and Engineering Services**

Architectural and Engineering (A&E) Services provides professional design and project management services, engineering evaluations, and cost estimates for new construction and renovation projects to departments at the Health Sciences Center. Consultant architects and engineers are used when necessary. All projects for the Oklahoma City and Tulsa campuses must be approved and have oversight by A&E Services.

### **5.26 FACILITIES**

The University of Oklahoma Health Sciences Center Procedures Governing Use of University Facilities for Non-University Sponsored Activities was adopted July 1, 1997. This procedure gives priority to the use of facilities for University functions. It is administered by the respective building coordinator. Facility repairs, maintenance, and renovation are managed by the Department of Operations.

#### **5.26.1 Facilities Management and Capital Planning**

Facilities Management and Capital Planning is responsible for space planning and allocation processes, space surveys and facility studies, facilities inventory, campus master planning, and planning for the development of new facilities for campuses in Tulsa and Oklahoma City.

### **5.27 PILOT PROGRAM FOR ENHANCEMENT OF EMPLOYEE WHISTLEBLOWER PROTECTION**

Employees working on a federal, grant, or contract issued beginning July 1, 2013, through January 1, 2017, are subject to the rights and remedies of the Pilot Program for Enhancement of Employee Whistleblower Protection. An employee of a contractor, subcontractor, grantee, or sub-grantee may not be discharged, demoted, or otherwise discriminated against as a reprisal for "whistleblowing".

Whistleblowing is defined as making a disclosure that the employee reasonably believes is evidence of:

- Gross mismanagement of a federal contract or grant
- A gross waste of federal funds;
- An abuse of authority relating to a federal contract or grant;
- A substantial and specific danger to public health or safety; or
- A violation of law, rule, or regulation related to a federal contract or grant (including the competition for, or negotiation of, a contract or grant)

To qualify, the employee's disclosure must be made to:

- The employee's manager, an administrative or executive officer of the University, or to the Office of Compliance;
- A court or grand jury;
- An official from the Department of Justice, or other law enforcement agency;
- A federal employee responsible for contract or grant oversight or management at the granting agency
- The Government Accountability Office;
- An Inspector General; or
- A member of Congress, or a representative of a Congressional committee.

An employee who believes that he or she has been subjected to prohibited reprisal may submit a complaint regarding the reprisal to the Inspector General of the agency that awarded the grant or contract.

Whistleblower protections cannot be waived by any agreement, policy, form, or condition of employment.

#### **5.28 FRAUD PREVENTION, REPORTING, AND WHISTLEBLOWER PROTECTION POLICY**

The University prohibits fraudulent and dishonest behavior in the conduct of University business. It is the policy of the University to prevent, deter, and detect dishonest and fraudulent activities and consistently investigate suspected fraud. For the purposes of this policy, fraud is defined as the intentional, false representation or concealment of a material fact for the purpose of inducing another to act upon it. Fraudulent activities may include, but are not limited to:

- Misappropriation of University property or other fiscal irregularities;
- Intentional misrepresentation in, or forgery or inappropriate alteration of, any document used for University business, including, but not limited to: checks, promissory notes, or securities; purchasing and procurement materials; employee benefit or salary-related items such as time sheets, billings, claims, assignments, or changes in beneficiary; records relating to health; student-related items, such as grades, transcripts, loans, or fee/tuition documents; and
- Willful and unauthorized destruction of records, property, or equipment with the intent to conceal evidence of fraud, dishonest behavior, or irregularities in the conduct of University business

Fraud detected or suspected by a University employee must be reported immediately to the University's Internal Audit or the University Fraud Reporting Hotline. University employees are prohibited from taking any retaliatory action against an individual for good faith reporting, or causing to be reported, suspected fraud. Any person who has been subjected to retaliation in violation of this policy should notify any of the following responsible offices: Internal Audit, Legal Counsel, the University President, or the Board of Regents. If confirmed, retaliation in violation of this policy shall result in appropriate disciplinary action, up to and including termination.

The Chief Audit Executive shall be responsible for managing investigations in response to reports of fraud, except when a real or reasonably perceived conflict of interest could compromise the validity of an investigation, as determined by the President of the University or the Board of Regents, in consultation with the General Counsel. In cases where a report of fraud implicates specialized subject matter or an area in which the University has established investigatory or review procedures (e.g., Academic Integrity, Compliance, Ethics in Research, Institutional Equity), the matter should be referred accordingly unless, as determined by the Chief Audit Executive in consultation with the General Counsel, such a referral is not in the best interest of the University.

**EXHIBIT F**

Investigations of suspected fraud shall, to the extent reasonably practicable and to the extent permitted by law, be conducted in a manner that protects both the participants in an investigation and the reputation of the person(s) who are the subject of an investigation. If an investigation reveals evidence that supports a finding of fraud, the investigative report shall be referred to the executive officer over the area, the President, and/or the Board of Regents for corrective action. Corrective action may include, but is not limited to, disciplinary action against the perpetrator and/or adjustments to policies, procedures, or controls, or referral to law enforcement.

The Chief Audit Executive is empowered to 1) make recommendations to academic and administrative units to promote fraud prevention and deterrence, 2) adopt procedures consistent with generally accepted standards of fraud investigation to govern its conduct of fraud investigations, 3) manage the appropriate referral of reports.

(Regents, 6-21-16)

## 6. BENEFITS

Faculty who are dually employed by OU Health receive their benefits through OU Health and should refer to their OU Health letter of employment and the benefits information provided by OU Health. The information in this Section 6.1 through 6.12 is not intended for individuals with a dual OU Health appointment.

### 6.1 BENEFITS PROGRAMS

The University offers a comprehensive and competitive package of employee benefits. University sponsored benefit programs include: medical insurance, dental insurance, vision coverage, short and long-term disability coverage, life and accidental death and dismemberment insurance, ~~retirement insurance~~, flexible spending accounts for healthcare and dependent care expenses, ~~long term care insurance~~.

The employee must be in a continuous appointment of at least a .5 FTE. Benefits begin on the first of the month after date of hire. If the employee has a 1.0 FTE and does not enroll within the initial 31-day enrollment period, he or she will automatically be enrolled in ~~medical, basic~~ life insurance, and AD&D coverage, but will be ineligible to enroll in other insurance programs until the next annual open enrollment period. Under certain circumstances, an employee may be eligible to enroll or modify elections if experiencing a qualified life event change during the plan year.

The University pays in full for employee life, and accidental death insurance. The University and employee share in the cost of employee and dependent medical insurance, depending on the employee's salary. The employee pays a ~~nominal fee-reduced premium~~ for dental insurance and in full for all other insurance benefits. Most employee payments can be made on a pretax basis through the 125 Cafeteria Plan. Employees employed at less than ~~1.0~~ .75 FTE pay for benefits on a prorated basis within defined bands.

Workers compensation insurance is provided for all employees irrespective of employment status. Unemployment compensation is provided for all employees except students. Additional information on all of these benefits can be found the Human Resource website at [www.hr.ou.edu](http://www.hr.ou.edu).

#### 6.1.1 Faculty Appointments – Benefits

Most continuous faculty at the Health Sciences Center are appointed on a twelve- month basis, for the period July 1 through June 30. Some faculty members are appointed on a nine or ten- month basis, which generally covers the period August 1 through May 31. Faculty who are appointed on a nine or ten- month basis must be paid over twelve months.

Departments which have faculty appointed on a nine or ten- month basis will be responsible for the premiums normally paid by the University for the entire twelve- month period.

#### 6.1.2 Benefits Continuation

The Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) provides for continuation of medical, dental, and vision coverage for covered participating employees should they or their covered dependents become ineligible for coverage as a result of one of the following events: (1) the employee's termination of employment, reduction in hours, or death; (2) the employee's divorce or legal separation from a spouse; (3) the ineligibility of the employee's dependent child for continued plan participation at the end of the calendar month in which the child turns 26.

Employees with currently active coverage may continue participation up to one year in group insurance benefits, ~~except Long Term Disability~~, during an approved leave of absence period. The cost of coverage during the leave period is the employee's responsibility.

### ~~6.2 TAX-DEFERRED ANNUITIES~~

~~Procedures are available for employees to authorize the University to purchase tax-deferred retirement annuities for them with qualifying companies. This procedure allows employees the opportunity to couple financial retirement planning with the deferral of taxes on a portion of their current income; it is assumed that taxes will be less after retirement, since gross income subject to taxes will normally be lower.~~

### **6.32 RETIREMENT PLANS**

This section contains a general summary of the University's retirement plans. ~~Eligibility to participate in the University of Oklahoma's retirement plans depends on the employee's FLSA status (exempt or nonexempt), age, and years of benefits-eligible service.~~ Two retirement tracks are available at the University of Oklahoma. Retirement Track A includes a defined contribution plan and the Oklahoma Teachers' Retirement System (OTRS). Retirement Track B includes only a defined contribution plan.

In both retirement tracks, the University provides contributions for the employee to an employer-funded, tax-qualified defined contribution plan under Section 401(a) of the Internal Revenue Code. In Track A, employees choose to participate in OTRS. Both the University and the employee contribute to OTRS. ~~FLSA-exempt~~ All benefit eligible employees hired after July 1, 2004, must make a one-time irrevocable choice to participate in OTRS within their first 30 days of employment. Depending on the retirement track elected by the employee, the amount the University contributes to the defined contribution plan differs. Electing OTRS in Retirement Track A requires a contribution from the employee and may yield an overall higher retirement benefit depending on certain variables.

The University also offers two voluntary retirement savings plans to which employees may contribute on a pretax basis. These programs are offered under sections ~~\*~~403(b) and 457(b) of the IRS Code (regardless of OUHSC FTE status). The accumulated value in these savings plans is tax deferred until money is withdrawn, but will be subject to applicable employment taxes when contributions are made. More details can be found on the Human Resources website at [WWW.HR.OU.EDU](http://WWW.HR.OU.EDU). The University of Oklahoma is a participating member in Social Security. For additional information about Social Security go to [www.ssa.gov](http://www.ssa.gov).

\*Employees who are dually employed are not eligible to participate in the University 403(b), but may participate in the 457(b).

### **6.43 OTHER RETIREMENT BENEFITS**

This section provides a general overview of eligibility for retirement from the University of Oklahoma and the benefits (other than retirement plan benefits) available upon retirement.

#### **6.43.1 Eligibility for Retirement**

To be eligible for University of Oklahoma retirement benefits, an employee must meet one of these requirements: (1) has attained age 62 with at least ten years of benefits-eligible OU service; (2) has attained age plus (at least ten) years of benefits-eligible OU service equal to 80 or more (Rule of 80); (3) has attained any age with 25 years of benefits-eligible OU service. An employee is eligible to apply for disability retirement at any age with at least ten years of benefits-eligible OU service. Eligibility requirements to retire with benefits from OTRS are different from the requirements listed above. More details can be found on the Human Resources website at [www.hr.ou.edu](http://www.hr.ou.edu).

#### **6.43.2 Benefits Upon Retirement**

Employees who meet the eligibility requirements for University retirement receive the following benefits package: (1) continued participation in health and dental insurance; (2) a parking permit, discount athletic tickets, use of designated University recreational facilities, and other miscellaneous benefits; (3) lifetime passes to the University golf course for their personal use issued for weekday play to professors emeriti and other faculty and staff retirees who retired prior to January 1, 1994, will be honored. Benefits from the OTRS and the DCP and ORP are determined on an individual basis. More details can be found on the Human Resources website at [www.hr.ou.edu](http://www.hr.ou.edu).

Eligible employees of the University are entitled to certain benefits following the completion of a designated number of years of employment, the attainment of specified ages, or satisfaction of other requirements as set forth in this Policy. For more complete details, please read the University of Oklahoma Retirement Policy. Human Resources for the respective campus will provide complete copies of the retirement policy upon request.

#### **6.43.3 Phased Retirement**

Individuals who are at least 55 years of age and have ten or more years of service may request permission to reduce their workloads and phase into another career or full retirement. The phased retirement program offers an attractive level of benefits during the phasing (The University of Oklahoma Retirement Plan of May 18, 1998).

#### **6.43.4 Retirees Returning to Work**

State law prohibits rehire of retirees as consultants for two years following retirement. OTRS retirees may return to work as temporary employees in accordance with OTRS rules. OTRS regulations require a minimum of 60 calendar days between a retiree's last day of preretirement public education employment and any such postretirement employment. OTRS retirees should consult with OTRS before returning to work at any OTRS-participating institution to determine what, if any, impact on their retirement benefits a return to work might have. OU retirees not eligible for OTRS retirement benefits may return to work as temporary employees without a minimum waiting period. More details can be found on the Human Resources website at [www.hr.ou.edu](http://www.hr.ou.edu).

### **6.54 LEAVES POLICY**

#### **6.54.1 Leave of Absence Without Pay**

Leaves of absence without pay may be granted for a period usually not exceeding one year to members of the faculty and other employees for purposes deemed to be in the interests of the University. Leaves without pay should be infrequent and should be approved only after careful consideration by department heads and college deans. Recurring requests for leaves of absence without pay should not be approved without strong justification, particularly when they are in consecutive years.

Application for a leave of absence should be submitted to the department chair or director, who will forward it with recommendation to the college dean by February 1 for leaves beginning in the following academic year or later and no later than July 15 for leaves beginning the following spring semester. After recommending approval or disapproval, the dean will forward the application to the Senior Vice President and Provost. The Senior Vice President and Provost will recommend to the President, who will make recommendations to the Board of Regents for final action for the April and September meetings, respectively. The President may approve exceptions to these deadlines, provided that it appears to be in the best interest of the University.

The application will be in the form of a letter of request with specific justification for the absence from the University and will include, for example, the following information:

- 1) Sabbatical or other leaves the faculty has taken in the past six years, their dates and purposes.
- 2) The purposes of the proposed leave.
- 3) The contribution of the leave to the realization of the faculty member's goals and those of the University in research, teaching, or service.
- 4) The arrangements to be made by the department to handle the courses that normally would be taught by the faculty member or to handle the faculty member's grants and/or contracts while on leave. The application should be specific and list the affected courses or other work and the arrangements that have been made for these courses and work.

Requests for extension must contain updated information about the above items and will be subject to the same approval procedure as an initial leave.

Time spent on leave of absence without pay will not count toward a probationary period for tenure or for eligibility for sabbatical leave.

University contributions to the Defined Contributions Plan, AD&D, group life, and medical and dental insurance, will not be made during a leave of absence without pay. Persons on such leave without pay may pay for their own contributions to the plans, except to the Defined Contribution Plan.

(Regents, 11-12-43, 1-24-95, 1-27-04, 6-23-04)

**6.54.2 Paid Time-Off (PTO)**

Paid time off (PTO) is available to employees who hold benefits eligible appointments. Temporary employees and student employees are not eligible for paid time off. PTO may be used for vacation, personal illness, funeral attendance, illness of a family member, or other personal business. Unpaid leaves of absences cannot be taken if the employee has an accrued paid leave balance. Non-exempt employees may accrue compensatory leave which should be used first before any other paid leave is taken. Exempt employees working at least .50 FTE and up to .75 FTE will accrue paid leave in proportion to their FTE appointment. Non-exempt employees on the hourly payroll accrue paid leave on a pro-rata basis depending on the number of hours paid. The 40-hour work week will be the basis for the pro-rata computations. Paid leave time is accrued each pay period. Paid leave can be accrued up to a maximum of 336 hours. Paid leave is accrued as follows:

Category	Years of Service	Monthly Hours	Annual Accrual	Maximum Accrual
Executive and Administrative Offices, 12-Month Faculty	Each Year	22	33 days(264 hours)	42 days (336 hours)
All other Staff	1 - 5 years	18	27 days(216 hours)	42 days (336 hours)
All other Staff	6 - 10 years	20	30 days(240 hours)	42 days (336 hours)
All other Staff	11 years or more	22	33 days(264 hours)	42 days (336 hours)

Authorized holidays falling within an employee's PTO period will be counted as holiday pay. Use of paid time off for other than personal illness or emergency must be scheduled in advance with supervisory approval. Employees must comply with departmental guidelines for reporting absences and approving time off work. Whenever possible, the University will grant earned paid time off at the convenience of the employee. However, departmental needs must be met. Cash payment to an employee in lieu of paid time off will not be permitted. No cash payment will be made for time accrued in the extended sick leave account.

**6.54.3 Extended Sick Leave (ESL)**

Time accrued beyond the maximum allowance of paid time off will be deposited in an extended sick leave (ESL) account. There is no maximum extended sick leave amount one can accrue. An employee may transfer accrued paid time off to the extended sick leave (ESL) account. Time deposited in the extended sick leave (ESL) account may not be transferred back to the accrued time-off account. Time away from work because of vacation, illness of a family member, funeral attendance, or other personal business is to be reported as paid time off. Absence due to personal illness is to be reported as paid time off for the first five consecutive working days per incident.

When there is no accrued time in the paid leave account, the first five days per incident of illness must be leave without pay. Absence due to personal illness beyond five consecutive working days will be deducted from the extended sick leave account as long as accrued time is available. When there is no accrued time in the extended sick leave account, absence due to personal illness will be deducted from paid leave time. Scheduled paid leave time taken will be considered as time worked for the purpose of compliance with the University's overtime policy. Unscheduled paid leave time taken and extended sick leave time taken will not be considered as time worked for overtime purposes. An employee returning to work part time following an extended sick leave may continue to draw from the extended sick leave account for the time not worked until a full release is given by the physician. Recurrence of the same illness within 30 calendar days of returning to work from an extended sick leave may be considered a continuation of the incident and charged to extended sick leave.

Absences due to personal illness should be reported on the monthly payroll certification or hourly time records. A Personnel Action Form changing the employee's status to a paid leave of absence must be processed before any absence may be deducted from the extended sick leave account. The University will require acceptable medical documentation of illness or disability before allowing any charges to extended sick leave benefits. Leave for personal illness should be taken in the following order: five days of paid leave time, extended sick leave, remaining paid leave time, leave without pay. Non-exempt employees may accrue compensatory leave, which should be used first before any other paid leave is taken. Duration of the disability is to be medically determined. No supervisor should compel an employee to return to work without a medical release. Pregnancy is to be treated as any other extended sick leave. An employee may continue normal duties through pregnancy or use available leave while unable to perform regular duties. Employees who utilize leave for pregnancy shall suffer no penalty, retaliation, or other discrimination.

(Regents, 4-4-91, 6-19-96, 3-29-00, 1-27-04, 6-23-04, 10-22-08, 6-1-12)

**6.45.4 Extended Sick Leave Policy for Nine- and Ten- Month Faculty**



The following extended sick leave benefits are available to full-time faculty members with the rank of instructor or above who hold nine-month or ten-month continuous appointments on the Norman and Health Sciences Center campuses. Benefits for 12-month faculty are addressed in the University's Paid Time-Off and Extended Sick Leave Policy.

Full-time and nine- and ten-month faculty with the rank of instructor or above will accrue 12 days of extended sick leave per year. Such faculty members working at least half-time (.50 FTE) but less than full-time (1.0 FTE) will receive leave accrual based on their FTE appointment. There is no maximum on the accrual of extended sick leave. No cash payment will be made for any time accrued.

(Regents, 4-4-91, 6-19-96, 1-27-04)

#### **6.54.5 Administrative Leave**

Administrative leave with pay is sometimes granted when it is determined to be in the University's best interest that an employee not return to work for a specified period of time or for designated emergency closings of the University due to inclement weather, natural disaster, pandemic situations, or other events as determined by the President. Time approved as administrative leave will not be charged to an employee's paid time off. Benefits-eligible employees, except those assigned to certain federal grants and contracts, are eligible to receive administrative leave with pay. Employees who are not benefits eligible are paid only for time worked and are not eligible for administrative leave. Authority to grant administrative leave requires prior approval by the President, appropriate provost, or vice president.

(Regents, 7-23-87, 1-27-04, 6-22-11)

#### **6.54.6 Military Leave of Absence**

Employees who are members of the Oklahoma National Guard or any branch of the United States military or its reserve components are entitled to a leave of absence with pay for the first 30 regularly scheduled calendar days of active military duty during any federal fiscal year (October 1 through September 30) when ordered by proper authority to active or inactive duty. The leave with pay will not be charged against paid leave or other accrued benefits. During the remainder of the leave of absence in any federal fiscal year, the University may elect to pay employees an amount equal to the difference between the employee's full regular pay from the University and their Oklahoma National Guard or United States military reserve component pay. Employees who are employed by the University for brief, non-recurring employment that is not expected to last indefinitely or for a significant period of time are not entitled to military leave except under limited conditions. Human Resources can be contacted for assistance regarding such determinations. Reference(s): 44 OS §209, Leave of absence to public officers and employees; 72 OS §48, Leave of absence during active or inactive duty or service – Public employees.

(Regents 3-9-72, 1-27-04, 6-22-11)

#### **6.54.7 Re-Employment Rights After Military Leave**

Reemployment rights and benefits following a military leave of absence are in conformance with applicable federal and state laws. Subject to certain exceptions, the person is entitled to reemployment in the job he or she would have attained but for the military leave, and with the same seniority, status, and pay, as well as other rights and benefits determined by seniority, if: (1.) the University received advance written or verbal notice of the service; (2.) the cumulative length of the absence and all previous service absences with the University does not exceed five years, except in certain circumstances; (3) the person reports to, or applies for reemployment to, the University within the time provided in 38 USC § 4312, Reemployment rights of people who serve in the uniformed services, subsection (e).

#### **6.54.8 Family and Medical Leave**

This policy, in its entirety, is contained in [Appendix L](#).

#### **6.54.9 Shared Leave Policy**

This policy, in its entirety, is contained in [Appendix L](#).

**6.54.10 Leave to Donate Bone Marrow or Organs**

An employee of the University may be granted leave to donate bone marrow or organs. An employee who is granted a leave of absence pursuant to this Section shall receive his or her base pay without interruption during the leave of absence. An employee of the University who serves as a donor shall be granted a paid leave of absence of:

- 1) Up to five working days to serve as a bone marrow donor; and
- 2) Up to 30 working days to serve as a human organ donor

An employee's request for leave pursuant to this Section must be submitted through the departmental budget head to the Chief Human Resources (CHRO) or, in his or her absence, the campus Human Resources Director (HRD) and accompanied by written verification from the health care provider that the employee will serve as a donor.

**6.54.11 Breastfeeding Support**

The University supports breastfeeding mothers in the workplace by providing flexibility to allow sufficient time to express milk or to breastfeed a baby brought in by a care provider. Time spent beyond the normal break time will be considered to be unpaid. The employee and the supervisor can make arrangements to make up time lost or use available paid leave in accordance with existing University policies.

(Regents, 6-21-11)

**6.56 HOLIDAYS**

Each academic year, the University recognizes 11-12 holidays, including New Year's Day, Martin Luther King Jr. Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day, plus four other holidays as listed in the annual holiday schedule. Employees eligible for benefits will be excused from work with pay on those days recognized by the University as holidays. A holiday falling on a Saturday will be recognized by the University on the preceding Friday. A holiday falling on a Sunday will be recognized by the University on the following Monday. When operations of the University require that employees be regularly scheduled to work on days otherwise recognized as holidays, such employees will be granted an equal amount of time off with pay on a date mutually agreed upon by the employee and the budget unit head.

**6.76 ATTENDANCE AT SUMMER INSTITUTES**

Academic administrative officers on twelve-month appointments and in direct charge of academic programs, upon proper prior application and recommendation, may be allowed to attend summer institutes designed to improve or maintain their scholarly qualifications for their University work, at no expense to the University other than the continuation of the regular salary during the period of the institute, subject to the following conditions:

- (a) The applicant will be expected to count the time spent in the institute as vacation time.
- (b) A maximum of two weeks beyond the applicant's entitlement of vacation time may be spent in the institute without loss of salary.
- (c) The frequency of such an arrangement may not be greater than once in three summers.

Approval of such an arrangement in each individual case may be given by the President upon recommendation of the appropriate dean, and Senior Vice President and Provost, based upon the work load in the academic unit involved, the appropriateness of the institute to the applicant's work, and the ability to handle the applicant's work during absence at no extra cost to the University.

(Regents, 5-13-65, 1-27-04, 6-23-04)

**6.87 ATHLETIC TICKETS**

Faculty and staff members may apply to purchase season tickets to varsity athletic events at reduced rates. For initial application for season football tickets, eligible faculty and staff members should file their applications during the first

week in April. Delaying such action may result in tickets not being available when requested. Application cards are generally available in Human Resources in early April, or they may be obtained from the Athletic Ticket Office, Owen Stadium, in Norman. Once a faculty or staff member has received season football tickets, the Athletic Ticket Office will mail renewal applications (for next season) directly to the faculty or staff member. Further information may be obtained from the Athletic Ticket Office, Norman campus, at 325-2424.

#### **~~6.98~~ CREDIT UNIONS**

Faculty and staff who are members of FOCUS Federal Credit Union and Tulsa Teachers Federal Credit Union can authorize payroll deductions for loan repayments and/or savings.

#### **~~6.109~~ ENROLLMENT OF FACULTY AND STAFF IN UNIVERSITY COURSES**

The University places no limitations on the number of hours of coursework in which employees may enroll outside the individual's normal working hours. However, such coursework cannot interfere with the individual's duties as determined by the individual's supervisor and budget unit head. Full-time employees may enroll in a maximum course load not to exceed five contact hours per week each semester and summer session during their regular working hours. Permission to enroll in a course during the employee's normal working hours must be obtained from the chair of the faculty member's department or the staff member's supervisor and the budget unit head. Under very rare circumstances, exceptions to the one-course limitation may be made by the appropriate provost/vice president through proper administrative channels.

Staff personnel will be required to make up time spent in class through arrangements approved by their supervisor unless course enrollment does not increase staff requirements or does not place extra demands on other employees. A decision should be reached by the budget unit head, the supervisor, and the employee at the time of enrollment as to whether the time spent in class must be made up. Any time spent in class, even though occurring during the employee's regular schedule of working hours, shall not be considered as time worked for the purpose of calculating overtime pay unless attendance is required by the supervisor. Time spent in class during working hours must be indicated as such on an hourly employee's time record and noted on a monthly employee's payroll certification.

As authorized by the Oklahoma State Regents for Higher Education, a full-time employee not designated as "temporary" who enrolls in regular coursework will be charged one-half the general fee for such work up to six hours per semester or three hours per summer session, except as noted below. Employees enrolling under the reduced fee will not be required to pay the student facilities fee and the student health fee, nor will they be eligible for the services covered by those fees. Student ID cards of persons not paying fees will be coded to show they are not entitled to the services for which the fees are charged. The reduced fee does not apply to special fees or to special academic programs, such as those in Continuing Education and Public Service or Liberal Studies, which have special regulations regarding fee waivers. Persons who are employed less than full time are not eligible for the fee reductions; all enrollment fees will be charged.

For those on a part-time appointment during the summer, a three-hour limitation will apply on the fee waiver. Under no circumstances will the reduced enrollment fee apply to more than six semester hours of coursework in a single semester or summer session. Enrollment fees for hours taken over this maximum will be charged at the full rate. At the time of fee payment, the employee must present a Faculty/Staff Fee Waiver Application signed by the head of the budget unit. This form may be secured from the office of the budget unit head.

#### **~~6.110~~ FACULTY HOUSE**

Faculty House, a University owned dining club, is located at 601 N.E. 14th Street. There are no dues for faculty, staff, or students. WiFi, video conferencing, private rooms, and catering services are available. Faculty House provides delivery services for the HSC campus. A portion of the Faculty House may be reserved at a discounted rate for special activities.

Further information may be obtained from the General Manager at 235-8212 or by visiting [www.ouhsc.edu/facultyhouse/](http://www.ouhsc.edu/facultyhouse/)

**6.112 IDENTIFICATION CARD**

The University provides an identification card to each employee appointed on a continuous basis at .50 FTE or greater and to each retiree. It is to be presented for securing the privilege of using various facilities and activities available to University employees. The card is good only during the period of employment or retirement and does not authorize the holder to obligate the University in any manner. Department heads are responsible for the return of an employee's staff identification card upon the employee's termination from University employment.

Volunteer faculty are also eligible to receive an identification card upon completion of the "Volunteer Faculty-OneCard Photo ID" form and the approval of the appropriate department. The card is to be presented on request when using University facilities. The initial card is provided free of charge; replacement cards cost \$20.00.

Cards may be obtained from the OneCard Office, 865 Research Parkway, Room 240A, from 8:00 a.m. to 5:00 p.m., Monday through Friday.

**6.123 UNIVERSITY HEALTH CLUB**

The University Health Club is a premier health and fitness facility. With 65,000 square feet of space, the University Health Club incorporates the latest technological advancements in fitness and wellness. The facility is located inside the Harold Hamm Oklahoma Diabetes Center, 1000 North Lincoln Boulevard, on the OUHSC campus.

For a list of services, hours of operation, and membership rates, call 271-1650.

## 8. RESEARCH

### 8.1 OFFICE OF RESEARCH ADMINISTRATION

The Office of Research Administration (ORA) serves as a central resource to faculty and staff for all aspects of research, training, and public service activities and for the execution of professional service, affiliation, and certain provider contracts. The office provides information regarding funding sources and opportunities; reviews and approves completed proposals and grant applications for compliance with University, federal, state, and sponsor requirements prior to submission to external sponsors; and negotiates, and executes all basic research, clinical research, public service, professional service, provider, and affiliation agreements. ORA serves as the University's liaison with external agencies and organizations for all administrative and contractual matters. ORA has Institutional signature authority for submission of grants and execution of research and service related contracts. The ORA is under the leadership and direction of the Vice President for Research.

#### 8.1.1 Proposals and Contracts

The Office of Research Administration supports faculty and staff participation in research, training, and service activities by (1) assisting in the identification of sources of external funding support via electronic announcements; (2) assisting in the preparation of completed proposal applications by reviewing all required budget and form pages for compliance with applicable federal and state laws and regulations, and sponsor and/or University policies and requirements; (3) assisting investigators with collaborative projects with other institutions, including assisting with the preparation of program project grants, federal contract applications and negotiations, and subcontracts; (4) reviewing, negotiating, and executing clinical and basic research agreements, including but not limited to: clinical trial, material transfer, confidentiality, and subcontract agreements; and (5) reviewing, negotiating, and executing professional service, affiliation, and provider agreements, including but not limited to: consulting and speaking agreements; student and resident affiliation agreements; and medical provider agreements for certain Colleges.

#### 8.1.2 Routing Proposals

All completed grants applications and proposals must be routed through and reviewed by the ORA at least three (3) full business days prior to the sponsor's deadline. This includes all proposals to state, federal, non-profit, foundation, and industrial/pharmaceutical sponsors, regardless of the type of submission (hard copy or electronic). All solicited and unsolicited (investigator-initiated) proposals are required to be routed to ORA for approval prior to submission to the sponsor, including submissions proposing that University investigators participate as subcontractors with other institutions. In certain cases, the ORA will execute a confidentiality agreement prior to the submission of investigator-initiated proposals to sponsors to protect the interests of the University and investigator. An authorized agent of the Board of Regents of the University of Oklahoma in the ORA must sign all proposals prior to submission to the sponsor. Faculty do not have the authority to sign any proposal or grant application, nor to submit any electronic applications without the prior written approval of the ORA.

#### 8.1.3 Routing Contracts

All research training, professional, provider, public service, and clinical trial contracts must be routed through the ORA for legal, fiscal, and administrative review prior to signature approval by an authorized agent of the Board of Regents of the University of Oklahoma in ORA. Contracts include agreements; letter agreements; memoranda of understanding; affiliation, data use, business associate, material transfer, confidentiality, license, consulting, speaking, fee for service, provider, and other professional service contracts ~~and Professional Practice Plan (PPP) agreements~~; proposals that will be binding if accepted; amendments; contract modifications; and any other arrangement that obligates the University, its resources and/or its employees. Faculty may not legally bind the University by signing such contracts; therefore, all contracts must be signed by an authorized agent of the Board of Regents of the University of Oklahoma.

#### 8.1.4 Funding Opportunities

The ORA disseminates sponsored program and funding information through weekly electronic newsletters and e-mail notices to announce: (1) special funding opportunities; (2) program deadlines; and (3) new directions or changes in programs, policies and procedures within University and at granting agencies.

The ORA maintains a web page (~~<http://w3.ouhsc.edu/ORA/>~~) (<http://research.ouhsc.edu>) featuring: (1) ORA and University forms; (2) web site links to relevant University offices and sponsors; (3) current information regarding University and sponsor policies, including indirect cost rates (facilities and administrative costs), fringe benefit rates, and other important University and sponsor information necessary for the proper completion of proposals and processing of contracts; (4) links to a variety of internal and external funding announcements; (5) links to funding agency web sites; and (6) access to publicly available University award information.

### 8.1.5 Institutional Committee Reviews

All protocols for human subjects research, animal research, and research involving the use of recombinant DNA, gene therapy, microorganisms, biological toxins, and human gene transfer must be approved prior to the initiation of such research. In most cases, sponsors require certification of institutional approvals on a “just-in-time” basis, that is, ~~after a grant or contract is awarded when applicants (either investigators or ORA) are notified that just-in-time information is needed. This notification is not a notice of award nor should it be construed to be an indicator of possible funding.~~ Investigators are responsible for obtaining all required approvals in accordance with University and sponsor policies and for assuring required approvals are maintained for the duration of an award. Investigators must coordinate obtaining required approvals with the following offices prior to the initiation of research or service projects requiring approvals: Institutional Review Board (IRB), Institutional Animal Care and Utilization Committee (IACUC), Institutional Biosafety Committee (IBC), Conflict of Interest Office, Radiation Safety Committee, and Environmental Health and Safety Office. These approvals must be provided to ORA by the deadline request by the sponsor. Depending on where the activity is performed, investigators may also need to obtain additional approvals from the Veterans Affairs Medical Center, the Oklahoma Medical Research Foundation, ~~OU Medical Center~~ OU Health, Dean McGee Eye Institute, and/or other committees, centers, or entities.

## 8.2 DIVISION OF COMPARATIVE MEDICINE

The Division of Comparative Medicine has three primary functions at the Health Sciences Center. It is a service unit that provides housing, daily care, administrative direction, veterinary medical care, and veterinary diagnostic support of laboratory animals used for medical research and education for the University. It provides consultative services to investigators concerning animal research. Faculty members of the Division present training sessions to research technicians, laboratory animal technicians, and faculty on the use of laboratory animals in research. ~~The Division also operates a Baboon Research Resource funded by the National Institutes of Health that serves as a research resource for OUHSC faculty investigators as well as biomedical research centers across the United States.~~ In conjunction with the Institutional Animal Care and Use Committee, the Division of Comparative Medicine veterinarians review research protocols that involve laboratory animals. The Division of Comparative Medicine is accredited by the American Association for Accreditation of Laboratory Animal Care. The Health Sciences Center has an approved Assurance on file with the National Institutes of Health, Office of Laboratory Animal Welfare, for the use of animals in research, testing, and training programs.

## 8.3 RESEARCH COUNCIL

The Research Council is charged with the promotion and development of research and creative activity throughout the University community. The Council ~~serves as adviser~~ recommends to the President, through the Senior Vice President and Provost, faculty nominees for the George Lynn Cross Research Professorship ~~Vice President for Research, and Faculty Senate, in matters regarding research.~~

## 8.4 POLICY FOR CONSULTING ON GRANTS AND RESEARCH CONTRACTS AWARDED TO THE HEALTH SCIENCES CENTER

### General Principles

Members of the University faculty and staff are heirs to extraordinary privileges and responsibilities. To these is added a commitment to the University as the central vehicle for the faculty and staff member's intellectual capabilities and energies. Faculty and staff also have a loyalty to the University's interests as a community of shared scholarship.

Additional extramural efforts of faculty and staff can be intellectually and financially rewarding. External service and consulting at moderate levels are honorable extensions of research experience and academic skills. They serve the scientific profession, promote productive collaborations, stimulate the practical applications of research, and foster transfer of information. The University encourages such efforts.

The University recognizes, however, that consulting services are susceptible to actual or perceived conflicts of interest, misuse, and abuse. Awarding agencies, particularly federal government agencies, scrutinize consulting arrangements and may determine the services to be unnecessary or unauthorized. Such disallowed costs must be reimbursed with unrestricted or non-sponsored funds.

In an effort to protect the interests of the University and its faculty and staff and to comply with federal and state law and external granting agency requirements, the following policy regarding the use of consultants in grants and research contracts is adopted. (Consultant agreements not involving grants or research must be approved through the University's normal approval process.)

## POLICY

### Section I. Definitions and Requirements (for purposes of this policy):

- A. External Consultants – Individuals who are not employees of the University but who are engaged personally to give professional advice or service for a fee. These individuals have knowledge and special abilities that are essential to meet the project needs that cannot be provided by University personnel.
- B. Internal Consultants – Under unusual circumstances, a person may be at the same time a consultant to and an employee of the University, only if the following conditions exist:
  - 1) the consultation is across departmental lines; and
  - 2) the work performed is in addition to the employee's regular department load.
- C. Selection – The PI must be able to justify the selection upon request.
- D. Payment – The consultant's fee (stipend, payment, etc.) must be in compliance with any grant terms or state or federal rules and must be reasonable (i.e., based on the consultant's qualifications, in line with market rates). The PI must be able to justify the fee upon request.

### Section II. Consulting Arrangements

All consulting services at the Health Sciences Center must be supported by documentation per each of the following categories. Documentation is to be provided to the Office of Research Administration (ORA).

#### A. External Consultants to OUHSC

There must be justification for the external consultant. \*NOTE – Because of changes in the federal cost accounting standards, external consultants may need to be bid. Please refer to OUHSC Purchasing policies or contact the Director of Purchasing for clarification.

#### At the Time of and Included Within the Proposal:

- 1) ~~Approval — The consulting services are approved by the sponsor or contracting agency.~~ Any relationship to the University and PI must be disclosed in the proposal;
- 2) The consultant has signed a letter of commitment to perform specified services at a stated rate under the grant or contract. This letter must be submitted as part of the proposal.

#### After the Award:

If a consultant line was not included in the proposal, the following steps must be taken:

- 1) ~~An IPA (re-budget) form must be obtained from ORA. A rebudget request must be sent to ORA and completed to re-budget funds adjusted to include into~~ the consulting budget category. Justification for the need for consulting services must be included.
- 2) If required by the sponsoring or contracting agency, a letter requesting permission to use a consultant must be sent to the sponsor or agency. The letter must include justification for the consultant and be cosigned by the ORA and the PI.
- 3) The consultant must have signed a letter of commitment to perform the specified services at a stated rate under the grant or contract.

**B. Internal Consultants**

There must be justification for a faculty/staff member to serve as an internal consultant and the requirements of Section I.B have been met.

**At the time of the Proposal:**

The inclusion of the consultant is required in the proposal budget. The budget justification shall identify the consultant's position at OUHSC and include a statement that payment will be in addition to normal University pay. The internal consultant must complete an Internal Consultant Form (available from ORA). It includes:

- (a) a statement from the faculty/staff member describing the scope of work to be completed and explaining how the hours worked on the project will be in addition to his/her regular University duties;
- (b) a description of the payment terms;
- (c) the faculty/staff member's signature; and
- (d) approval by the chair of the faculty/staff member's department and the dean of his/her college of the work to be performed on the project, as indicated by their signatures.

**After the Award:**

If a consultant line was not included in the proposal, the following steps must be met:

- 1) ~~A rebudget request must be sent to ORA and funds adjusted to include the consulting budget category. Justification for the need for consulting services must be included. IPA form must be obtained from ORA and completed to re-budget funds into the consulting budget category. Justification for the need for consulting services must be included.~~
- 2) The faculty/staff member, the chair of his/her department, and the dean of his/her college must sign the completed Internal Consultant form. This form should then be forwarded to the ORA.
- 3) Upon receipt of the completed form, ORA will send a letter to the sponsor or agency requesting approval of the internal consultant. If necessary, the letter will include a request to re-budget funds. The letter must be co-signed by the ORA and PI.
- 4) Upon approval by sponsor, ORA will acknowledge the Internal Consultant form and return it to the faculty/staff member, with a copy to the department chair and dean.

(Senior Vice President and Provost, 5-13-98)

**8.5 SPONSORED PROGRAMS INCENTIVE PLAN POLICY**

The intent of this policy is to recognize faculty performance in research and scholarly activity, to increase externally sponsored funding to the University of Oklahoma Health Sciences Center (OUHSC), and to provide additional incentives and resources to supplement educational programs at the OUHSC. This policy allows faculty members to



receive salary supplementation incentives when their salary is re-budgeted and charged to sponsored programs for which the OUHSC is the grantee, contractor, or sub-contractor.

### Eligibility

Performance incentive payments are available for full- and part-time faculty with regular appointments.

### Policy

University Faculty salaries will be budgeted on sponsored research and grants and contracts commensurate with actual time and effort. Corresponding salary released from institutional accounts (e.g., PPP, state revolving, and other unrestricted funds) is available for performance incentive payments. Performance incentive payments will not be charged directly or indirectly to federally-funded programs. Released ~~institutional-University~~ faculty salary will be made available for expenditure on a quarterly, after-the-fact basis as follows:

INDIVIDUAL FACULTY MEMBER (30%) – 30% of released salary will be made available to the individual faculty member. Such funds can be paid as a performance incentive payment to the faculty member or be used by the faculty member for non-recurring expenditures; i.e., travel, supplies, equipment, temporary positions, etc.

DEPARTMENT CHAIR (50%) – At the discretion of the departmental chair, salary/benefit release funds may be reallocated within the department for non-recurring expenditures.

DEAN (20%) – At the discretion of the college dean, 20% of released salary/benefit funds may be reallocated within the college for non-recurring expenditures.

The sponsored programs incentive plan is separate from faculty compensation paid through college practice plans. Incentive payments will not be considered part of base salary for tenure purposes, merit based salary increases, or termination pay. A faculty member may continue to participate in the performance incentive plan as long as release funds are available. Performance incentive payments cannot be made prospectively. Exceptions to this policy must be approved by the Senior Vice President and Provost.

(Senior Vice President and Provost, 7-1-98)

## 8.6 POLICY REGARDING PRINCIPAL INVESTIGATOR ELIGIBILITY AT THE UNIVERSITY OF OKLAHOMA HEALTH SCIENCES CENTER

Principal Investigators on sponsored projects shall hold faculty (regular or temporary appointments) or staff paid appointments, full-time or part-time, at the University of Oklahoma Health Sciences Center. However, if a funding agency has more restrictive requirements regarding who can serve as a principal investigator on a project, the funding agency's requirements supersede this policy.

If allowable by the sponsor, graduate students, postdoctoral fellows, and residents may apply for external funding provided that a University faculty member agrees to serve as the Principal Investigator and account sponsor on the project, and to be responsible for the completion of all deliverables, including required project reports. Graduate students, postdoctoral fellows, and residents may submit individual training or fellowship applications with the written support of their mentor.

This is a University of Oklahoma Health Sciences Center policy. The Vice President for Research must approve any exception to this policy in advance of submission of a grant or contract proposal to a funding agency.

## 8.7 UNIVERSITY OF OKLAHOMA HEALTH SCIENCES CENTER POLICY ON LEVEL OF EFFORT COMMITTED ON SPONSORED PROGRAMS

The University of Oklahoma Health Sciences Center treats all aspects of sponsored programs administration consistently, regardless of funding source. Therefore, pursuant to federal regulations, the OUHSC faculty and staff may not have total effort commitments (sponsored and non-sponsored) in excess of 100 percent (see definition of Commitment overlap below). Faculty or staff who have University responsibilities in addition to those committed on sponsored programs, including but not limited to teaching, administration or clinical activities, must reserve the

appropriate amount of effort as agreed upon with the Department Chair and/or Dean for those commitments and, therefore, may not commit 100% paid or unpaid effort to sponsored grants and/or contracts.

Excerpt from NIH Notice: "Commitment overlap occurs when a person's time commitment exceeds 100 percent, whether or not salary support is requested in the application. While information on other support is only requested for key personnel (excluding consultants), no individuals on the project may have commitments in excess of 100 percent."

NIH Reference: <https://grants.nih.gov/grants/guide/notice-files/NOT-OD-12-101.html>  
[http://grants2.nih.gov/grants/guide/notice\\_files/NOT-OD-03-029.html](http://grants2.nih.gov/grants/guide/notice_files/NOT-OD-03-029.html)

### **8.8 ALLOWABLE SALARY ON OUHSC GRANTS AND CONTRACTS FOR OUHSC EMPLOYEES WITH VA APPOINTMENTS**

OUHSC "Institutional Base Salary" (IBS) is the salary that is guaranteed annually by the employee's department, approved by the Board of Regents of the University of Oklahoma, and documented in the OUHSC Annual Budget and the salary from OU Health for dually employed faculty-faculty-Book. For the purpose of receiving compensation on grants or contracts, the IBS is derived solely from the OUHSC portion of the employee's total compensation. Institutional Base Salary does not include Professional Practice Plan compensation or other clinical compensation that is not guaranteed and approved by the University Regents. For dually employed COM faculty, institution base salary includes total compensation for both University and the affiliated institution.

University of Oklahoma Health Sciences Center (OUHSC) employees with VA appointments will be compensated for time and effort on OUHSC grants and contracts in accordance with the NIH Grants Policy Statement regarding compensation of Federal employees for all grants and contracts received at OUHSC, regardless of funding source

[https://grants.nih.gov/grants/policy/nihgps/HTML5/section\\_17/17.3\\_va-university\\_affiliations.htm](https://grants.nih.gov/grants/policy/nihgps/HTML5/section_17/17.3_va-university_affiliations.htm)

OUHSC and the Veterans Administration Medical Center (VAMC) are required by federal granting agencies to establish an agreement (Memorandum of Understanding) to determine the total effort and set of responsibilities between the two entities. An OUHSC employee with a paid OUHSC appointment can be paid for their time spent on OUHSC grants and contracts as part of their OUHSC appointment.

Federal salary cannot be included in the OUHSC Institutional Base Salary on grants and contracts. Only the OUHSC portion of salary may be used to determine the amount of allowable compensation on grants and contracts. The allowable salary is based on the percentage of the OUHSC appointment that is applicable to the effort devoted to the project. If the OUHSC employee does not receive salary from OUHSC, then salary cannot be requested or charged to a grant or contract.

An individual with an 8/8<sup>th</sup> appointment at the VA with a paid appointment at OUHSC can be compensated on an OUHSC grant or contract as part of their OUHSC appointment based on their OUHSC Institutional Base Salary alone. The total effort and set of responsibilities between the two entities and the percentage of effort at each institution must meet the test of reasonableness for such individuals.

### **8.9 UNIVERSITY OF OKLAHOMA HEALTH SCIENCES CENTER FACILITIES AND ADMINISTRATIVE COSTS POLICY FOR EXTERNALLY FUNDED PROJECTS**

See the Office of Research Administration web site for current rates and applicable forms

#### **1.0 POLICY**

- 1.1 It is the policy of the University of Oklahoma Health Sciences Center to collect the full applicable rate of facilities and administrative costs reimbursement on all externally funded projects, including research, public service, training and instruction grants and contracts.
- 1.2 For all projects funded by federal agencies, or funded with federal dollars (including federal dollars passed through other agencies), the applicable rate is based upon the University's current federally negotiated

facilities and administrative costs rate agreement. The only exception to the negotiated rate is for those federal programs where a lower rate is specified and published in the sponsored program announcement.

- 1.3 For all projects funded by state and local agencies, private industry and foundations, the applicable facilities and administrative costs rate is based upon the type of program (research, training, instruction, public service, fee-for-service) and the current negotiated indirect cost rate for research or the University's published facilities and administrative costs rate for training, instruction, public service, or fee for service programs.
- 1.4 Any requests for an exception of the applicable indirect cost rate must follow the exception process described in Section 4.0. ~~Exception requests must be submitted to the appropriate Dean's office for review and the signed Exception Form must then be approved by the Vice President for Research.~~

## 2.0 BACKGROUND AND DEFINITIONS

- 2.1 This policy provides guidelines for the University of Oklahoma Health Sciences Center regarding the reimbursement of facilities and administrative costs for all externally funded projects.
- 2.2 The total cost of all externally funded projects consists of both direct and indirect expenses. The University must pay for all associated facilities and administrative costs of every program, regardless of whether it is reimbursed by the sponsor or not.
- 2.3 Federal regulations (2 CFR 200 and the Federal Cost Accounting Standards) require that the same type of costs be treated consistently as direct or facilities and administrative costs on sponsored programs. This policy provides guidance to assure compliance with all applicable federal regulations.

### 2.4 Definitions

Direct costs are those that are readily identifiable with a specific project and which can be charged directly to that project. Direct costs include such items as salaries, fringe benefits, equipment, consumable materials and supplies, travel, subject/participant costs, and subcontracts.

Facilities and administrative (F&A) costs, formerly known as indirect costs, are actual costs incurred by the University to support externally funded projects. These costs are to be reimbursed by the sponsor for common University expenses that cannot be directly charged to a single project and include: 1) infrastructure costs (rent, heating, air, janitorial services) and 2) support services (IT, library, purchasing, accounting, research administration, animal resources, and federally mandated assurance boards and offices [Institutional Review Board, Institutional Animal Care and Use Committee, Institutional Biosafety Committee]).

On-campus/off-campus facilities and administrative costs rates - On-campus and off-campus facilities and administrative costs rates for research are determined by the DHHS negotiated cost rate agreement and are to be utilized for all federally funded research. The applicable on- and off-campus indirect cost rate(s) for research, public service, training and instruction are published annually by Administration and Finance and can be found [on the Vice President for Health Sciences Research webpage](https://research.ouhsc.edu/Research-Administration/Forms-and-Rates/F-A-Rates): ~~<https://research.ouhsc.edu/Research-Administration/Forms-and-Rates/F-A-Rates>~~

The off-campus rate applies only to activities performed in facilities not owned by the Health Sciences Center ~~and to which rent is charged directly to the project.~~

## 3.0 APPLICABLE FACILITIES AND ADMINISTRATIVE COSTS RATES BY FUNDING SOURCE AND TYPE OF PROGRAM

- 3.1 FEDERAL - The University's current federal negotiated facilities and administrative costs rates apply to all federally funded programs, with the exception of Federal Training Grants. This includes funds received directly from federal agencies and funds received indirectly from federal agencies as "flow-through" or "pass-through" funds from other institutions, i.e. subawards and subcontracts.
- 3.2 STATE - The current applicable facilities and administrative costs rate applies to all programs funded by State of Oklahoma agencies (including OSDH, ODHS, OHCA and others). The State agency must also provide written

certification to the Office of Research Administration regarding the source of their funding, federal versus non-federal, in order to determine the applicable facilities and administrative costs rate. All research grants or contracts funded by federal flow-through funds are required to include the University's current negotiated facilities and administrative costs rate.

- 3.3 NON-PROFIT/FOUNDATION - The applicable facilities and administrative costs rate applies to all programs sponsored by Non-Profit agencies and Foundations.
- 3.4 INDUSTRY: CLINICAL TRIALS - The facilities and administrative costs rate for Clinical Trials funded by Industry/Pharmaceutical companies may ~~vary, but vary but~~ must include ~~2025~~2025% for core Institutional overhead costs. Departmental or College Administrative cost rates may be included in addition to the Institutional ~~2025~~2025%. There will be no exceptions to the core Institutional rate of ~~2025~~2025% for Clinical Trials sponsored by Industry/Pharmaceutical companies.
- 3.5 INDUSTRY: BASIC RESEARCH – The University's current federal negotiated facilities and administrative costs rate applies to all basic research programs sponsored by for-profit Industry/Pharmaceutical companies.
- 3.6 See the Office of Research Administration web site for all applicable facilities and administrative costs rates based upon funding source and type of program.

#### 4.0 REQUESTS FOR EXCEPTIONS

- 4.1 Exceptions to this policy will only be granted in rare circumstances. Facilities and administrative costs must be included using the University's federally-negotiated rates, with the exception of Federal Training Grants. All other deviations are subject to administrative approval by the Vice President for Research. ~~If sponsor~~ ~~Sponsor~~ guidelines limiting facilities and administration costs ~~are publicly documented, no exception request is required. All other requests to reduce F&A~~ must be provided with each proposal requesting an exception. Projects funded by the for-profit sector must accrue F&A at the appropriate negotiated rate.
- 4.2 All requests for exceptions to the University's Facilities and Administrative Costs Policy ~~must use the "Indirect Cost Rate Exception Request Form". must indicate their request in their be made in the electronic proposal routing form.~~
- 4.3 ~~The Exception Form must be submitted to the appropriate Dean's office for review, which in consultation with the department chair may elect to support or deny the request. If supported by the Dean's Office, the signed Exception Form must be routed to the Office of Research Administration at least five (5) business days prior to obtaining institutional signature on the proposal, grant application or contract.~~
- 4.4 The Vice President for Research ~~or delegate~~ will make the final decision.
- 4.5. The Senior Vice President and Provost, the Vice President for Administration and Finance, and the Vice President for Research, will monitor the cost to the University of approved facilities and administrative costs exceptions on a continuing basis. ~~Exception approvals will be reviewed with the applicable Dean on a quarterly basis.~~

(Effective July 1, 2009)

#### 8.10 POLICY REGARDING FACILITIES AND ADMINISTRATIVE COSTS ON CLINICAL TRIALS

In September 1992 and August 1994 the Provost and Vice President for Research, respectively, issued memoranda regarding the University's policy for recovery of facilities and administrative (F&A) costs (formerly known as indirect costs) on clinical trials involving human subjects. The purpose of this memorandum is to restate the policy to more precisely define the basis for determining which clinical studies are subject to the ~~ten-twenty-five~~ ~~percent (250%)~~ F&A assessment by the Provost's Office.

~~TwentySeventy-five~~ ~~percent (7250%)~~ of all ~~revenue-F&A~~ received from clinical trial studies is recovered by Office of the Provost's Office the Vice President for ReEsearch if the clinical study meets all of the following requirements:

- 1) The study is sponsored by an industrial company, i.e. pharmaceutical, device companies, etc.;
- 2) The study is clinical, i.e., involves living human subjects;

- 3) The study involves a drug or device;
- 4) Payment by the sponsor may be based upon number of patients enrolled, delivery of patient case report forms, a fixed fee lump sum, etc.;
- 5) The sponsor imposes no fiscal audit requirements on the University.

Any required college, department or section F&A charges are in addition to the ~~2025%~~ F&A costs recovered ~~by the Provost's Office~~. All appropriate F&A costs (the Provost's ~~2025%~~ plus college, department or section charges) must be negotiated with the company by the investigator and included in the budget either 1) as a separate line item (administrative fees, F&A costs, etc.), or 2) added to the cost of each direct cost line item.

Basic, pre-clinical (nonclinical) research projects and other human studies not involving living human subjects are subject to the University's current negotiated F&A costs. As with all sponsored studies, investigators and staff are required to allocate and charge their actual percent effort to all clinical study accounts, as well as all other costs directly benefiting the clinical study.

(Restated February 21, 2006)

### 8.11 SERVICE AS PROMOTIONAL SPEAKER FOR PRIVATE INDUSTRY

#### ~~PROVOST'S MEMO REGARDING PROMOTIONAL AGREEMENTS FOR PRIVATE INDUSTRY (6-27-16)~~

~~TO: All Health Sciences Center Faculty and Staff, OKC and Tulsa~~

~~FROM: Jason R. Sanders, MD, MBA  
Senior Vice President and Provost~~

~~DATE: June 27, 2016~~

~~SUBJECT: Serving as Promotional Speaker for Private Industry—REVISED POLICY~~

~~**Purpose:** The purpose of this policy is to ensure that all OUHSC faculty and staff maintain ethical working relationships with industry in accordance with state ethics laws, federal regulations, guidelines of professional and industry organizations, and the ethical standards of the health care professions.~~

~~**Faculty and staff** Employees may not serve as promotional speakers for a company's particular products or services.~~

- University employees may serve as educational speakers and discuss products or services generally.
- OUHSC policy requires that all contracts for employees to serve as educational speakers for private industry must be routed through SoonerTrack.
  - Educational speaker agreements with annual cumulative payments below \$5,000 and meeting certain criteria can be signed by the appropriate College Dean
  - Educational speaker agreements with annual cumulative payments, when payment exceed at or above \$5,000 all agreements meeting certain criteria independent of payment amount, must be routed through be negotiated and executed by ORA for negotiation and authorized signature.
- Educational speaker agreements with payments below \$5,000 can be signed by the College Dean.

~~During the past year, the Deans' Council convened a work group and has approved the following policy:~~

~~**Policy—Service as a Promotional Speaker for Private Industry**~~

~~[**Note:** In this policy, the term "industry" means biomedical, pharmaceutical and medical device companies and companies that make other products used in the treatment of patients or the provision of health care. For purposes of this policy, dually employed OU Health employees are not prohibited from promoting OU Health.]~~

Faculty members may speak at an industry-sponsored program only if the faculty member retains full control and authority over professional material the faculty member presents and does not allow such communications or presentations to be subject to prior approval by any commercial interest other than approval for the use of

proprietary information. Activities with any of the following characteristics **may not be undertaken** at any location, whether on-site or off-site:

- a) A company has the contractual right to dictate what the faculty member says
- b) A company (not the faculty member) creates the slide set (or other presentation materials) and has the final approval of all content and edits. Slides prepared by a company that depict generic anatomical or biological structures or functions may be used in a presentation by a faculty member if 1) the content is accurate and of high quality and 2) no company logo or name appears on the slide.
- c) The faculty member receives compensation from the company and acts as the company's employee or spokesperson for the purposes of dissemination of company-generated presentation materials or promotion of company products
- d) A company controls the publicity related to the event.

Some of the prohibited activities can occur in the context of "speakers' bureaus", and the conditions of the speaking engagement must govern the decision as to whether or not the activity is acceptable under this policy. For questions or clarification, please contact your department chair or dean.

(Senior Vice President and Provost, 6-27-16)

**Additional Research Related Policies:**

- |   |                |
|---|----------------|
| ▪ ACADEMIC MISCONDUCT POLICY                | (Appendix C)   |
| ▪ CONFLICTS OF INTEREST POLICY              | (Appendix E)   |
| ▪ INSTITUTIONAL CONFLICT OF INTEREST POLICY | (Appendix E)   |
| ▪ ETHICS IN RESEARCH POLICY                 | (Section 3.25) |
| ▪ INTELLECTUAL PROPERTY POLICY              | (Appendix D)   |
| ▪ OPEN RECORDS POLICY                       | (Appendix K)   |

## DISTRIBUTION SAF 2022-2023 ANNUALIZED FUNDS

	2020-2021	2021-2022	2022-2023
Dean of Students	\$784,419.00	\$989,400.00	\$1,024,400.00
Fitness & Recreation	\$427,836.00	\$227,836.00 <sup>(1)</sup>	\$227,836.00
Gender and Equality Center	\$134,436.28	\$141,266.28	\$170,991.28
Reserve <sup>(2)</sup>	\$76,000.00	\$91,508.00	\$92,000.00
Student Conduct	\$0.00	\$63,793.00	\$63,793.00
Student Government Association	\$771,285.44	\$771,285.44	\$806,068.44
Student Life	\$720,381.28	\$950,053.28	\$950,053.28
Student Media	\$221,907.00	\$391,907.00	\$391,907.00
University Counseling Center	<u>\$663,735.00</u>	<u>\$872,951.00</u>	<u>\$872,951.00</u>
<b>GRAND TOTAL</b>	<b>\$3,800,000.00</b>	<b>\$4,500,000.00 <sup>(3)</sup></b>	<b>\$4,600,000.00 <sup>(4)</sup></b>

<sup>(1)</sup> FY22 includes a reduction to Fitness & Recreation as a result of alternate funding sources becoming available to support departmental programs.

<sup>(2)</sup> Per Regents' Policy, two percent of Student Activity Fees are allocated to the Reserve. Any unallocated monies are also allocated to the Reserve.

<sup>(3)</sup> FY22 projection reflects Student Activity Fee increase of \$1.50 per credit hour effective Fall 2021.

<sup>(4)</sup> FY23 projection provided by Associate Vice President for Budget and Finance.

**2022 FIRST AMENDMENT TO THE UNIVERSITY OF OKLAHOMA  
EXCESS PLAN NO. 3 (IRC § 403(B) DC PLAN)**

Pursuant to the authority vested in the undersigned, the University of Oklahoma Excess Plan No. 3 (IRC § 403(b) DC Plan) (the “Plan”) is hereby amended as follows:

I.

Section 2.10 of the Plan is hereby amended to read as follows:

“2.10 Participant. ‘Participant’ shall mean (i) Robert Anthony Stoops and any successor head football coach of the University, and the President of the University.”

II.

Section 2.19 of the Plan is hereby deleted.

III.

Section 3.1 of the Plan is hereby amended to read as follows:

“3.1 Participation. Robert Anthony Stoops shall be eligible to participate in this Plan effective on the Plan Entry Date. Any successor Head Football Coach of the University shall be eligible to participate in the Plan effective on the later of January 1, 2022 or the date of such Participant’s appointment as Head Football Coach. The President of the University shall be eligible to participate in the Plan effective on the later of January 1, 2022 or the date of such Participant’s appointment as President. No other individual shall be eligible to participate herein.”

IV.

Section 4.1 of the Plan is hereby amended to read as follows:

“4.1 Contributions by the University. All Plan Contributions shall be made solely by the University. Each Plan Year beginning with the Effective Date of the Plan, the University may make a discretionary Plan Contribution with respect to the Participant. Such discretionary Plan Contributions are intended to be the amount of Annual Additions under the Qualified Plan in excess of the limitations of Section 415 of the Code, as provided in Section 26A of the Qualified Plan. Provided, however, in no event will the Plan Contribution for a Plan Year exceed 100% of the Participant’s Compensation for the applicable Plan Year **less** the limit contained in Section 415(c)(1)(A) of the Code as adjusted under Section 415(d) of the Code. All Plan Contributions for a Plan Year shall be allocated to the Participant’s Accumulation Account when made.”

V.



Section 6.1 of the Plan is hereby amended to read as follows:

“6.1 Vesting. The Participant shall be 100% vested in the balance in his Accumulation Account.”

Except as otherwise provided in this 2022 First Amendment to the University of Oklahoma Excess Plan No. 3 (IRC § 403(b) DC Plan) (“Amendment”), the Plan is hereby ratified and confirmed in all respects. This Amendment shall be effective as of January 1, 2022.

EXECUTED as of the \_\_\_\_ day of \_\_\_\_\_, 2022.

UNIVERSITY OF OKLAHOMA

By: \_\_\_\_\_  
Name: \_\_\_\_\_  
Title: \_\_\_\_\_

## ACADEMIC SERVICE FEES REQUEST 2022-2023 – NC &amp; LAW

The table below lists those course-specific fees classified as special instruction fees, classroom/laboratory supplies fee, and facilities and equipment utilization fees proposed for deletion for Fall 2022.

SUMMARY SCHEDULE Course-Specific Fees – Fee Deletion List ACADEMIC YEAR 2022-2023 <u>Norman Campus</u>					
<u>College</u>	<u>Dept.</u>	<u>Course</u>	<u>Current Fee</u>	<u>Proposed Fee Request</u>	<u>Change</u>
A&S	ASTR	1514	\$ 75.00	\$ 0.00	\$ (75.00)
A&S	ASTR	4523/5523	250.00	0.00	(250.00)
A&S	BIOL	1005	50.00	0.00	(50.00)
A&S	BIOL	1121	40.00	0.00	(40.00)
A&S	BIOL	1124	55.00	0.00	(55.00)
A&S	BIOL	1134	50.00	0.00	(50.00)
A&S	BIOL	2094	150.00	0.00	(150.00)
A&S	BIOL	2124	50.00	0.00	(50.00)
A&S	BIOL	2234	120.00	0.00	(120.00)
A&S	BIOL	2255	150.00	0.00	(150.00)
A&S	BIOL	2404	35.00	0.00	(35.00)
A&S	BIOL	3053	50.00	0.00	(50.00)
A&S	BIOL	3063	100.00	0.00	(100.00)
A&S	BIOL	3073	150.00	0.00	(150.00)
A&S	BIOL	3092	20.00	0.00	(20.00)
A&S	BIOL	3101	40.00	0.00	(40.00)
A&S	BIOL	3201	50.00	0.00	(50.00)
A&S	BIOL	3214	50.00	0.00	(50.00)
A&S	BIOL	3342	150.00	0.00	(150.00)
A&S	BIOL	3403	40.00	0.00	(40.00)
A&S	BIOL	4034	40.00	0.00	(40.00)
A&S	BIOL	4044	40.00	0.00	(40.00)
A&S	BIOL	4073	150.00	0.00	(150.00)
A&S	BIOL	4083	40.00	0.00	(40.00)
A&S	BIOL	4172	150.00	0.00	(150.00)
A&S	BIOL	4244	55.00	0.00	(55.00)
A&S	BIOL	4361	75.00	0.00	(75.00)
A&S	BIOL	4423	75.00	0.00	(75.00)
A&S	BIOL	4471	75.00	0.00	(75.00)
A&S	BIOL	4493	75.00	0.00	(75.00)
<u>College</u>	<u>Dept.</u>	<u>Course</u>	<u>Current Fee</u>	<u>Proposed Fee Request</u>	<u>Change</u>
A&S	BIOL	4653	110.00	0.00	(110.00)
A&S	BIOL	4970	75.00	0.00	(75.00)
A&S	BIOL	5172	150.00	0.00	(150.00)
A&S	BIOL	5204	30.00	0.00	(30.00)
A&S	BIOL	5364	150.00	0.00	(150.00)

**EXHIBIT I**

A&S	BIOL	5374	150.00	0.00	(150.00)
A&S	BIOL	5423	75.00	0.00	(75.00)
A&S	BIOL	5464	100.00	0.00	(100.00)
A&S	BIOL	5494	40.00	0.00	(40.00)
A&S	BIOL	5503	40.00	0.00	(40.00)
A&S	BIOL	5693	40.00	0.00	(40.00)
A&S	BIOL	5970	75.00	0.00	(75.00)
A&S	BIOL	6152	50.00	0.00	(50.00)
A&S	CHEM	1315	55.00	0.00	(55.00)
A&S	CHEM	1415	55.00	0.00	(55.00)
A&S	CHEM	1425	55.00	0.00	(55.00)
A&S	CHEM	3005	110.00	0.00	(110.00)
A&S	CHEM	3012	36.00	0.00	(36.00)
A&S	CHEM	3064	90.00	0.00	(90.00)
A&S	CHEM	3152	90.00	0.00	(90.00)
A&S	CHEM	3164	90.00	0.00	(90.00)
A&S	CHEM	3214	75.00	0.00	(75.00)
A&S	CHEM	3421	60.00	0.00	(60.00)
A&S	CHEM	3451	60.00	0.00	(60.00)
A&S	CHEM	3521	60.00	0.00	(60.00)
A&S	CHEM	3753	120.00	0.00	(120.00)
A&S	CHEM	4033	140.00	0.00	(140.00)
A&S	CHEM	4232	90.00	0.00	(90.00)
A&S	CHEM	4444	140.00	0.00	(140.00)
A&S	CHEM	4923	50.00	0.00	(50.00)
A&S	CHEM	4933	50.00	0.00	(50.00)
A&S	CHEM	ALL	6.50	0.00	(6.50)
A&S	EPHY	4232	80.00	0.00	(80.00)
A&S	MBIO	2815	130.00	0.00	(130.00)
A&S	MBIO	3812	135.00	0.00	(135.00)
A&S	MBIO	3942	60.00	0.00	(60.00)
A&S	MBIO	4064	150.00	0.00	(150.00)
A&S	MBIO	4313	125.00	0.00	(125.00)
A&S	MBIO	4810	125.00	0.00	(125.00)
A&S	MBIO	4813	150.00	0.00	(150.00)
A&S	MBIO	4873	140.00	0.00	(140.00)
A&S	MBIO	4893	160.00	0.00	(160.00)
A&S	MBIO	5064	150.00	0.00	(150.00)
A&S	MBIO	5364	150.00	0.00	(150.00)
A&S	MBIO	5374	150.00	0.00	(150.00)
A&S	PBIO	1114	50.00	0.00	(50.00)
A&S	PBIO	2404	50.00	0.00	(50.00)
A&S	PBIO	2503	35.00	0.00	(35.00)
A&S	PBIO	3163	20.00	0.00	(20.00)
A&S	PBIO	3342	150.00	0.00	(150.00)
A&S	PBIO	3452	60.00	0.00	(60.00)
A&S	PBIO	3534	90.00	0.00	(90.00)
A&S	PBIO	3942	50.00	0.00	(50.00)
A&S	PBIO	4115	100.00	0.00	(100.00)
A&S	PBIO	4283	40.00	0.00	(40.00)
A&S	PBIO	4313	125.00	0.00	(125.00)

EXHIBIT I

<u>College</u>	<u>Dept.</u>	<u>Course</u>	<u>Current Fee</u>	<u>Proposed Fee Request</u>	<u>Change</u>
A&S	PBIO	4413	20.00	0.00	(20.00)
A&S	PBIO	4561	20.00	0.00	(20.00)
A&S	PBIO	4873	130.00	0.00	(130.00)
A&S	PBIO	5264	45.00	0.00	(45.00)
A&S	PBIO	5364	150.00	0.00	(150.00)
A&S	PBIO	5374	150.00	0.00	(150.00)
A&S	PBIO	5413	20.00	0.00	(20.00)
A&S	PBIO	5594	35.00	0.00	(35.00)
A&S	PHYS	1205	25.00	0.00	(25.00)
A&S	PHYS	1215	25.00	0.00	(25.00)
A&S	PHYS	1311	20.00	0.00	(20.00)
A&S	PHYS	1321	20.00	0.00	(20.00)
A&S	PHYS	2302	30.00	0.00	(30.00)
A&S	PHYS	3302	50.00	0.00	(50.00)
A&S	PHYS	3312	50.00	0.00	(50.00)
A&S	PSY	3092	20.00	0.00	(20.00)
A&S	PSY	3114	30.00	0.00	(30.00)
A&S	S WK	4315	40.00	0.00	(40.00)
AGS	GEOG	4553	24.00	0.00	(24.00)
AGS	GEOG	5553	24.00	0.00	(24.00)
AGS	METR	1014	20.00	0.00	(20.00)
AGS	METR	3613	25.00	0.00	(25.00)
AGS	METR	4424	30.00	0.00	(30.00)
AGS	METR	4613	15.00	0.00	(15.00)
AGS	METR	4624	60.00	0.00	(60.00)
E&E	GEOL	4413	20.00	0.00	(20.00)
E&E	GEOL	5130	30.00	0.00	(30.00)
E&E	GEOL	5413	20.00	0.00	(20.00)
ENG	AME	3112	75.00	0.00	(75.00)
ENG	AME	3122	60.00	0.00	(60.00)
ENG	AME	3272	85.00	0.00	(85.00)
ENG	AME	3623	50.00	0.00	(50.00)
ENG	AME	4163	50.00	0.00	(50.00)
ENG	AME	4263	35.00	0.00	(35.00)
ENG	AME	4273	75.00	0.00	(75.00)
ENG	AME	4283	50.00	0.00	(50.00)
ENG	AME	4373	75.00	0.00	(75.00)
ENG	AME	4442	100.00	0.00	(100.00)
ENG	AME	4553	30.00	0.00	(30.00)
ENG	AME	4802	95.00	0.00	(95.00)
ENG	AME	4812	95.00	0.00	(95.00)
ENG	AME	4822	85.00	0.00	(85.00)
ENG	AME	4832	110.00	0.00	(110.00)
ENG	AME	5263	35.00	0.00	(35.00)
ENG	AME	5273	75.00	0.00	(75.00)
ENG	AME	5283	50.00	0.00	(50.00)

**EXHIBIT I**

<u>College</u>	<u>Dept.</u>	<u>Course</u>	<u>Current Fee</u>	<u>Proposed Fee Request</u>	<u>Change</u>
ENG	AME	5373	75.00	0.00	(75.00)
ENG	AME	5962	25.00	0.00	(25.00)
ENG	CEES	2313	20.00	0.00	(20.00)
ENG	CEES	3213	15.00	0.00	(15.00)
ENG	CEES	3243	75.00	0.00	(75.00)
ENG	CEES	3334	75.00	0.00	(75.00)
ENG	CEES	3361	150.00	0.00	(150.00)
ENG	CEES	3403	75.00	0.00	(75.00)
ENG	CEES	3663	50.00	0.00	(50.00)
ENG	CEES	3673	50.00	0.00	(50.00)
ENG	CEES	3774	50.00	0.00	(50.00)
ENG	CEES	3884	50.00	0.00	(50.00)
ENG	CEES	4050	75.00	0.00	(75.00)
ENG	CEES	4114	75.00	0.00	(75.00)
ENG	CEES	4234	75.00	0.00	(75.00)
ENG	CEES	4324	75.00	0.00	(75.00)
ENG	CEES	4362	25.00	0.00	(25.00)
ENG	CEES	4453	60.00	0.00	(60.00)
ENG	CEES	4473	30.00	0.00	(30.00)
ENG	CEES	4753	50.00	0.00	(50.00)
ENG	CEES	4903	90.00	0.00	(90.00)
ENG	CEES	4913	90.00	0.00	(90.00)
ENG	CEES	4923	90.00	0.00	(90.00)
ENG	CEES	4993	90.00	0.00	(90.00)
ENG	CEES	5114	75.00	0.00	(75.00)
ENG	CEES	5273	20.00	0.00	(20.00)
ENG	CEES	5303	20.00	0.00	(20.00)
ENG	CEES	5313	300.00	0.00	(300.00)
ENG	CEES	5324	75.00	0.00	(75.00)
ENG	CEES	5404	55.00	0.00	(55.00)
ENG	CEES	5433	30.00	0.00	(30.00)
ENG	CEES	5600	75.00	0.00	(75.00)
ENG	CEES	5624	60.00	0.00	(60.00)
ENG	CEES	5743	75.00	0.00	(75.00)
ENG	CH E	3432	60.00	0.00	(60.00)
ENG	CH E	4262	80.00	0.00	(80.00)
ENG	ECE	2214	50.00	0.00	(50.00)
ENG	ECE	3873	50.00	0.00	(50.00)
ENG	ECE	4273	45.00	0.00	(45.00)
ENG	ECE	4773	45.00	0.00	(45.00)
ENG	ECE	3773	50.00	0.00	(50.00)
ENG	ENGR	4513	75.00	0.00	(75.00)
ENG	IS E	3304	300.00	0.00	(300.00)
ENG	IS E	4804	25.00	0.00	(25.00)
ENG	TCOM	5272	40.00	0.00	(40.00)
FA	A HI	2930	25.00	0.00	(25.00)
FA	A HI	3303	25.00	0.00	(25.00)
FA	A HI	3403	25.00	0.00	(25.00)

EXHIBIT I

<u>College</u>	<u>Dept.</u>	<u>Course</u>	<u>Current Fee</u>	<u>Proposed Fee Request</u>	<u>Change</u>
FA	A HI	3673	25.00	0.00	(25.00)
FA	A HI	3803	25.00	0.00	(25.00)
FA	A HI	3853	25.00	0.00	(25.00)
FA	A HI	4343	25.00	0.00	(25.00)
FA	A HI	4353	25.00	0.00	(25.00)
FA	A HI	4373	25.00	0.00	(25.00)
FA	A HI	4463	25.00	0.00	(25.00)
FA	A HI	4503	25.00	0.00	(25.00)
FA	A HI	4613	25.00	0.00	(25.00)
FA	A HI	4663	25.00	0.00	(25.00)
FA	A HI	4673	25.00	0.00	(25.00)
FA	A HI	4753	25.00	0.00	(25.00)
FA	A HI	4803	25.00	0.00	(25.00)
FA	A HI	4813	25.00	0.00	(25.00)
FA	A HI	4823	25.00	0.00	(25.00)
FA	A HI	4853	25.00	0.00	(25.00)
FA	A HI	4883	25.00	0.00	(25.00)
FA	A HI	4963	25.00	0.00	(25.00)
FA	A HI	5210	25.00	0.00	(25.00)
FA	A HI	5213	25.00	0.00	(25.00)
FA	A HI	5220	25.00	0.00	(25.00)
FA	A HI	5343	25.00	0.00	(25.00)
FA	A HI	5353	25.00	0.00	(25.00)
FA	A HI	5373	25.00	0.00	(25.00)
FA	A HI	5463	25.00	0.00	(25.00)
FA	A HI	5503	25.00	0.00	(25.00)
FA	A HI	5613	25.00	0.00	(25.00)
FA	A HI	5663	25.00	0.00	(25.00)
FA	A HI	5673	25.00	0.00	(25.00)
FA	A HI	5753	25.00	0.00	(25.00)
FA	A HI	5803	25.00	0.00	(25.00)
FA	A HI	5813	25.00	0.00	(25.00)
FA	A HI	5823	25.00	0.00	(25.00)
FA	A HI	5853	25.00	0.00	(25.00)
FA	A HI	5883	25.00	0.00	(25.00)
FA	A HI	5963	25.00	0.00	(25.00)
FA	A HI	5993	25.00	0.00	(25.00)
FA	A HI	6103	25.00	0.00	(25.00)
FA	A HI	6203	25.00	0.00	(25.00)
FA	A HI	6303	25.00	0.00	(25.00)
FA	A HI	6403	25.00	0.00	(25.00)
FA	A HI	6433	25.00	0.00	(25.00)
FA	A HI	6473	25.00	0.00	(25.00)
FA	A HI	6503	25.00	0.00	(25.00)
FA	A HI	6603	25.00	0.00	(25.00)
FA	ARNM	1003	60.00	0.00	(60.00)
FA	ARNM	2003	60.00	0.00	(60.00)
FA	ARNM	2843	120.00	0.00	(120.00)

**EXHIBIT I**

<u>College</u>	<u>Dept.</u>	<u>Course</u>	<u>Current Fee</u>	<u>Proposed Fee Request</u>	<u>Change</u>
FA	ARNM	3003	60.00	0.00	(60.00)
FA	ARNM	3013	60.00	0.00	(60.00)
FA	ART	1013	50.00	0.00	(50.00)
FA	ART	1023	50.00	0.00	(50.00)
FA	ART	1033	100.00	0.00	(100.00)
FA	ART	1043	100.00	0.00	(100.00)
FA	ART	1113	40.00	0.00	(40.00)
FA	ART	1123	125.00	0.00	(125.00)
FA	ART	1133	100.00	0.00	(100.00)
FA	ART	1143	100.00	0.00	(100.00)
FA	ART	2253	77.00	0.00	(77.00)
FA	ART	2263	77.00	0.00	(77.00)
FA	ART	2313	88.00	0.00	(88.00)
FA	ART	2323	88.00	0.00	(88.00)
FA	ART	2413	88.00	0.00	(88.00)
FA	ART	2423	88.00	0.00	(88.00)
FA	ART	2513	125.00	0.00	(125.00)
FA	ART	2523	137.50	0.00	(137.50)
FA	ART	2533	150.00	0.00	(150.00)
FA	ART	2673	45.00	0.00	(45.00)
FA	ART	2683	55.00	0.00	(55.00)
FA	ART	2713	80.00	0.00	(80.00)
FA	ART	2723	90.00	0.00	(90.00)
FA	ART	2733	70.00	0.00	(70.00)
FA	ART	2743	150.00	0.00	(150.00)
FA	ART	2803	55.00	0.00	(55.00)
FA	ART	2813	165.00	0.00	(165.00)
FA	ART	2823	120.00	0.00	(120.00)
FA	ART	2853	120.00	0.00	(120.00)
FA	ART	2873	120.00	0.00	(120.00)
FA	ART	2970	110.00	0.00	(110.00)
FA	ART	3253	77.00	0.00	(77.00)
FA	ART	3263	77.00	0.00	(77.00)
FA	ART	3313	88.00	0.00	(88.00)
FA	ART	3323	88.00	0.00	(88.00)
FA	ART	3413	88.00	0.00	(88.00)
FA	ART	3423	88.00	0.00	(88.00)
FA	ART	3513	125.00	0.00	(125.00)
FA	ART	3523	137.50	0.00	(137.50)
FA	ART	3533	137.50	0.00	(137.50)
FA	ART	3543	137.50	0.00	(137.50)
FA	ART	3553	137.50	0.00	(137.50)
FA	ART	3563	150.00	0.00	(150.00)
FA	ART	3673	45.00	0.00	(45.00)
FA	ART	3683	55.00	0.00	(55.00)
FA	ART	3713	80.00	0.00	(80.00)
FA	ART	3723	90.00	0.00	(90.00)
FA	ART	3733	70.00	0.00	(70.00)

**EXHIBIT I**

<u>College</u>	<u>Dept.</u>	<u>Course</u>	<u>Current Fee</u>	<u>Proposed Fee Request</u>	<u>Change</u>
FA	ART	3743	150.00	0.00	(150.00)
FA	ART	3753	150.00	0.00	(150.00)
FA	ART	3763	150.00	0.00	(150.00)
FA	ART	3813	165.00	0.00	(165.00)
FA	ART	3823	132.00	0.00	(132.00)
FA	ART	3833	132.00	0.00	(132.00)
FA	ART	3853	132.00	0.00	(132.00)
FA	ART	3863	132.00	0.00	(132.00)
FA	ART	3873	165.00	0.00	(165.00)
FA	ART	4253	83.00	0.00	(83.00)
FA	ART	4263	77.00	0.00	(77.00)
FA	ART	4313	88.00	0.00	(88.00)
FA	ART	4323	88.00	0.00	(88.00)
FA	ART	4413	88.00	0.00	(88.00)
FA	ART	4423	88.00	0.00	(88.00)
FA	ART	4433	88.00	0.00	(88.00)
FA	ART	4503	150.00	0.00	(150.00)
FA	ART	4513	90.00	0.00	(90.00)
FA	ART	4523	150.00	0.00	(150.00)
FA	ART	4533	137.50	0.00	(137.50)
FA	ART	4543	137.50	0.00	(137.50)
FA	ART	4573	137.50	0.00	(137.50)
FA	ART	4583	137.50	0.00	(137.50)
FA	ART	4713	80.00	0.00	(80.00)
FA	ART	4723	90.00	0.00	(90.00)
FA	ART	4733	70.00	0.00	(70.00)
FA	ART	4743	150.00	0.00	(150.00)
FA	ART	4813	132.00	0.00	(132.00)
FA	ART	4823	132.00	0.00	(132.00)
FA	ART	4833	132.00	0.00	(132.00)
FA	ART	4843	132.00	0.00	(132.00)
FA	ART	4853	132.00	0.00	(132.00)
FA	ART	4863	132.00	0.00	(132.00)
FA	ART	4873	100.00	0.00	(100.00)
FA	ART	4913	77.00	0.00	(77.00)
FA	ART	4916	150.00	0.00	(150.00)
FA	ART	4926	150.00	0.00	(150.00)
FA	ART	4923	50.00	0.00	(50.00)
FA	ART	4933	88.00	0.00	(88.00)
FA	ART	4943	77.00	0.00	(77.00)
FA	ART	4953	135.50	0.00	(135.50)
FA	ART	4963	132.00	0.00	(132.00)
FA	ART	4973	165.00	0.00	(165.00)
FA	ART	4983	99.00	0.00	(99.00)
FA	ART	4993	120.00	0.00	(120.00)
FA	ART	5010	15.00	0.00	(15.00)
FA	ART	5013	70.00	0.00	(70.00)
FA	ART	5020	15.00	0.00	(15.00)



EXHIBIT I

<u>College</u>	<u>Dept.</u>	<u>Course</u>	<u>Current Fee</u>	<u>Proposed Fee Request</u>	<u>Change</u>
FA	ART	5030	15.00	0.00	(15.00)
FA	ART	5033	70.00	0.00	(70.00)
FA	ART	5040	15.00	0.00	(15.00)
FA	ART	5043	70.00	0.00	(70.00)
FA	ART	5053	125.00	0.00	(125.00)
FA	ART	5063	120.00	0.00	(120.00)
FA	ART	5073	120.00	0.00	(120.00)
FA	ART	5083	120.00	0.00	(120.00)
FA	ART	5093	120.00	0.00	(120.00)
FA	ART	5113	70.00	0.00	(70.00)
FA	ART	5133	70.00	0.00	(70.00)
FA	ART	5143	70.00	0.00	(70.00)
FA	ART	5153	125.00	0.00	(125.00)
FA	ART	5163	120.00	0.00	(120.00)
FA	ART	5173	120.00	0.00	(120.00)
FA	ART	5183	120.00	0.00	(120.00)
FA	ART	5193	120.00	0.00	(120.00)
FA	ART	5213	70.00	0.00	(70.00)
FA	ART	5233	70.00	0.00	(70.00)
FA	ART	5243	70.00	0.00	(70.00)
FA	ART	5253	125.00	0.00	(125.00)
FA	ART	5263	120.00	0.00	(120.00)
FA	ART	5273	120.00	0.00	(120.00)
FA	ART	5283	120.00	0.00	(120.00)
FA	ART	5293	120.00	0.00	(120.00)
FA	ART	5313	70.00	0.00	(70.00)
FA	ART	5333	70.00	0.00	(70.00)
FA	ART	5343	70.00	0.00	(70.00)
FA	ART	5353	125.00	0.00	(125.00)
FA	ART	5363	120.00	0.00	(120.00)
FA	ART	5373	120.00	0.00	(120.00)
FA	ART	5383	120.00	0.00	(120.00)
FA	ART	5393	120.00	0.00	(120.00)
FA	ART	5413	70.00	0.00	(70.00)
FA	ART	5433	70.00	0.00	(70.00)
FA	ART	5443	70.00	0.00	(70.00)
FA	ART	5453	125.00	0.00	(125.00)
FA	ART	5463	120.00	0.00	(120.00)
FA	ART	5473	120.00	0.00	(120.00)
FA	ART	5483	120.00	0.00	(120.00)
FA	ART	5493	120.00	0.00	(120.00)
FA	ART	5513	70.00	0.00	(70.00)
FA	ART	5533	70.00	0.00	(70.00)
FA	ART	5543	70.00	0.00	(70.00)
FA	ART	5553	125.00	0.00	(125.00)
FA	ART	5563	120.00	0.00	(120.00)
FA	ART	5573	120.00	0.00	(120.00)
FA	ART	5583	120.00	0.00	(120.00)

## EXHIBIT I

<u>College</u>	<u>Dept.</u>	<u>Course</u>	<u>Current Fee</u>	<u>Proposed Fee Request</u>	<u>Change</u>
FA	ART	5593	120.00	0.00	(120.00)
FA	ART	5613	70.00	0.00	(70.00)
FA	ART	5633	70.00	0.00	(70.00)
FA	ART	5643	70.00	0.00	(70.00)
FA	ART	5653	125.00	0.00	(125.00)
FA	ART	5663	120.00	0.00	(120.00)
FA	ART	5673	120.00	0.00	(120.00)
FA	ART	5683	120.00	0.00	(120.00)
FA	ART	5693	120.00	0.00	(120.00)
FA	ART	5713	70.00	0.00	(70.00)
FA	ART	5733	70.00	0.00	(70.00)
FA	ART	5743	70.00	0.00	(70.00)
FA	ART	5753	125.00	0.00	(125.00)
FA	ART	5763	120.00	0.00	(120.00)
FA	ART	5773	120.00	0.00	(120.00)
FA	ART	5783	120.00	0.00	(120.00)
FA	ART	5793	120.00	0.00	(120.00)
FA	ART	5813	70.00	0.00	(70.00)
FA	ART	5833	70.00	0.00	(70.00)
FA	ART	5843	70.00	0.00	(70.00)
FA	ART	5853	125.00	0.00	(125.00)
FA	ART	5863	120.00	0.00	(120.00)
FA	ART	5873	120.00	0.00	(120.00)
FA	ART	5883	120.00	0.00	(120.00)
FA	ART	5893	120.00	0.00	(120.00)
FA	ART	5913	70.00	0.00	(70.00)
FA	ART	5933	70.00	0.00	(70.00)
FA	ART	5943	70.00	0.00	(70.00)
FA	ART	5953	125.00	0.00	(125.00)
FA	ART	5963	120.00	0.00	(120.00)
FA	ART	5983	120.00	0.00	(120.00)
FA	ART	5993	120.00	0.00	(120.00)
FA	ART	6010	15.00	0.00	(15.00)
FA	ART	6013	70.00	0.00	(70.00)
FA	ART	6020	15.00	0.00	(15.00)
FA	ART	6030	15.00	0.00	(15.00)
FA	ART	6033	70.00	0.00	(70.00)
FA	ART	6040	15.00	0.00	(15.00)
FA	ART	6043	70.00	0.00	(70.00)
FA	ART	6053	125.00	0.00	(125.00)
FA	ART	6063	120.00	0.00	(120.00)
FA	ART	6073	120.00	0.00	(120.00)
FA	ART	6083	120.00	0.00	(120.00)
FA	ART	6093	120.00	0.00	(120.00)
FA	ART	6113	70.00	0.00	(70.00)
FA	ART	6133	70.00	0.00	(70.00)
FA	ART	6143	70.00	0.00	(70.00)
FA	ART	6153	125.00	0.00	(125.00)

**EXHIBIT I**

<u>College</u>	<u>Dept.</u>	<u>Course</u>	<u>Current Fee</u>	<u>Proposed Fee Request</u>	<u>Change</u>
FA	ART	6163	120.00	0.00	(120.00)
FA	ART	6173	120.00	0.00	(120.00)
FA	ART	6183	120.00	0.00	(120.00)
FA	ART	6193	120.00	0.00	(120.00)
FA	ART	6213	70.00	0.00	(70.00)
FA	ART	6233	70.00	0.00	(70.00)
FA	ART	6243	70.00	0.00	(70.00)
FA	ART	6253	125.00	0.00	(125.00)
FA	ART	6263	120.00	0.00	(120.00)
FA	ART	6273	120.00	0.00	(120.00)
FA	ART	6283	120.00	0.00	(120.00)
FA	ART	6293	120.00	0.00	(120.00)
FA	ART	6313	70.00	0.00	(70.00)
FA	ART	6333	70.00	0.00	(70.00)
FA	ART	6343	70.00	0.00	(70.00)
FA	ART	6353	125.00	0.00	(125.00)
FA	ART	6363	120.00	0.00	(120.00)
FA	ART	6373	120.00	0.00	(120.00)
FA	ART	6383	120.00	0.00	(120.00)
FA	ART	6393	120.00	0.00	(120.00)
FA	ART	6413	70.00	0.00	(70.00)
FA	ART	6433	70.00	0.00	(70.00)
FA	ART	6443	70.00	0.00	(70.00)
FA	ART	6453	125.00	0.00	(125.00)
FA	ART	6463	120.00	0.00	(120.00)
FA	ART	6473	120.00	0.00	(120.00)
FA	ART	6483	120.00	0.00	(120.00)
FA	ART	6493	120.00	0.00	(120.00)
FA	ART	6513	70.00	0.00	(70.00)
FA	ART	6533	70.00	0.00	(70.00)
FA	ART	6543	70.00	0.00	(70.00)
FA	ART	6553	125.00	0.00	(125.00)
FA	ART	6563	120.00	0.00	(120.00)
FA	ART	6573	120.00	0.00	(120.00)
FA	ART	6583	120.00	0.00	(120.00)
FA	ART	6593	120.00	0.00	(120.00)
FA	ART	6880	15.00	0.00	(15.00)
FA	ART/DES	2633	132.00	0.00	(132.00)
FA	ART/DES	2643	132.00	0.00	(132.00)
FA	ART/DES	2653	132.00	0.00	(132.00)
FA	ART/DES	2663	132.00	0.00	(132.00)
FA	ART/DES	3633	132.00	0.00	(132.00)
FA	ART/DES	3643	132.00	0.00	(132.00)
FA	ART/DES	3653	132.00	0.00	(132.00)
FA	ART/DES	3663	132.00	0.00	(132.00)
FA	ART/DES	4643	132.00	0.00	(132.00)
FA	ART/DES	4653	132.00	0.00	(132.00)
FA	ART/DES	4663	132.00	0.00	(132.00)

**EXHIBIT I**

<u>College</u>	<u>Dept.</u>	<u>Course</u>	<u>Current Fee</u>	<u>Proposed Fee Request</u>	<u>Change</u>
FA	ARTC	1003	40.00	0.00	(40.00)
FA	ARTC	1103	40.00	0.00	(40.00)
FA	ARTC	2010*	40.00	0.00	(40.00)
FA	ARTC	2813	50.00	0.00	(50.00)
FA	ARTC	2913	66.00	0.00	(66.00)
FA	ARTC	3403	10.00	0.00	(10.00)
FA	ARTC	3413	10.00	0.00	(10.00)
FA	ARTC	3933	44.00	0.00	(44.00)
FA	ARTC	3943	66.00	0.00	(66.00)
FA	ARTC	4433	44.00	0.00	(44.00)
FA	ARTC	4443	44.00	0.00	(44.00)
FA	ARTC	4693	44.00	0.00	(44.00)
FA	ARTC	4853	50.00	0.00	(50.00)
FA	ARTC	4893	44.00	0.00	(44.00)
FA	ARTC	4970	100.00	0.00	(100.00)
FA	ARTC	5013	60.00	0.00	(60.00)
FA	ARTC	5433	44.00	0.00	(44.00)
FA	ARTC	5443	44.00	0.00	(44.00)
FA	ARTC	5893	44.00	0.00	(44.00)
FA	ARTH	3403	10.00	0.00	(10.00)
FA	ARTH	3503	10.00	0.00	(10.00)
FA	ARTH	4973	10.00	0.00	(10.00)
FA	ATC	2823	132.00	0.00	(132.00)
FA	ATC	2853	132.00	0.00	(132.00)
FA	ATC	2873	132.00	0.00	(132.00)
FA	ATC	4863	132.00	0.00	(132.00)
FA	BASN	4020	100.00	0.00	(100.00)
FA	BASS	4020	100.00	0.00	(100.00)
FA	CELO	4020	100.00	0.00	(100.00)
FA	CL C	3213	25.00	0.00	(25.00)
FA	CL C	3223	25.00	0.00	(25.00)
FA	CLAR	4020	100.00	0.00	(100.00)
FA	COMP	4020	100.00	0.00	(100.00)
FA	DANC	1411	65.00	0.00	(65.00)
FA	DANC	1713	35.00	0.00	(35.00)
FA	DANC	1813	35.00	0.00	(35.00)
FA	DANC	2412	50.00	0.00	(50.00)
FA	DANC	2712	75.00	0.00	(75.00)
FA	DANC	2713	35.00	0.00	(35.00)
FA	DANC	3713	35.00	0.00	(35.00)
FA	DANC	3733	35.00	0.00	(35.00)
FA	DANC	3743	35.00	0.00	(35.00)
FA	DANC	3753	35.00	0.00	(35.00)
FA	DANC	3813	35.00	0.00	(35.00)
FA	DANC	4713	20.00	0.00	(20.00)
FA	DRAM	1114	44.00	0.00	(44.00)
FA	DRAM	1124	55.00	0.00	(55.00)
FA	DRAM	1133	93.50	0.00	(93.50)

**EXHIBIT I**

<u>College</u>	<u>Dept.</u>	<u>Course</u>	<u>Current Fee</u>	<u>Proposed Fee Request</u>	<u>Change</u>
FA	DRAM	1134	27.50	0.00	(27.50)
FA	DRAM	1141	5.50	0.00	(5.50)
FA	DRAM	1411	93.50	0.00	(93.50)
FA	DRAM	1503	5.00	0.00	(5.00)
FA	DRAM	1513	10.00	0.00	(10.00)
FA	DRAM	1523	10.00	0.00	(10.00)
FA	DRAM	1603	16.50	0.00	(16.50)
FA	DRAM	1612	10.00	0.00	(10.00)
FA	DRAM	1643	27.50	0.00	(27.50)
FA	DRAM	1713	66.00	0.00	(66.00)
FA	DRAM	2053	65.00	0.00	(65.00)
FA	DRAM	2141	5.50	0.00	(5.50)
FA	DRAM	2153	55.00	0.00	(55.00)
FA	DRAM	2223	40.00	0.00	(40.00)
FA	DRAM	2233	11.00	0.00	(11.00)
FA	DRAM	2243	110.00	0.00	(110.00)
FA	DRAM	2253	110.00	0.00	(110.00)
FA	DRAM	2323	16.50	0.00	(16.50)
FA	DRAM	2333	10.00	0.00	(10.00)
FA	DRAM	2343	10.00	0.00	(10.00)
FA	DRAM	2423	55.00	0.00	(55.00)
FA	DRAM	2503	27.50	0.00	(27.50)
FA	DRAM	2513	10.00	0.00	(10.00)
FA	DRAM	2523	10.00	0.00	(10.00)
FA	DRAM	2643	27.50	0.00	(27.50)
FA	DRAM	2713	5.50	0.00	(5.50)
FA	DRAM	2813	20.00	0.00	(20.00)
FA	DRAM	3052	50.00	0.00	(50.00)
FA	DRAM	3053	65.00	0.00	(65.00)
FA	DRAM	3062	50.00	0.00	(50.00)
FA	DRAM	3141	5.50	0.00	(5.50)
FA	DRAM	3213	110.00	0.00	(110.00)
FA	DRAM	3323	10.00	0.00	(10.00)
FA	DRAM	3353	10.00	0.00	(10.00)
FA	DRAM	3413	27.50	0.00	(27.50)
FA	DRAM	3433	110.00	0.00	(110.00)
FA	DRAM	3513	16.50	0.00	(16.50)
FA	DRAM	3613	10.00	0.00	(10.00)
FA	DRAM	3623	10.00	0.00	(10.00)
FA	DRAM	3643	49.50	0.00	(49.50)
FA	DRAM	3713	5.50	0.00	(5.50)
FA	DRAM	3723	5.50	0.00	(5.50)
FA	DRAM	3733	5.50	0.00	(5.50)
FA	DRAM	3820	11.00	0.00	(11.00)
FA	DRAM	3822	5.00	0.00	(5.00)
FA	DRAM	3833	5.50	0.00	(5.50)
FA	DRAM	3853	11.00	0.00	(11.00)
FA	DRAM	3870	10.00	0.00	(10.00)

EXHIBIT I

<u>College</u>	<u>Dept.</u>	<u>Course</u>	<u>Current Fee</u>	<u>Proposed Fee Request</u>	<u>Change</u>
FA	DRAM	4023	82.50	0.00	(82.50)
FA	DRAM	4073	82.50	0.00	(82.50)
FA	DRAM	4113	110.00	0.00	(110.00)
FA	DRAM	4141	5.50	0.00	(5.50)
FA	DRAM	4153	22.00	0.00	(22.00)
FA	DRAM	4163	22.00	0.00	(22.00)
FA	DRAM	4213	30.00	0.00	(30.00)
FA	DRAM	4233	165.00	0.00	(165.00)
FA	DRAM	4263	82.50	0.00	(82.50)
FA	DRAM	4272	25.00	0.00	(25.00)
FA	DRAM	4323	20.00	0.00	(20.00)
FA	DRAM	4333	20.00	0.00	(20.00)
FA	DRAM	4513	27.50	0.00	(27.50)
FA	DRAM	4523	82.50	0.00	(82.50)
FA	DRAM	4533	10.00	0.00	(10.00)
FA	DRAM	4643	27.50	0.00	(27.50)
FA	DRAM	4723	5.50	0.00	(5.50)
FA	DRAM	4733	5.50	0.00	(5.50)
FA	DRAM	4743	5.50	0.00	(5.50)
FA	DRAM	4803	25.00	0.00	(25.00)
FA	DRAM	4820	11.00	0.00	(11.00)
FA	DRAM	4822	5.00	0.00	(5.00)
FA	DRAM	4843	10.00	0.00	(10.00)
FA	DRAM	4863	10.00	0.00	(10.00)
FA	DRAM	4873	10.00	0.00	(10.00)
FA	DRAM	4913	10.00	0.00	(10.00)
FA	DRAM	4940	5.50	0.00	(5.50)
FA	DRAM	5013	5.50	0.00	(5.50)
FA	DRAM	5613	16.50	0.00	(16.50)
FA	DRAM	5733	5.50	0.00	(5.50)
FA	DRAM	5743	5.50	0.00	(5.50)
FA	DRAM	5753	5.50	0.00	(5.50)
FA	DRAM	5763	5.50	0.00	(5.50)
FA	DRAM	5940	5.50	0.00	(5.50)
FA	DRAM	5970	5.50	0.00	(5.50)
FA	EUPH	4020	100.00	0.00	(100.00)
FA	FLUT	4020	100.00	0.00	(100.00)
FA	FRH	4020	100.00	0.00	(100.00)
FA	GTAR	4020	100.00	0.00	(100.00)
FA	HARP	4020	100.00	0.00	(100.00)
FA	HPCD	4020	100.00	0.00	(100.00)
FA	MTHR	3143	50.00	0.00	(50.00)
FA	MTHR	3172	50.00	0.00	(50.00)
FA	MTHR	4173	50.00	0.00	(50.00)
FA	MTHR	4183	50.00	0.00	(50.00)
FA	MTHR	4190	50.00	0.00	(50.00)
FA	MUED	1262	45.00	0.00	(45.00)
FA	MUED	1272	45.00	0.00	(45.00)

**EXHIBIT I**

<u>College</u>	<u>Dept.</u>	<u>Course</u>	<u>Current Fee</u>	<u>Proposed Fee Request</u>	<u>Change</u>
FA	MUNM	1022	100.00	0.00	(100.00)
FA	MUNM	1100	100.00	0.00	(100.00)
FA	MUNM	3100	100.00	0.00	(100.00)
FA	MUNM	5100	100.00	0.00	(100.00)
FA	MUTE	1130	50.00	0.00	(50.00)
FA	MUTE	1130-Band	75.00	0.00	(75.00)
FA	MUTE	1130.001	55.00	0.00	(55.00)
FA	MUTE	1130.002	55.00	0.00	(55.00)
FA	MUTE	1211	40.00	0.00	(40.00)
FA	MUTE	1211	120.00	0.00	(120.00)
FA	MUTE	1221	40.00	0.00	(40.00)
FA	MUTE	1221	120.00	0.00	(120.00)
FA	MUTE	1231	40.00	0.00	(40.00)
FA	MUTE	1231	120.00	0.00	(120.00)
FA	MUTE	1251	40.00	0.00	(40.00)
FA	MUTE	1251	120.00	0.00	(120.00)
FA	MUTE	3130	50.00	0.00	(50.00)
FA	MUTE	3130.001	55.00	0.00	(55.00)
FA	MUTE	3130.002	55.00	0.00	(55.00)
FA	MUTE	5130	50.00	0.00	(50.00)
FA	MUTE	5130.001	55.00	0.00	(55.00)
FA	MUTE	5130.002	55.00	0.00	(55.00)
FA	MUTH	1611	100.00	0.00	(100.00)
FA	MUTH	1622	100.00	0.00	(100.00)
FA	MUTH	2612	100.00	0.00	(100.00)
FA	MUTH	2622	100.00	0.00	(100.00)
FA	OBOE	4020	100.00	0.00	(100.00)
FA	ORGN	4020	100.00	0.00	(100.00)
FA	PCUS	4020	100.00	0.00	(100.00)
FA	PIAN	4020	100.00	0.00	(100.00)
FA	SAX	4020	100.00	0.00	(100.00)
FA	TRMP	4020	100.00	0.00	(100.00)
FA	TROM	4020	100.00	0.00	(100.00)
FA	TUBA	4020	100.00	0.00	(100.00)
FA	VIOA	4020	100.00	0.00	(100.00)
FA	VIOL	4020	100.00	0.00	(100.00)
FA	VOIC	4020	100.00	0.00	(100.00)
JMC	JMC	0123	60.00	0.00	(60.00)



# The University of Oklahoma

OFFICE OF THE PRESIDENT

PRIVATE AND CONFIDENTIAL

February 15, 2022

Regent Michael A. Cawley  
Chairman  
The University of Oklahoma Board of Regents  
Evans Hall  
Norman, OK 73019

Dear Regent Cawley and Board:

I plan to include on the agenda for the March OU Board of Regents' meeting recommendations to appoint the following faculty to the distinguished professorships indicated:

## David L. Boren Professorship

- ♦ Georgia Kosmopoulou, Department of Economics, Dodge Family College of Arts and Sciences
- ♦ Kenneth Randall, Department of Rehabilitation Sciences, College of Allied Health

## George Lynn Cross Research Professorship

- ♦ Jimmy Ballard, Department of Microbiology and Immunology, College of Medicine
- ♦ Courtney Houchen, Department of Medicine, College of Medicine
- ♦ Mark Yeary, School of Electrical and Computer Engineering, Gallogly College of Engineering

## David Ross Boyd Professorship

- ♦ Tohren Kibbey, School of Civil Engineering and Environmental Science, Gallogly College of Engineering

## Regents' Professorship

- ♦ Amanda Bogie, Department of Pediatrics, College of Medicine
- ♦ Petra Klein, School of Meteorology, College of Atmospheric and Geographic Sciences

## Presidential Professorship

- ♦ Rodney Ackmann, School of Music, Weitzenhoffer Family College of Fine Arts
- ♦ Eli Bridge, Oklahoma Biological Survey, Dodge Family College of Arts and Sciences





- ♦ Susan Conway, Department of Pharmacy Clinical and Administrative Sciences, College of Pharmacy
- ♦ Kai Ding, Department of Biostatistics and Epidemiology, Hudson College of Public Health
- ♦ Jason Furtado, School of Meteorology, College of Atmospheric and Geographic Sciences
- ♦ Tabitha Garwe, Department of Biostatistics and Epidemiology, Hudson College of Public Health
- ♦ Nathan Goodman, School of Electrical and Computer Engineering, Gallogly College of Engineering
- ♦ Siduri Haslerig, Department of Educational Leadership and Policy Studies, Jeannine Rainbolt College of Education
- ♦ Beau Hawkins, Department of Medicine, College of Medicine
- ♦ Courtney Hofman, Department of Anthropology, Dodge Family College of Arts and Sciences
- ♦ Jennifer Holland, Department of History, Dodge Family College of Arts and Sciences
- ♦ Dean Hougen, School of Computer Science, Gallogly College of Engineering
- ♦ Elaine Hsieh, Department of Communication, Dodge Family College of Arts and Sciences
- ♦ Catherine Johnson, College of Law
- ♦ Paul Lawson, Department of Microbiology and Plant Biology, Dodge Family College of Arts and Sciences
- ♦ Yingtao Liu, School of Aerospace and Mechanical Engineering, Gallogly College of Engineering
- ♦ Elinor Martin, School of Meteorology, College of Atmospheric and Geographic Sciences
- ♦ Katherine O'Neal, Department of Pharmacy Clinical and Administrative Sciences, College of Pharmacy
- ♦ Charles Watson, Department of Classics and Letters, Dodge Family College of Arts and Sciences
- ♦ John Wisniewski, Homer L. Dodge Department of Physics and Astronomy, Dodge Family College of Arts and Sciences

I also plan to recommend at the March meeting the following faculty awards:

**Regents' Award for Superior Teaching**

- ♦ Eric Abraham, Homer L. Dodge Department of Physics and Astronomy, Dodge Family College of Arts and Sciences
- ♦ Shannon Dulin, School of Geosciences, Mewbourne College of Earth and Energy
- ♦ T. Karl Hoskison, Department of Internal Medicine, School of Community Medicine, College of Medicine
- ♦ Misty Miller, Department of Pharmacy Clinical and Administrative Sciences, College of Pharmacy
- ♦ Lindsay Robertson, College of Law

**Regents' Award for Superior Research and Creative Activity**

- ♦ Mary Beth Humphrey, Department of Medicine, College of Medicine
- ♦ Pierre-Emmanuel Kirstetter, School of Meteorology and School of Civil Engineering and Environmental Science, College of Atmospheric and Geographic Sciences and Gallogly College of Engineering

Regents' Award for Superior Professional and University Service and Public Outreach


- ♦ Sherri Baker, Department of Pediatrics, College of Medicine
- ♦ Sarah Ellis, School of Music, Weitzenhoffer Family College of Fine Arts

Summary paragraphs highlighting the accomplishments and achievements of these faculty members are enclosed for your information. Also enclosed are copies of policies on the selection of the David L. Boren Professorship, George Lynn Cross Research Professorship, David Ross Boyd Professorship, Regents' Professorship, Presidential Professorships, and the Regents' Awards.

Following Board action at the March meeting, the announcement of the 2022 recipients of Distinguished Professorships and Regents' Awards will be made at the Norman and the Health Sciences Center spring faculty awards ceremonies.

If you would like additional information or have any questions, please let me know.

Sincerely,



Joseph Harroz, Jr.  
President

JH/mh

cc: André-Denis Wright Ph.D., Senior Vice President and Provost, Norman Campus  
Gary E. Raskob, Ph.D., Interim Senior Vice President and Provost, Health Sciences Center  
Chris Purcell, Ph.D., Vice President for University Governance  
Enclosures

**The University of Oklahoma  
2021-2022**

**DISTINGUISHED PROFESSORSHIPS**

**David L. Boren Professorship**

**Georgia Kosmopoulou, Department of Economics, Dodge Family College of Arts and Sciences**

After graduating as the top Economics student in her undergraduate class, Georgia Kosmopoulou earned a MS and a Ph.D. degree from the University of Illinois at Urbana-Champaign. She started her academic career at Virginia Tech in 1996, joined the University of Oklahoma in 1997 and was the first woman in the history of the department to be promoted to the rank of Professor of Economics at OU in 2008. In 2009, she was recognized with the Edith Kinney Gaylord Presidential Professorship. She served as a Program Director in Economics at the National Science Foundation (NSF) in 2013-2016. She was Chair of the Faculty Senate at OU in 2011-2012 and Chair of the Campus Tenure Committee in 2010-2011. At the state level, she served as a member of the Faculty Advisory Council to the Regents for Higher Education and the Chancellor in 2011-2013. She is currently the Associate Dean for Research in the College of Arts and Sciences and serves as an Intermittent Expert at NSF. She is also co-editor or associate editor for three academic journals. Her contributions to teaching were recognized with two teaching awards in her department and her contributions to service with two service awards by NSF in 2020 and 2021. NSF highlighted her research in the NSF Director's blog, in celebration of the 2016 Women's History month.

**Kenneth Randall, Department of Rehabilitation Sciences, College of Allied Health**

Ken Randall is a homegrown member of the OU family, born and raised on a farm in central Oklahoma. He is a physical therapist, psychologist, master educator and clinician, researcher and change-agent in communities. Dr. Randall has taught thousands of students and countless community members. He is a mentor to graduates, peers, faculty, and staff. He has treated Olympic and collegiate athletes, Broadway stars, international conductors/maestros, and ballet troupes, but his passion is caring for vulnerable and underserved populations. His research and community engagement interests, which always involve students, are in fitness and wellness in special populations, including children with leukemia, adults with mental illness, Oklahoma's teachers, and underserved members of the community. Dr. Randall is a pacesetter in teaching, scholarly inquiry, and service-outreach to the university and community.

**George Lynn Cross Research Professorship**

**Jimmy Ballard, Department of Microbiology and Immunology, College of Medicine**

Dr. Jimmy Ballard is known for his impressive and consistent contributions to the field of Microbiology. His publications, peer-reviewed grant support and national and international reputation are remarkable. Dr. Ballard has made seminal contributions to the understanding of how bacterial toxins affect cell physiology and the immune response. His research in Anthrax, *C. difficile* and Clostridial pathogenesis has been groundbreaking and led to seminal discoveries that changed our understanding of mechanisms of bacterial pathogenesis and fostered the

development of new treatments that improved human health. Since 2003, Dr. Ballard has received numerous grants totaling over \$21M in funding from extramural sources, including many from NIH. Dr. Ballard has been an important asset to the mission of the University in promoting high-quality research, but also advanced the standards and reputation of the institution.

**Courtney Houchen, Department of Medicine, College of Medicine**

Courtney W. Houchen, M.D. is Chief of the Section of Gastroenterology, Regents' Professor of Medicine, and holds The Eason Chair of Oncology. He has developed an international reputation for his study of cancer stem cell biology and tumorigenesis. He has been continuously funded by the several federal and private agencies and currently holds three NIH/NCI awards and two VA Merit Review grants. In 2010, he co-founded COARE Inc, a biotechnology company dedicated to developing novel therapeutics for several gastrointestinal cancers. He is a full member of the Stephenson Cancer Center Biology Program and serves as a research mentor to medical students, graduate students, residents, and fellows at OUHSC.

**Mark Yeary, School of Electrical and Computer Engineering, Gallogly College of Engineering**

Professor Mark Yeary is the Hudson-Torchmark Presidential Professor in the School of Electrical and Computer Engineering at The University of Oklahoma (OU). He has devoted the last 20 years of his career to advanced radar research. As an internationally recognized scholar and leader, he has written more than 280 conference papers, abstracts, and journal papers. Professor Yeary has served as a Principal Investigator (PI) or Co-PI on projects totaling \$62 million dollars since his arrival at OU in 2002. He was a founding member of OU's Advanced Radar Research Center in 2005, which is now the largest university-based radar center in the nation.

**David Ross Boyd Professorship**

**Tohren C. G. Kibbey, School of Civil Engineering and Environmental Science, Gallogly College of Engineering**

Professor Tohren Kibbey joined the School of Civil Engineering and Environmental Science (CEES) at the University of Oklahoma in 1999. Professor Kibbey is a stellar teacher, both in the classroom, and as a mentor to the students he advises in research. His dedication to helping students learn is evident in all aspects of his work. In the classroom, Professor Kibbey is known for his enthusiasm and humor, both features of his teaching that are regularly noted by the students who take his classes. Professor Kibbey's research is in the area of environmental engineering, where he has mentored more than forty research students, ranging from undergraduates to doctoral students. Dr. Kibbey has been the recipient of multiple teaching awards, including the University of Oklahoma Good Teaching Award, as well as three separate Alumni Teaching Awards for specific undergraduate classes he taught. He was awarded the Lloyd G. and Joyce Austin Presidential Professorship in 2016, an honor that recognizes excellence in professional activities and teaching and mentoring of students.

### **Regents' Professorship**

#### **Amanda Bogie, Department of Pediatrics, College of Medicine**

Amanda Bogie, Section Chief of Pediatric Emergency Medicine (PEM) since 2011, is an accomplished, passionate educator, researcher, and clinician. The PEM fellowship she founded in 2009 now has 25 alumni. She also created an undergraduate course on clinical research. Among her many ongoing and completed research collaborations, she was site PI for the Pediatric Emergency Care Applied Research Network, is currently a Co-PI for the IDeA States Clinical Trials Network, and is a Co-PI a pending NIH award for Post-Acute Sequelae of SARS CoV-2 infection. Dr. Bogie established and acquired funding for an endowed professorship in her section that supports education and simulation training. She also championed a new state law to allow exception-from-informed-consent research in emergency medicine.

#### **Petra M. Klein, School of Meteorology, College of Atmospheric and Geographic Sciences**

Dr. Petra Klein is a Professor in the School of Meteorology at the University of Oklahoma (OU) and Executive Associate Dean in the College of Atmospheric and Geographic Sciences (CAGS). Dr. Klein received her Ph.D. in civil engineering at the University of Karlsruhe in Germany and a Diploma in Physics at the University of Karlsruhe. Prior to joining OU, she was a Postdoctoral Research Associate at the Swiss Federal Institute of Technology (ETH) in Zurich, Switzerland. Her research is in the general area of atmospheric boundary layer research and tropospheric pollution problems. She leads projects funded by NSF, NOAA, DOE, and the Lawrence Livermore Laboratory. She has been a Fellow of the American Meteorological Society (AMS) since 2018 and she won the AMS Helmut Landsberg Award in 2022. She is dedicated to issues of Justice, Equity, Diversity and Inclusion (JEDI) and serves as the Chair of the Diversity and Inclusivity Council in CAGS, as well as serving as the Diversity Liaison for CAGS. She is heavily involved in external service activities and recently completed a 6-year term on the Board of Trustees of the University Corporation for Atmospheric Research (UCAR) where she was co-chair, and also served on the Budget and Program Committee for the National Center for Atmospheric Research (NCAR). She has published 81 papers, mentored 40 undergraduate students, and served as a committee member for 26 students during her time at OU.

### **Presidential Professorships**

#### **Rodney F. Ackmann, School of Music, Weitzenhoffer Family College of Fine Arts**

OU Professor of Bassoon, Rod Ackmann is currently serving in his 42nd year of teaching, where he has inspired countless numbers of students who are now engaged as full-time performing artists, teachers, arts administrators. One of Professor Ackmann's recent OU students was featured on National Public Radio's (NPR) highly esteemed, "From the Top." His Sooner Bassooners, were invited to perform at the prestigious Midwest International Band and Orchestra Clinic, where they accompanied a guest trumpet soloist of the Chicago Symphony Orchestra, to critical acclaim. Solo engagements, Chamber Music and Orchestral performances have taken him to many global venues, including Italy, Peoples Republic of China, Armenia, England, New York City's Lincoln Center, Boston and Chicago. He has recorded for Chandos, Mark Records, and Enharmonic, and has been heard on NPR's *Performance Today*.

**Eli Samuel Bridge, Oklahoma Biological Survey, Dodge Family College of Arts and Sciences**

Dr. Eli Bridge received his Ph.D. in Biology from the University of Minnesota in 2004. Eli was then a post-doctoral associate at the University of Memphis and the University of Oklahoma from 2004-2012. In 2012, Eli joined OU as an Assistant Professor with the Oklahoma Biological Survey and adjunct faculty member in the Department of Biology. Eli has received his tenure and promotion as an Associate Professor in 2017, coming up a year early given his immense productivity as a faculty member. Eli has also served as the Chair of the Institutional Animal Care and Use Committee from 2016-2019.

**Susan Conway, Department of Pharmacy Clinical and Administrative Sciences, College of Pharmacy**

Dr. Susan Elaine Conway is a professor of pharmacy and a clinical pharmacy specialist in ambulatory care. Since 1999, her faculty position with the University of Oklahoma College of Pharmacy has been co-funded by INTEGRIS Health where she has provided direct patient care and clinical leadership initially for their Anticoagulation Clinics and more recently within Comprehensive Medication Management services. In 2020, she was promoted to Director of Experiential Education. Annually, she leads pharmacy student immunization training and the campus-wide vaccine clinics. This year, she provided clinical leadership for 60 vaccine clinics which have provided over 30,000 COVID-19 vaccines.

**Kai Ding, Department of Biostatistics and Epidemiology, Hudson College of Public Health**

Dr. Kai Ding is a biostatistician who collaborates with clinicians, basic scientists, and public health researchers to provide statistical support in study design, data monitoring, data analysis, manuscript development, and grant writing. The major areas of his collaboration include cancer, ophthalmology and public health. Over the years, Dr. Ding has helped with numerous grant submissions, resulting in 35 successful grant applications funded by a variety of agencies (e.g. NIH, DOD, VA, and CDC) and has co-authored nearly 80 publications with 34 of these involving the participation of a student, resident, fellow, or junior faculty. He also teaches a combination of theory and applied courses for students in various degree programs, both within, and outside the Hudson College of Public Health.

**Jason C. Furtado, School of Meteorology, College of Atmospheric and Geographic Sciences**

Dr. Jason Furtado is an Associate Professor in Meteorology within the University of Oklahoma's (OU) School of Meteorology. Dr. Furtado received his Ph.D. from the Georgia Institute of Technology in Earth and Atmospheric Sciences with a Graduate Certificate in Public (Environmental) Policy and his M.S. in Atmospheric Science. He joined OU and his research focuses on advancing knowledge of how to remove the barriers to accurately predicting weather variations on sub-seasonal and seasonal time-scales. Dr. Furtado's research has been supported by NOAA, NSF, NASA and the Department of Transportation resulting in 40 articles published in the refereed literature and numerous conference presentations and invited talks. Dr. Furtado has won awards for teaching and research at OU and received several awards for external service.

**Tabitha Garwe, Department of Biostatistics and Epidemiology, Hudson College of Public Health**

Tabitha Garwe, Ph.D., MPH is a tenured Associate Professor of Epidemiology in the Department of Biostatistics and Epidemiology with a dual appointment as an Adjunct Associate Professor of Surgery in the Department of Surgery, OU College of Medicine. She is actively involved with graduate teaching and mentoring of public health, graduate, and medical students as well as research training of clinical residents and faculty. Her research includes collaborative clinical research and independent research on trauma systems and outcomes. Her research mentoring of clinical residents and collaborative research efforts have resulted in numerous peer-reviewed publications and scientific presentations.

**Nathan A. Goodman, School of Electrical and Computer Engineering, Gallogly College of Engineering**

Nathan A. Goodman received his Ph.D. in Electrical Engineering from the University of Kansas in 2002. He was a faculty member at the University of Arizona from 2002 to 2011 and is now a Professor in OU's School of Electrical and Computer Engineering. Professor Goodman also serves as Director of Research for OU's Advanced Radar Research Center where he has recently organized the ARRC's Strategic Partner Consortium (SPARC). Dr. Goodman has served as General Co-Chair for the 2018 IEEE Radar Conference in Oklahoma City, Co-Chair for the NATO Research Task Group on Cognitive Radar, and a Lecturer for the NATO Lecture Series on Cognition and Radar Sensing. He now serves as Chair of the IEEE Aerospace and Electronic Systems Society's Radar Systems Panel.

**Siduri J. Haslerig, Department of Educational Leadership and Policy Studies, Jeannine Rainbolt College of Education**

Siduri Haslerig, Ph.D., is an associate professor of educational leadership and policy studies at the University of Oklahoma. Dr. Haslerig has served in multiple leadership capacities at OU since 2015. Her extraordinary leadership has left an indelible mark on her department, college, and university, as has her impactful scholarship and national service. Dr. Haslerig's award winning research nests the study of college athletics and athletes within higher education scholarship, emphasizing the analysis of race, access, and equity through innovative qualitative methods. Her current project is a book on the racial and political messaging embedded in college sport broadcasts.

**Beau Hawkins, Department of Medicine, College of Medicine**

Beau Hawkins, M.D. is an interventional cardiologist who specializes in the care of patients with peripheral artery disease and critical limb ischemia. He is an Associate Professor of Medicine at the University of Oklahoma Health Sciences Center where he serves as Program Director of the Cardiovascular Disease Fellowship Program. He developed a multidisciplinary limb preservation program of the OU Cardiovascular Institute, geared towards improving the care of patients with peripheral artery disease. His research interests are clinically-based, and focus on interventional device therapy and health outcomes in patients with peripheral artery diseases. He has held several committee positions in the American College of Cardiology (ACC), Society for Cardiovascular Angiography and Interventions (SCAT), and Accreditation Council for Graduate Medical Association (ACGME). He is a member of the Alpha Omega Alpha and Gold Humanism Honor Societies.

**Courtney A. Hofman, Department of Anthropology, Dodge Family College of Arts and Sciences**

Courtney Hofman is an assistant professor and co-director of the Laboratory of Molecular Anthropology and Microbiome Research (LMAMR), where she utilizes genomics and proteomics tools to address the diverse ways in which humans have interacted with their environments over thousands of years. As a molecular anthropologist, Dr. Hofman examines how humans have interacted with organisms on two very different scales: the human- microbe relationship and the human-animal relationship. Since 2016, Dr. Hofman has successfully obtained more than \$3 million dollars in external grants. Dr. Hofman has published 37 manuscripts in a wide variety of interdisciplinary journals, including *Science*, *Proceedings of the National Academy of Sciences*, and *Proceedings of the Royal Society B*.

**Jennifer L. Holland, Department of History, Dodge Family College of Arts and Sciences**

Jennifer L. Holland is an Associate Professor of History and the author of *Tiny You: A Western History of the Anti-Abortion Movement* (2020). *Tiny You* received the W. Turrentine Jackson Prize and the David J. Weber Prize, both from the Western History Association, and the Armitage-Jameson Prize from the Coalition of Western Women's History. Professor Holland is also the book review editor for the *Journal of Women's History* and the director of the Summer Institute for Teachers of Oklahoma History. Recently, her research has been featured in outlets such as the *Washington Post*, *The Guardian*, and *The Progressive*.

**Dean F. Hougen, School of Computer Science, Gallogly College of Engineering**

Professor Dean F. Hougen is a highly successful researcher in artificial intelligence, with a focus on machine learning and robotics. His research draws on disciplines from anthropology to zoology, and he has made substantial contributions to both the theory and practice of autonomous development and learning. He is an engaging, supportive, and student-focused instructor, advisor, mentor, and champion who is beloved by his students. His service has helped to grow and strengthen the School of Computer Science, and his outreach has helped bring countless students into computer science and other areas of science, technology, engineering, and mathematics.

**Elaine Hsieh, Department of Communication, Dodge Family College of Arts and Sciences**

Elaine Hsieh, Ph.D., J.D., is an internationally celebrated scholar with extensive publications on the intersections of culture, language, medicine, and healthcare delivery. Dr. Hsieh is an award-winning author, Fulbright Scholar, editor of several journals, and NIH-funded researcher. Her work on cross-cultural care has transformed both theory and practice in multiple disciplines, including communication, interpreting studies, and healthcare delivery. Dr. Hsieh and her undergraduate students have regularly implemented health campaigns to improve the quality of life for marginalized and vulnerable populations in local communities. Her extensive service to the University of Oklahoma, the discipline, and the larger society is grounded in her commitment to actualizing scholarship by serving others.

**Catherine Johnson, College of Law**

Professor Kit Johnson teaches Immigration, Crimmigration, and Civil Procedure. Her scholarship focuses on immigration. Prior to teaching, Professor Johnson practiced general



commercial litigation with the Los Angeles firm of Munger, Tolles & Olson LLP. She also provided pro bono representation in adoption and guardianship proceedings. Before entering private practice, Professor Johnson served as a law clerk to the Honorable Pamela A. Rymer of the United States Court of Appeals for the Ninth Circuit and the Honorable Robert C. Broomfield of the United States District Court for the District of Arizona. She is a graduate of Berkeley Law and Wesleyan University.

**Paul A. Lawson, Department of Microbiology and Plant Biology, Dodge Family College of Arts and Sciences**

Systematics is a fundamental discipline that underpins the science of microbiology. Dr. Lawson has over 36 years of experience in microbial systematics, during which he has been involved in the characterization and (re)classification of over 100 bacterial species of clinical and environmental importance. His publication record (peer-reviewed) spans over 160 research articles and 30 book chapters, and he was recently featured in the global list of 100,000 most impactful researchers. He received a Fulbright Scholarship in 2018, for his work on exploring heirloom microbes in dairying among diverse human populations.

**Yingtao Liu, School of Aerospace and Mechanical Engineering, Gallogly College of Engineering**

Dr. Yingtao Liu is an associate professor in the School of Aerospace and Mechanical Engineering at the University of Oklahoma, Norman. His research is focused on nanocomposites, additive manufacturing, structural health monitoring, engineering education and non-destructive evaluation. He is the author/co-author of more than 100 technical papers in refereed journals and peer-reviewed conference proceedings and two book chapters. He has secured more than 3 million dollars of research funding with his share of 1.3 million dollars. He has mentored more than 90 undergraduate students in guided individual studies and research projects. He is the Graduate Liaison of the School of Aerospace and Mechanical Engineering and the Chair of the Graduate Studies Committee.

**Elinor R. Martin, School of Meteorology, College of Atmospheric and Geographic Sciences**

The work conducted by Dr. Martin and her group of undergraduate, graduate, and postdoctoral scholars aims to further our knowledge of climate, climate variability, and weather-climate interactions through research, education, and inclusion, with a focus on precipitation. Accomplishments have ranged from research grants and publications from multiple agencies, including an NSF CAREER award to improve our understanding of future changes in wet and dry periods across the globe, the seasonal timing of rainfall, controls on tropical rainfall, Oklahoma winter precipitation, and more. In parallel with these efforts her group works with the South Central Climate Adaptation Science Center and stakeholders to ensure that the science and education materials produced are useable and actionable all while working on DEI efforts across the School, College, and University.

**Katherine O'Neal, Department of Pharmacy Clinical and Administrative Sciences, College of Pharmacy**

Dr. Katherine O'Neal has been with the College of Pharmacy since 2010 and is currently an Associate Professor in the Department of Pharmacy: Clinical and Administrative Sciences and Adjunct Associate Professor with the College of Medicine Department of Internal Medicine. Her

clinical practice is with General Internal Medicine ambulatory care. Dr. O'Neal also serves as the ambulatory care pharmacy residency program director, ambulatory care specialty track degree option director, student faculty advisor for 3 organizations, and spearheaded the development of the dual PharmD/MBA program. She has served as the Chair of the HSC Faculty Senate and currently serves as Secretary-Elect.

**Charles B. Watson, Department of Classics and Letters, Dodge Family College of Arts and Sciences**

Dr. Watson is an associate professor of Classics & Letters and a scholar of Cicero, ancient rhetoric, and Latin textual criticism. He completed his AB in Classics at Harvard and earned an MSt and DPhil in Classical Languages and Literature at the University of Oxford. He is the author of a new introduction, edition, and commentary for Cicero's *Divinatio in Q. Caecilium* in the prestigious *Cambridge Classical Texts and Commentaries* series. At OU he has developed new courses on Roman literature, taught advanced seminars in Latin, directed independent research on Roman numismatics, and led study-abroad trips to Rome and the environs. Prior to joining OU in 2014, he taught at the University of Oxford and Lawrence University.

**John P. Wisniewski, Homer L. Dodge Department of Physics and Astronomy, Dodge Family College of Arts and Sciences**

John Wisniewski, associate professor of Physics & Astronomy, came to the University of Oklahoma after earning a Ph.D. from the University of Toledo and prize postdoctoral fellowships at NASA Goddard (NRC Fellowship) and The University of Washington (NSF Postdoctoral Fellowship). John is an observer who uses multiple observational techniques to study systems with extrasolar planets and disks. In his nine years at OU, he has supervised the research of 3 postdoctoral fellows, 6 OU graduate students (two with Ph.Ds. so far that moved onto postdoctoral positions at MIT and Michigan) and numerous undergraduates. John has brought in nearly \$3.7 million in research funds already in his relatively short career. John's teaching record ranges from the introductory general education courses for nonscience majors, the first course for astronomy majors, and the senior/graduate courses in observational methods for majors and beginning graduate students. His reviews are excellent, when compared to both the department and the college.

The University of Oklahoma  
2021-2022

REGENTS' FACULTY AWARDS

Regents' Award for Superior Teaching

**Eric R. I. Abraham, Homer L. Dodge Department of Physics and Astronomy, Dodge Family College of Arts and Sciences**

Dr. Abraham's research program studies ultracold atoms and molecules, using a variety of lasers, magnetic, and electric fields, to cool atoms and molecules to nearly absolute zero. At these temperatures, the exotic, quantum-mechanical nature of atoms can be studied. He currently studies Feshbach Optimized photo association, where ultracold atoms undergo a collisional resonance, where a photon binds atoms together into an excited-state molecule. Another project uses the ultracold atoms as a non-linear medium for studying electromagnetically induced transparency. In addition, Dr. Abraham has developed an extensive set of videos and online resources for introductory physics classes. This material has been used by students and instructors from around the world.

**Shannon A. Dulin, School of Geosciences, Mewbourne College of Earth and Energy**

Shannon Dulin, Assistant Professor of Geology and Director of the Bartell Field Camp in Cañon City, Colorado, received her B.S. degrees in geology and meteorology, and her M.S. and Ph.D. in geology from the University of Oklahoma. She teaches courses for the Schools of Geosciences and Meteorology. Shannon developed an online field camp course that serves as an alternative for students unable to participate in traditional field camp, removing entry barriers to the field of geology. She teaches Native Science-an introductory science course with a lab that looks at indigenous perspectives on geoscience process. Shannon co-hosts *Don't Panic Geocast*.

**T. Karl Hoskison, Department of Internal Medicine, School of Community Medicine, College of Medicine**

T. Karl Hoskison, M.D. graduated from the Oral Roberts University College of Medicine and completed his Internal Medicine Residency at the University of Oklahoma in Tulsa. He is currently an Associate Professor of Medicine at the OU-TU School of Community Medicine. He teaches medical students, physician assistant students, and medical residents in multiple venues, including bedside instruction and didactic sessions. He has received multiple teaching awards, including The Stanton L. Young Master Teacher Award, one of the most prestigious honors from the OU College of Medicine, which honors a teacher who goes beyond excellence in the classroom or on clinical rounds.

**Misty Miller, Department of Pharmacy Clinical and Administrative Sciences, College of Pharmacy**

Dr. Misty Miller joined the OU College of Pharmacy faculty in 2012 and is an Associate Professor in the Department of Pharmacy: Clinical and Administrative Sciences and Adjunct Associate Professor with the College of Medicine, Section of Infectious Diseases. Her clinical practice is with the Infectious Diseases Institute and Children's Hospital of Oklahoma where she manages adult and pediatric patients with HIV and hepatitis C infection. Dr. Miller provides

didactic and clinical teaching and has received four teaching awards recognizing excellence in both settings. She has served in key leadership roles for curricular development and interprofessional education at the college and university level.

**Lindsay G. Robertson, College of Law**

Professor Lindsay Robertson joined the law faculty in 1997. He teaches courses in Federal Indian Law, Comparative and International Indigenous Peoples Law, Constitutional Law, and Legal History, and serves as Faculty Director of the Center for the Study of American Indian Law and Policy and Founding Director of the International Human Rights Law Clinic. An elected member of the American Law Institute and the American Bar Foundation, he also serves as a justice on the Supreme Court of the Cheyenne and Arapaho Tribes.

**Regents' Award for Superior Research and Creative Activity**

**Mary Beth Humphrey, Department of Medicine, College of Medicine**

Dr. Humphrey's research focuses on the impact of myeloid cells in human osteoporosis, heart failure with preserved ejection fraction, Alzheimer's disease, and polycystic kidney disease. She studies homeostatic bone remodeling in osteoarthritis and chronic inflammation-induced osteoporosis, and is exploring molecular mechanism transmitted via TREM2 in macrophages and osteoclasts, including related pathways in microglial cells and brain-resident macrophages in Alzheimer's disease. Additional work revealed anti-inflammatory effects of vagal nerve stimulation with altered macrophage and T cell filtration into the heart that is associated with decreased cardiac fibrosis and improved heart function. New vagal nerve stimulation studies in osteoarthritic mice will determine if it will alleviate pain or improve joint health. Other studies explore the role of unique TREM2- expressing cyst-associated macrophages in cyst formation in polycystic kidney disease.

**Pierre-Emmanuel Kirstetter, School of Meteorology and School of Civil Engineering and Environmental Science, College of Atmospheric and Geographic Sciences and Gallogly College of Engineering**

Dr. Pierre Kirstetter is an Associate Professor in Hydrometeorology within OU School of Meteorology and School of School of Civil Engineering and Environmental Science. Dr. Kirstetter received his Ph.D. from Grenoble Alps University and a M.Sc. in Engineering from Grenoble Institute of Technology in France. He joined OU in 2011 and his research focuses on advancing knowledge on the quantitative precipitation and its hydrologic impacts. Dr. Kirstetter's research has been supported by NASA, NOAA, NSF, State agencies resulting in 100+ refereed publications and many invited talks. Dr. Kirstetter is an associate editor in top journals in hydrometeorology and hydrology. Dr. Kirstetter has won awards for research at NASA and conferences, and for service at the American Meteorological Society.

**Regents' Award for Superior Professional and University Service and Public Outreach****Sherri Baker, Department of Pediatrics, College of Medicine**

Sherri Baker, M.D. is “Sooner born and Sooner bred,” growing up in Norman, Oklahoma. She was the first in her family to go from high school directly to college, and dedicated her career to giving back to the profession of medicine. Her greatest accomplishment was being elected by national peers to the AMA Council on Medical Education. This position enables her to have long-lasting and large-scale impact to medical education. She is also very proud of her leadership of a complete revision to the admissions process since choosing the next generation of physicians is so important for the profession.

**Sarah Reichardt Ellis, School of Music, Weitzenhoffer Family College of Fine Arts**

Dr. Ellis teaches music theory in the School of Music where she has also served as Associate Director. Her research focuses on the creation of meaning within musical works. Over the past decade, Dr. Ellis also served in Faculty Senate leadership, including chair, where she was instrumental in establishing direct communication pathways with the Board of Regents. Sarah also served as a strong advocate for faculty, staff, and student concerns as co-chair of two iterations of P APBAC. Her focus on excellence through diversity, access, equity, inclusion, and transparency at OU have earned her the trust of faculty, staff, and administrators.

UNIVERSITY OF OKLAHOMA REPORT OF PURCHASES FOR THE QUARTER ENDED JUNE 30, 2021							
Supplier	Amount	Campus	Department	Explanation	Category	Method	
Funding Sources: Educational & General (Appropriations, Tuition & Fees, Sponsored Project Indirect Cost Reimbursements)							
1	ADACEL SYSTEMS INC	\$ 404,607	Norman	School of Aviation	Air tower simulator	Equipment	Sole Source
2	ADVANCED RESEARCH SYSTEMS INC	\$ 81,714	Norman	Physics	Closed Cycle Cryocooler	Lab Research Equipment	Sole Source
3	ALLIED BROADCAST GROUP LLC	\$ 101,064	Norman	Gaylord Journalism College	Assorted still cameras & camcorders	Equipment	Sole Source
4	BUILDING ELECTRICAL SYSTEMS INC	\$ 273,550	Norman	Information Technology	Custom Eaton Lithium Ion Battery Cabinet	IT Product / Service	Sole Source
5	CYTEK BIOSCIENCES INC	\$ 162,188	Norman	BioMedical Engineering	Flow Cytometer + Sample Loader	Lab Research Equipment	Sole Source
6	ELSMERE EDUCATION INC	\$ 842,000	Norman	College of Law	Online Course Consulting	Professional Services	Competed
7	FISHER SCIENTIFIC COMPANY LLC	\$ 87,043	Norman	BioMedical Engineering	EVOS M7000 Imaging System	Lab Research Equipment	Competed
8	GAUMARD SCIENTIFIC COMPANY INC	\$ 472,751	OUHSC	College of Nursing	Clinical Simulators	Equipment	Sole Source
9	GRANT THORNTON PUBLIC SECTOR LLC	\$ 511,000	Norman	President's Office	Norman Campus strategic plan implementation	Professional Services	Competed
10	HURON CONSULTING SERVICES LLC	\$ 143,000	Norman	Payroll Office	HR Staffing	Professional Services	Sole Source
11	INSIGHT CREATIVE GROUP INC	\$ 96,638	Norman	University of Oklahoma Online	Film & Visual Service FY22	Professional Services	Sole Source
12	LEWIS BURKE ASSOCIATES	\$ 200,000	Norman	Office of the Vice President for Research and Partnerships	Research Consultant	Professional Services	Sole Source
13	ONE SIXTY OVER NINETY LLC	\$ 621,042	Norman	Marketing and Communications	Advertising	Advertising	Competed
15	OVID TECHNOLOGIES INC	\$ 713,297	OUHSC	Robert M. Bird Library	e-Journal Subscriptions	Book/Publication/Subscription	Sole Source
16	PERFORMANCE CONSULTING LLC	\$ 73,000	Norman	Business Administration	Executive Career Coaching	Professional Services	Sole Source
17	PICOQUANT PHOTONICS NORTH AMERICA INC	\$ 65,225	Norman	Chemistry & BioChemistry	Photon Laser Module	Lab Research Equipment	Sole Source
18	PRESIDIO NETWORKED SOLUTIONS LLC	\$ 186,510	Norman	Information Technology	Juniper Network Switch & ancillaries	IT Product / Service	Competed
19	PUBLIC HEALTH INSTITUTE OF OKLAHOMA	\$ 78,000	OUHSC	Oklahoma Clinical and Translational Science Institute	Contract management for the PHIO to CHIOS	Professional Services	Sole Source
20	RICE COHEN INTERNATIONAL	\$ 61,875	Norman	Business Administration	Executive Job Search Assistance	Professional Services	Sole Source
21	SAXUM STRATEGIC COMMUNICATIONS LLC	\$ 215,000	Norman	Marketing and Communications	Media and Advertising	Advertising	Competed
22	SHI INTERNATIONAL CORP	\$ 78,304	Norman	Information Technology	KnowBe4 calendar year 22 subscription	IT Product / Service	Competed

23	SHIMADZU SCIENTIFIC INSTRUMENTS INC	\$ 278,708	Norman	BioMedical Engineering	Gas Chromatograph, Gas Analyzer, and ancillaries	Lab Research Equipment	Sole Source
24	SOUTHBRIDGE ACCESS	\$ 67,185	Norman	COB Study Abroad Program	Online Study Abroad Costa Rica	Conference/ Special Events	Sole Source
25	SWS VIDMARLISTA	\$ 56,365	Norman	Advanced Radar Lab	Various Lista Workbenches	Lab Research Equipment	Sole Source
26	TM TELEVISION	\$ 304,127	Norman	Journalism Dean	Broadcast Hardware and Software	Communication / Utility Services	Competed
27	TRANS-TEL CENTRAL LLC	\$ 634,100	Norman	Information Technology	Information Technology Contractor Hours FY22	IT Product / Service	Competed
28	TURNITIN LLC	\$ 91,610	Norman	Academic Integrity	Student Integrity Services	Professional Services	Competed
<b>Funding Sources: Non-Educational &amp; General (Non-Appropriated, Service Departments, Auxiliary Enterprises, Clinic Operations)</b>							
29	3SHARE INC	\$ 117,000	Norman	Marketing and Communications	ROM Services	Non-Professional Service	Competed
30	601 HAMILTON LLC	\$ 224,250	Norman	Training Research Center	Property Lease	Lease/Rent Equipment	Sole Source
31	A1 STAFFING & RECRUITING AGENCY INC	\$ 80,000	OUHSC	Facilities Management	Temporary Staffing	Non-Professional Service	Competed
32	ACGME	\$ 68,100	OUHSC	Graduate Medical Education	Annual Accreditation	Miscellaneous Fees	Sole Source
33	ADVARRA TECHNOLOGY SOLUTIONS INC	\$ 325,000	OUHSC	College of Medicine Dean's Office	Advarra Software and Implementation	IT Product/Supply/Service	Competed
34	AHI FACILITY SERVICES INC	\$ 238,000	OUHSC	University Research Park	Janitorial Services	Non-Professional Service	Competed
35	ALLENTOWN LLC	\$ 78,681	OUHSC	Comparative Medicine	Animal Housing Supplies	Lab/Medical/Research Supply	Sole Source
36	ALLERGAN USA INC	\$ 77,749	OUHSC	Department of Obstetrics and Gynecology	Liletta IUDs	Lab/Medical/Research Supply	Sole Source
37	ASSETWORKS LLC	\$ 59,100	Norman	Architectural and Engineering	Upgrade current database	IT Product/Supply/Service	Sole Source
38	ATLANTIC FABRICATION AND DESIGN LLC	\$ 100,000	OUHSC	Steam and Chill Water Plant	Boiler repairs as needed	Non-Professional Service	Competed
39	BELL IT SERVICES INC	\$ 136,810	OUHSC	Information Technology	Aruba Mobility Controllers	IT Product/Supply/Service	Sole Source
40	BIEN-AIR USA INC	\$ 50,461	OUHSC	College of Dentistry	Aspid equipment	Lab/Medical/Research Equipment	Sole Source
41	BLOOMBERG LP	\$ 53,961	Norman	Business Administration	Data, News, and Analytics	Book/Publication/Subscription	Sole Source
42	BSW ANESTHESIA CRNA PLLC	\$ 158,000	OUHSC	Department of Anesthesiology	Certified Registered Nurse Anesthetists	Professional Services	Sole Source
43	CADDELL & CO LLC	\$ 615,000	Norman	Facilities Management	Paint, carpet, tile and lighting 617 Rock Creek Road	Construction	Competed

44	CADDELL & CO LLC	\$ 103,950	Norman	Facilities Management	Felgar Hall Classroom Renovation	Construction	Competed
45	CALERO SOFTWARE LLC	\$ 123,300	Norman	Telecommunications	Pinnacle software renewal	IT Product/Supply/Service	Sole Source
46	CHANCE AIRHART APRN-CRNA PLLC	\$ 51,000	OUHSC	Department of Anesthesiology	Certified Registered Nurse Anesthetists	Professional Services	Sole Source
47	COPELIN CONTRACT LLC	\$ 93,459	Norman	Procurement	New furniture	Furniture	Competed
48	COPELIN CONTRACT LLC	\$ 125,231	OUHSC	College of Nuclear Pharmacy	Furniture	Furniture	Competed
49	COPELIN CONTRACT LLC	\$ 206,394	OUHSC	Stephenson Cancer Center	New Patient Chairs	Furniture	Competed
50	CVENT INC	\$ 90,750	Norman	Relations Studies	New Software and Hardware	IT Product/Supply/Service	Competed
51	DE LEONS PAINTING LLC	\$ 60,000	OUHSC	University Village Apts	Apartment Remodels	Building/Ground Improvements	Competed
52	DELL MARKETING LP	\$ 116,272	Norman	Continuing Ed/Outreach	Computers, keyboards, monitors	IT Product/Supply/Service	Competed
53	DJO LLC	\$ 66,450	Norman	Athletics	Sport Braces	Lab/Medical/Research Supply	Competed
54	DOUGLAS BLOCK ANESTHESIA PLLC	\$ 158,000	OUHSC	Department of Anesthesiology	Certified Registered Nurse Anesthetists	Professional Services	Sole Source
55	EDMOND MUSIC	\$ 276,157	Norman	School of Music	Pianos	Miscellaneous Fees	Sole Source
56	EVOLVE HOLDINGS	\$ 54,798	Norman	National Weather Service	Uninterrupted Power Supply battery replacements	IT Product/Supply/Service	Competed
57	EXAN ENTERPRISES INC	\$ 73,705	OUHSC	College of Dentistry	Axiom license and support	IT product/supply/service	Sole Source
58	FENTON ANESTHESIA APRN-CRNA PLLC	\$ 158,000	OUHSC	Department of Anesthesiology	Certified Registered Nurse Anesthetists	Professional Services	Sole Source
59	FIRETROL PROTECTION SYSTEMS	\$ 131,390	OUHSC	Facilities Management	Fire Protection Maintenance	Maintenance Agreement/Services	Competed
60	FISHER SCIENTIFIC COMPANY LLC	\$ 71,590	OUHSC	Physiology	Laser upgrade	Lab/Medical/Research Equipment	Competed
61	FOUNDATION CARE LLC	\$ 75,000	OUHSC	Stephenson Cancer Center	Islusig medication	Lab/Medical/Research Supply	Sole Source
62	FOUR WINDS INTERACTIVE LLC	\$ 53,477	Norman	Information Technology	Software	IT Product/Supply/Service	Sole Source
63	FRONTIER EQUIPMENT SALES LLC	\$ 346,662	Norman	Facilities Management	Street Sweepers	Equipment	Competed
64	FURNITURE MARKETING GROUP INC	\$ 107,832	OUHSC	College of Nursing	Furniture	Furniture	Competed
65	HENRY SCHEIN INC	\$ 80,000	Norman	Athletics	Medical Supplies	Medical Training	Competed



66	HENRY SCHEIN INC	\$ 150,000	Norman	Health Services	Covid test kits	Lab/Medical/Research Supply	Sole Source
67	HITACHI VANTARA LLC	\$ 69,674	OUHSC	College of Medicine	Software Maintenance	IT Product/Supply/Service	Sole Source
68	HUNTER MECHANICAL AND CONTROLS INC	\$ 348,000	OUHSC	Facilities Management	Storm Drain Repairs	Non-Professional Service	Competed
69	HUNZICKER BROS INC	\$ 65,831	OUHSC	College of Allied Health	Controls and fixtures	Building/Grounds Improvements	Competed
70	HURON CONSULTING SERVICES LLC	\$ 390,000	OUHSC	Clinical Operations	Consulting Services	Non-Professional Service	Competed
71	HURON CONSULTING SERVICES LLC	\$ 639,950	OUHSC	Financial Services	Paymaster integration	Non-professional Services	Competed
72	IMPRIVATA INC	\$ 80,647	OUHSC	Information Technology	OneSign and VDA support	IT Product/Supply/Service	Sole Source
73	INTERNET2	\$ 101,931	Norman	Information Technology	Subscription Calendar Year 22	IT Product/Supply/Service	Competed
74	IVANS ANESTHESIA SERVICES	\$ 82,000	OUHSC	Department of Anesthesiology	Certified Registered Nurse Anesthetists	Professional Services	Sole Source
75	JOHNSON CONTROLS INC	\$ 149,482	OUHSC	Operations	Schusterman Chiller 3 motor rebuild	Building/Grounds Improvements	Competed
76	JONESPLAN LLC	\$ 75,000	Norman	Golf Course Administration	Emergency Repairs	Building/Grounds Improvement	Sole Source
77	KLIEWER ANESTHESIA APRN-CRNA PLLC	\$ 158,000	OUHSC	Department of Anesthesiology	Certified Registered Nurse Anesthetists	Professional Services	Sole Source
78	LASSITER DRUG	\$ 195,630	Norman	Athletics	Prescription Medication	Lab/Medical/Research Supply	Sole Source
79	LIBERTAS GROUP LLC	\$ 109,998	OUHSC	Pediatrics	Recruiting services	Non-Professional Service	Sole Source
80	LINDENMEYR MUNROE	\$ 75,000	Norman	OU Printing Services	Merchandise for Resale	Miscellaneous Fees	Competed
81	M BRAUN INC	\$ 56,000	Norman	Chemistry & BioChemistry	Gas purification glove box	Lab Research Equipment	Sole Source
82	MATHERLY MECHANICAL CONTRACTORS LLC	\$ 680,826	OUHSC	Facilities Management	Purchase and Install Air Handler Unit	Equipment	Competed
83	MC IMAGING LLC	\$ 113,344	OUHSC	Imaging Services	Radiographic Systems	Lab/Medical/Research Supply	Competed
84	MCBRIDE CLINIC OCCUPATIONAL HEALTH	\$ 77,840	Norman	Athletics	Medical Services - Team Doctor	Medical Training	Competed
85	MCKESSON MEDICAL SURGICAL INC	\$ 65,000	OUHSC	Internal Medicine	Flu Vaccines	Lab/Medical/Research Supply	Competed
86	MINGLE HEALTHCARE SOLUTIONS INC	\$ 100,584	OUHSC	College of Medicine	Consulting Services	Professional Services	Sole Source
87	MOBILE AIR & POWER RENTALS	\$ 147,590	OUHSC	Steam and Chill Water Plant	Chiller Rentals	Lease/Rent Equipment	Sole Source

88	NATIONAL CENTER FOR EMPLOYEE DEVELOPMENT	\$ 80,000	Norman	College of Continuing Education Professional & Continuing Studies	Conference	Conference/ Special Events	Competed
89	NATIONAL RADIO RENTALS & SALES	\$ 53,950	Norman	Athletics	Purchase/Rental Radios	Equipment	Sole Source
90	NCI INC	\$ 56,418	Norman	Biology	Supplies/Laboratory	Lab/Medical/Research Supply	Sole Source
91	NEUWALD,SHARON F	\$ 80,000	OUHSC	Center for Public Health Practice	Consulting Services	Professional Services	Sole Source
92	NICHOLAS BLACK CRNA LLC	\$ 158,000	OUHSC	Department of Anesthesiology	Certified Registered Nurse Anesthetists	Professional Services	Sole Source
93	NORMAN INDUSTRIAL COMPLEX LLC	\$ 136,133	Norman	DHS Training Center	Building lease for Norman Industrial Complex	Lease/Rent Equipment	Sole Source
94	NORMAN REGIONAL HEALTH SYSTEM	\$ 70,700	Norman	Athletics	Ambulance Stand-by	Medical Training	Competed
95	NORTHWEST INSULATION COMPANY INC	\$ 94,800	Norman	Facilities Management	Reinsulating Project Asp and Brooks Mall	Construction	Competed
96	OHIO MEDICAL LLC	\$ 58,957	OUHSC	Facilities Management	BRC Lab Air Compressor	Equipment	Competed
97	OKLAHOMA HEALTH CARE AUTHORITY	\$ 250,000	OUHSC	Stephenson Cancer Center	Medicaid Match TSET Helpline	Professional Services	Sole Source
98	OKLAHOMA ROOFING & SHEET METAL LLC	\$ 254,714	OUHSC	Facilities Management	Roof replacement	Building/Grounds Improvements	Competed
99	OPTIV SECURITY INC	\$ 54,340	Norman	Information Technology	Infoblox Grid Installation	IT Product / Service	Competed
100	ORACLE AMERICA INC	\$ 53,719	Norman	Data Services	Software	IT Product/Supply/Service	Competed
101	OROBOROS INSTRUMENTS GMBH	\$ 59,280	Norman	Health & Exercise Science	Capitalized/General Equipment	Lab/Medical/Research Equipment	Sole Source
102	OTTO HARRASSOWITZ GMBH & CO KG	\$ 71,000	OUHSC	Schusterman Library	Subscriptions	Book/Publication/Subscription	Competed
103	PERINATAL CENTER PLLC	\$ 150,000	OUHSC	Department of Obstetrics and Gynecology	Maternal fetal medicine services	Professional Services	Sole Source
104	PIVOT TECHNOLOGY SERVICES CORP	\$ 621,049	Norman	Shared Services	Internet routing infrastructure hardware	IT Product/ Supply/Service	Competed
105	PIVOT TECHNOLOGY SERVICES CORP	\$ 575,674	OUHSC	Information Technology	Network Hardware	IT Product/Supply/Service	Competed
106	PRESIDIO NETWORKED SOLUTIONS LLC	\$ 50,020	Norman	OUIT Business Office	Networking firewall hardware/software/maintenance	IT Product/Supply/Service	Competed
107	PROFESSIONAL TURF PRODUCTS LIMITED PARTN	\$ 120,839	Norman	Fitness and Recreation	Movers and Utility Vehicles	Equipment	Competed
108	QUANTUM ANALYTICS	\$ 83,129	Norman	Geosciences	Capitalized/General Equipment	Lab/Medical/Research Equipment	Sole Source
109	RALEY SCRUBS	\$ 60,000	OUHSC	OU Physicians Tulsa	Uniforms	Lab/Medical/Research Supply	competed

110	ROBERTSON ANESTHESIA SVC PC	\$ 158,000	OUHSC	Department of Anesthesiology	Certified Registered Nurse Anesthetists	Professional Services	Sole Source
111	ROBISON MEDICAL RESOURCE GROUP LLC	\$ 155,000	OUHSC	OU Physicians Tulsa	Healthcare Placement Services	Non-Professional Service	Competed
112	ROBISON MEDICAL RESOURCE GROUP LLC	\$ 100,000	OUHSC	College of Nursing	Temp Staff Services	Non-Professional Service	Competed
113	RUSSELL INTERIORS INC	\$ 52,000	OUHSC	Facilities Management	Window Treatment and install as needed	Non-Professional Service	Competed
114	SAI GLOBAL COMPLIANCE INC	\$ 53,488	Norman	Operations Finance	Data Storage and Management	Professional Services	Competed
115	SBS SERVICES LLC	\$ 142,500	Norman	Athletics	Power Washing Facilities	Maintenance Agreement/Services	Competed
116	SCIPRO	\$ 71,995	OUHSC	Microbiology & Immunology	Workstation for Lab	Lab/Medical/Research Equipment	Sole Source
117	SEQUOYAH COMMUNICATIONS INC	\$ 250,000	OUHSC	Information Technology	Cabling Services	IT Product/Supply/Service	Competed
118	SHI INTERNATIONAL CORP	\$ 56,360	Norman	Security Services	Software	IT Product/Supply/Service	Competed
119	STM CHARTERS	\$ 593,795	Norman	Athletics	Men's Basketball Air Charters 2021-2022	Travel / Registrations	Competed
120	STM CHARTERS	\$ 590,295	Norman	Athletics	Football Air Charter for Alamo Bowl game FY22	Travel / Registrations	Competed
121	STM CHARTERS	\$ 373,045	Norman	Athletics	Women's Basketball Air Charters 2021-2022	Travel / Registrations	Competed
122	SUBCON LLC	\$ 57,769	OUHSC	OU Physicians Tulsa	General Remodeling Contractor	Building/Grounds Improvements	Competed
123	T2 SYSTEMS INC	\$ 1,132,956	OUHSC	Parking and Transportation Services	New Parking Gate Hardware and Software Installation	Non-professional Services	Competed
124	TECHNOLUTIONS	\$ 120,000	Norman	Admissions & Recruitment Operations	Software	IT Product/Supply/Service	Competed
125	TELCO SUPPLY COMPANY	\$ 104,343	Norman	Telecommunications	Replace rectifiers at 905 Asp	IT Product/Supply/Service	Competed
126	THERMACUBE LLC	\$ 120,000	Norman	Center for Early Childhood Professional Development	Online training for Child Care Providers	Professional Services	Sole Source
127	THERMO FISHER FINANCIAL SERVICES INC	\$ 83,413	OUHSC	Physiology	Attune equipment lease buyout	Lab/Medical/Research Equipment	Sole Source
128	TIMCO MACHINE TOOLS INC	\$ 67,588	Norman	Aerospace & Mechanical Engineering	Capitalized/General Equipment	Lab/Medical/Research Equipment	Sole Source
129	TRANE US INC	\$ 360,216	OUHSC	Steam and Chill Water Plant	Centrifugal Chiller	Equipment	Sole Source
130	TROXELL,REGINA MARIE	\$ 100,000	OUHSC	College of Medicine	Locum Services	Professional Services	Sole Source
131	VANCE COUNTRY FORD	\$ 103,758	OUHSC	Motor Pool	Three New Black 2022 Ford Police Interceptors	Vehicles/Transportation	Competed

132	VARIETY CARE INC	\$ 248,900	OUHSC	Medical Informatics	Case Management Services	Non-Professional Service	Sole Source
133	VIDEO REALITY INC	\$ 60,551	Norman	Arts & Sciences	Audio Visual upgrade	IT Product/Supply/Service	Competed
134	VILLAGE TRAVEL	\$ 140,000	Norman	K20 Center	Bus Rental	Travel / Registrations	Competed
135	VVC HOLDING CORP	\$ 93,583	OUHSC	OU Physicians	Data conversion from Centricity to EPIC	IT Product/Supply/Service	Sole Source
136	VVC HOLDING CORP	\$ 126,785	OUHSC	Information Technology	Medication Mgmt ERX/EPCS Onboarding	IT Product/Supply/Service	Sole Source
137	WOVENLIFE INC	\$ 175,950	OUHSC	Pediatrics	Respite Services	Non-Professional Service	Sole Source
<b>Funding Sources: Sponsored Projects (Federal, State, Other Grants and Contracts) and Private Funds</b>							
138	A1 STAFFING & RECRUITING AGENCY INC	\$ 200,000	Norman	Center for Public Management	Contract Services	Miscellaneous Fees	Competed
139	AB SCIEX LLC	\$ 51,880	OUHSC	Microbiology and Immunology	Maintenance on Mass Instrument and Pump	Maintenance Agreement/Services	Sole Source
140	CEM CORPORATION	\$ 64,000	OUHSC	Surgery	Automated microwave peptide synthesizer	Equipment	Sole Source
141	COMPLIANCEONE	\$ 85,000	Norman	Computer Science	Drug and Alcohol Testing Program	Non-professional Services	Sole Source
142	EDUCATIONAL COMPUTER SYSTEMS INC	\$ 60,000	Norman	Bursars Office	Software to track loans, collections	IT Product/Supply/Service	Competed
143	FISHER SCIENTIFIC COMPANY LLC	\$ 680,123	OUHSC	Pediatrics	Orbitrap IQ-X	Lab/Medical/Research Equipment	Competed
144	GREENPHIRE INC	\$ 51,170	OUHSC	Stephenson Cancer Center	ClinCard to pay research participants	Miscellaneous Fees	Sole Source
145	HORIZON RESEARCH INC	\$ 212,304	Norman	Computer Science	Consulting for A12ES grant	Professional Services	Sole Source
146	ISAACSON MILLER INC	\$ 158,000	OUHSC	Human Resources	Talent Search/Recruitment	Professional Services	Sole Source
147	LOS ALAMOS NATIONAL LABORATORY	\$ 181,710	Norman	Chemistry	Strategic Partnership Annual Renewal	Professional Services	Sole Source
148	MCKESSON MEDICAL SURGICAL INC	\$ 73,862	OUHSC	Family Medicine	Patient Supplies	Lab/Medical/Research Supply	Sole Source
149	MELISSA L PFENNING PLLC	\$ 75,000	OUHSC	Pediatrics	Online medical training courses	Medical Training	Sole Source
150	MODERNEPIC LLC	\$ 100,000	OUHSC	Pediatrics	Online medical training courses	Medical Training	Sole Source
151	OKLA CANCER SPECIALISTS AND RES INST LLC	\$ 50,957	OUHSC	Stephenson Cancer Center	Lease in Tulsa	Property Lease	Sole Source
152	OMAX CORPORATION	\$ 69,932	Norman	Innovation Hub	GlobalMax Water-Jet	Equipment	Sole Source

153	OREGON CONVENTION CENTER	\$ 500,000	Norman	Southwest Center for Human Relations Studies	NCORE Conference	Conference/ Special Events	Competed
154	PUBLIC HEALTH INSTITUTE OF OKLAHOMA	\$ 243,131	OUHSC	Oklahoma Clinical and Translational Science Institute	Assistance with deploying RADxUp Program	Non-Professional Service	Sole Source
155	RFCORE CO LTD	\$ 310,000	Norman	Advanced Radar Lab	TRM Assembly Production	Lab Research Equipment	Sole Source
156	ROBERT HALF TECHNOLOGY	\$ 200,000	Norman	Center for Public Management	Staffing for the DHS Energy Assistance programs	Professional Services	Competed
157	TEXAS BIOMEDICAL RESEARCH INSTITUTE	\$ 211,499	OUHSC	Comparative Medicine	Research Equipment	Lab/Medical/Research Equipment	Sole Source
158	THORLABS INC	\$ 381,985	OUHSC	Oklahoma Clinical and Translational Science Institute	Microscope purchase and installation	Lab/Medical/Research Equipment	Sole Source
159	WOVENLIFE INC	\$ 64,400	OUHSC	Pediatrics	OHS Title V Respite Voucher	Non-Professional Service	Sole Source
<b>Funding Sources: Construction Projects (Bonds, Gifts)</b>							
160	KSA ENGINEERS INC	\$ 298,323	Norman	Architectural and Engineering	Engineering Services	Professional Services	Competed
161	PRECISION BUILDERS LLC	\$ 927,250	Norman	Facilities Management	Adams Hall HVAC Replacement	Construction	Competed

**OU HEALTH SCIENCES CENTER**  
**STATEMENTS OF NET POSITION**  
**AS OF DECEMBER 31, 2021 AND 2020**  
**UNAUDITED - MANAGEMENT'S USE ONLY**  
**(\$ in thousands)**

	<u>12/31/21</u>	<u>12/31/20</u>
<b>Assets</b>		
Unrestricted cash and cash equivalents	569,889	627,336
Restricted cash and cash equivalents	18,156	25,870
Accounts receivable, net	195,397	150,563
Inventories and supplies, at cost	2,396	4,042
Loans to students, net	7,274	6,888
Deposits and prepaid expenses	5,093	3,480
Endowment investments	54,814	46,635
Investments	180,154	174,816
Investments in real estate	2,025	2,025
Net OPEB	324	2,366
Capital assets, net	578,780	575,290
<b>Total Assets</b>	<u><u>1,614,302</u></u>	<u><u>1,619,311</u></u>
<b>Deferred Outflows</b>	<u><u>148,243</u></u>	<u><u>103,639</u></u>
<b>Liabilities</b>		
Accounts payable and accrued expenses	60,768	64,828
Unearned revenue	33,447	20,267
Accrued interest payable	2,363	1,508
Deposits held in custody for others	1,331	1,816
Accrued compensated absences	37,806	42,092
Net pension liability	312,230	256,377
Total OPEB liability	143,626	236,102
Federal loans liability	7,621	7,710
Capital lease payable	14,260	15,051
Revenue bonds payable	124,124	130,472
<b>Total Liabilities</b>	<u><u>737,576</u></u>	<u><u>776,223</u></u>
<b>Deferred Inflows</b>	<u><u>65,617</u></u>	<u><u>45,535</u></u>
<b>Net Position</b>		
Net Position	<u><u>959,352</u></u>	<u><u>901,192</u></u>
<b>Total Net Position</b>	<u><u>959,352</u></u>	<u><u>901,192</u></u>

**OU HEALTH SCIENCES CENTER**  
**STATEMENT OF REVENUES, EXPENSES AND CHANGES IN NET POSITION**  
**FOR THE SIX MONTHS ENDING DECEMBER 31, 2021**  
**UNAUDITED - MANAGEMENT'S USE ONLY**  
(\$ in thousands)

<b>Operating Revenues</b>	<u>12/31/21</u>	<u>12/31/20</u>
Student tuition and fees (net of scholarship allowances)	32,329	32,218
Patient care	31,016	200,750
Pharmaceutical sales	59,786	53,487
Federal grants and contracts	56,921	45,026
State grants and contracts	33,189	31,507
Private grants and contracts	212,119	83,307
Sales and services of educational activities	884	887
Sales and services of auxiliary enterprises:		
Steam and Chill	4,575	3,888
Other	36,360	16,892
Other revenues	9,066	7,109
Total operating revenues	<u>476,245</u>	<u>475,071</u>
 <b>Operating Expenses</b>		
Compensation and benefits	362,814	385,935
Contractual services	55,228	44,679
Supplies and materials	74,348	67,443
Depreciation	13,520	14,692
Utilities	7,045	6,275
Communication	2,702	2,917
Scholarships	1,607	1,389
Other expense	16,508	24,632
Total operating expenses	<u>533,772</u>	<u>547,962</u>
Operating loss	(57,527)	(72,891)
 <b>Nonoperating Revenues and (Expenses)</b>		
State appropriations	42,210	37,636
State on-behalf payments	5,647	7,171
Private gifts	4,604	4,998
Interest on indebtedness	(2,392)	(1,859)
Investment income/loss	3,766	8,919
Endowment income	8,715	10,260
Net nonoperating revenues and (expenses)	<u>62,550</u>	<u>67,125</u>
Income before other revenues, (expenses), gains, or (losses)	5,023	(5,766)
 <b>Other Revenue, Expenses, Gains or Losses</b>		
Federal grants and contracts	212	-
State grants and contracts for capital projects	-	2,500
State appropriations for capital projects	2,827	2,845
State school land funds	1,999	1,880
Private gifts for capital projects	-	670
OUHPI capitalization	(88,672)	-
Total other revenue, (expenses), gains, or (losses)	<u>(83,634)</u>	<u>7,895</u>
 <b>Change in Net Position</b>	<u>(78,611)</u>	<u>2,129</u>

UNIVERSITY OF OKLAHOMA - NORMAN CAMPUS  
 STATEMENTS OF NET POSITION  
 AS OF DECEMBER 31, 2021 AND 2020  
 UNAUDITED - MANAGEMENT USE ONLY  
 (\$ in thousands)

	<u>12/31/2021</u>	<u>12/31/2020</u>
<b>Assets</b>		
Unrestricted cash and cash equivalents	213,834	126,364
Restricted cash and cash equivalents	42,639	118,727
Accounts receivable, net	307,214	289,088
Inventories and supplies, at cost	2,674	2,104
Loans to students, net	10,075	11,845
Deposits and prepaid expenses	18,052	3,517
Endowment investments	91,018	73,733
Investments	20,999	40,905
Investments in real estate	220	220
Net OPEB	901	3,180
Capital assets, net	1,861,768	1,810,726
<b>Total Assets</b>	<u>2,569,394</u>	<u>2,480,409</u>
<b>Deferred Outflows</b>	<u>165,397</u>	<u>110,326</u>
<b>Liabilities</b>		
Accounts payable and accrued expenses	39,414	37,325
Utilities management agreement	-	71,240
Accrued interest payable	15,542	13,600
Deposits held in custody for others	1,087	489
Accrued compensated absences	30,126	30,679
Retirement plan liability	8,965	6,869
Net pension liability	380,147	311,555
Total OPEB liability	178,747	297,417
Unearned revenue	262,733	243,192
Federal loans liability	9,131	11,460
Capital lease payable	39,502	40,316
Revenue bond payable	1,071,889	928,867
<b>Total Liabilities</b>	<u>2,037,282</u>	<u>1,993,009</u>
<b>Deferred Inflows</b>	<u>81,998</u>	<u>81,919</u>
<b>Net Position</b>		
Net Position	615,511	515,807
<b>Total Net Position</b>	<u>615,511</u>	<u>515,807</u>



**UNIVERSITY OF OKLAHOMA - NORMAN CAMPUS**  
**STATEMENTS OF REVENUES, EXPENSES, AND CHANGES IN NET POSITION**  
**AS OF DECEMBER 31, 2021 AND 2020**  
**UNAUDITED - MANAGEMENT'S USE ONLY**  
**(\$ in thousands)**

	<u>12/31/2021</u>	<u>12/31/2020</u>
<b>Operating Revenues</b>		
Student tuition and fees (net of scholarship allowances)	184,947	173,820
Federal grants and contracts	66,873	60,015
State grants and contracts	26,865	17,911
Private grants and contracts	6,281	5,378
Sales and services of auxiliary enterprises:		
Housing and food service revenues	38,590	24,983
Net athletic revenues	57,103	29,834
Other	16,463	10,575
Other revenues	21,370	12,849
Total operating revenues	<u>418,494</u>	<u>335,365</u>
<b>Operating Expenses</b>		
Compensation and benefits	282,168	267,790
Contractual services	106,626	103,334
Supplies and materials	18,184	16,270
Depreciation	40,112	37,501
Utilities	20,464	19,392
Communication	3,264	3,731
Scholarships	33,532	16,935
Travel	4,767	1,868
Other expenses	18,793	13,949
Total operating expenses	<u>527,910</u>	<u>480,770</u>
Operating gain	(109,417)	(145,405)
<b>Nonoperating Revenues and (Expenses)</b>		
State appropriations	65,829	56,015
State on-behalf payments	3,375	8,035
Federal grants and contracts	73,895	20,858
State grants and contracts	7,204	8,624
Private gifts	8,019	16,720
Interest on indebtedness	(15,558)	(16,876)
Investment income	457	10,135
Endowment income	6,449	4,851
Net nonoperating revenues and (expenses)	<u>149,668</u>	<u>108,362</u>
Income before other revenues, (expenses), gains, or (losses)	40,251	(37,043)
<b>Other Revenue, Expenses, Gains or Losses</b>		
Federal grants and contracts for capital projects	-	-
State appropriations for capital projects	-	-
Build America Bonds Subsidy	-	371
Private gifts for capital assets	-	5,043
State school and land funds	4,056	3,894
On-behalf payments for OCIA capital leases	1,265	1,334
Additions to permanent endowments	-	-
Total other revenue, (expenses), gains, or (losses)	<u>5,321</u>	<u>10,642</u>
<b>Change in Net Position</b>	<u>45,572</u>	<u>(26,401)</u>