

**MINUTES OF A REGULAR MEETING
THE UNIVERSITY OF OKLAHOMA BOARD OF REGENTS
WEDNESDAY, NOVEMBER 30, 2022**

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These items have been identified, by the administration, as “For Information Only.” No action was required, but discussion, comments or consideration may have occurred if requested.

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CONSENT ITEM(S)

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**MINUTES OF A REGULAR MEETING
THE UNIVERSITY OF OKLAHOMA BOARD OF REGENTS
November 30, 2022**

A regular meeting of the Board of Regents governing The University of Oklahoma, Cameron University and Rogers State University was called to order in the Scholars Room of the Oklahoma Memorial Union, in Norman, Oklahoma, at 8:02 a.m., November 30, 2022.

The following Regents were present for all or parts of the meeting: Frank Keating, Chair of the Board, presiding; Regents Natalie Shirley, Eric Stevenson, Rick Braught, Anita L. Holloway, Rick Nagel, and Bob Ross.

Others attending all or a part of the meeting included Mr. Joseph Harroz, President of The University of Oklahoma; NC Senior Vice President and Provost Andre-Denis Wright; HSC Senior Vice President and Provost Gary Raskob; OU-Tulsa Interim President James Sluss; Vice Presidents Dorothy Anderson, Matt Brockwell, Sean Burrage, Joe Castiglione, Brian Holderread, Ken Rowe, and David Surratt; Acting Chief Communications Officer Melissa Caperton; Chief Audit Executive Charles Wright; Chief Legal Counsel Armand Paliotta; and Executive Secretary of the Board of Regents, Tim Rhodes.

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 November 28, 2022, both as required by 25 O.S. 1981, Section 301-314.

Chairman Keating opened the meeting and asked for a motion to enter executive session. Regent Nagel moved the Board enter executive session as listed on the Executive Session agenda item, below. The following voted yes on the motion: Regents Shirley, Braught, Stevenson, Holloway, Nagel, and Ross. The Chair declared the motion unanimously approved.

The Board moved to the Associates Room for the executive session at 8:01 a.m.

EXECUTIVE SESSION – ALL

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 or potential research or financial investigation(s) and/or pending or potential investigations and/or claims regarding negligence, unjust enrichment, real estate operations, personnel, and other legal claims, where the Board's attorney has determined disclosure will seriously impair the ability of the Board to conduct the investigation(s) and/or claims in the public interest as authorized under 25 O.S. § 307(B)(4), including the following:
 - Review and/or consider adoption, modification, and/or rejection of programmatic, academic, research, departmental, and personnel matters as identified in the attached Agenda items for action

- Review and/or consider adoption, modification, and/or rejection of financial settlements with affiliated and/or historically affiliated entities
 - Review and/or consider terms of existing and/or proposed research contract terms and/or agreements, including possible adoptions, modifications, rejections, and terminations thereof
- b. Discussion of the potential purchase and/or appraisal of real property under 25 O.S. § 307(B)(3), including the following:
- Discuss, review, and consider location, modification, addition, development, and/or expansion of university properties and facilities in Norman, Oklahoma City, and Tulsa, Oklahoma as identified in the attached Agenda items for action
- c. Routine, periodic review, and/or consideration and adoption, modification, or other action related to employment, including terms and conditions, of University President(s) as authorized under 25 O.S. § 307(B)(1).
- d. Routine, periodic review, and/or consideration and adoption, modification, or other action related to employment, including terms and conditions, of University personnel as listed in Attachment A as authorized under 25 O.S. § 307(B)(1).
- e. Routine, periodic review, and/or consideration and adoption, modification, or other action related to employment, including terms and conditions, 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).
- f. Discussion of assessment of potential vulnerability of government facilities as authorized under 25 O.S. § 307(B)(11)(b) and 51 O.S. § 24A.28(A)(2), including the following:
- Discuss, review, and consider location, modification, addition, development, and/or expansion of university property and facilities in Norman, Oklahoma City, and Tulsa, Oklahoma as identified in the attached Agenda items
- g. Discussion of confidential or trade secret information as authorized under 25 O.S. § 307(B)(7), 12 O.S. § 2508, 78 OS § 86, 51 O.S. § 24A.19, 51 O.S. §24A.10a, and 63 O.S. § 3224(D), including the following:
- Review and/or consider adoption, modification, and/or rejection of programmatic, academic, research, departmental, and personnel matters as identified in the attached Agenda items for action
 - Review and/or consider adoption, modification, and/or rejection of financial settlements with affiliated and/or historically affiliated entities
 - Review and/or consider terms of existing and/or proposed research contract terms and/or agreements, including possible adoptions, modifications, rejections, and terminations thereof
- h. Discussion of confidential information pertaining to donors or prospective donors under 25 O.S. § 307(B)(7) and 51 O.S. § 24A.16a.

- i. Discussion and/or approval or rejection of candidate(s), including the terms and conditions of their employment, and possible recommendation for the position of Polytechnic Institute of Tulsa Director for the University as authorized under 25 O.S. § 307(B)(1).
- j. Discussion and/or approval or rejection of the appointment of search committee members, including the terms and conditions of the proposed position of Vice President for the Health Sciences Center of the University as authorized under 25 O.S. § 307(B)(1).
- k. 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.

- l. 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.

- m. 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. *Bolt et al v. State of Oklahoma et al.*, Case No. 5:20-cv-00795-J in the United States District Court for the Western District of Oklahoma;
3. *Burdine v. STATE OF OKLAHOMA EX REL., Board of Regents of The University of Oklahoma* Case No. CJ-2020-1928 in the District Court for Oklahoma County, Oklahoma;
4. *Roberto Cates As Next-of-kin Of Eva Cates Deceased v. STATE OF OKLAHOMA EX REL., Board of Regents of The University of Oklahoma, et al.* Case No. CJ-2021-1840 in the District Court for Oklahoma County, Oklahoma;
5. *Daniels v. Board of Regents for the University of Oklahoma et al* Case No. 5:22-cv-00625-R in the United States District Court for the Western District of Oklahoma;
6. *Davenport v. State of Oklahoma, ex rel Board of Regents for the University of Oklahoma*, Case No. CJ-2019-6846, In the District Court for Oklahoma County, Oklahoma

7. *State of Oklahoma v. Davis, Gwennyth Olivia*. Case No. CM-2021-1311 in the District Court for Cleveland County, Oklahoma;
9. *Farnsworth, Heber v. State Of Oklahoma Board of Regents of the University of Oklahoma*, Case No. CJ-2022-921 in the District Court for Cleveland County, Oklahoma;
10. *Garg v. University*, Case No. CJ-2018-628 in the District Court for Cleveland County, Oklahoma;
11. *Gou v. University*, Case No. CIV-21-679-R in the United States District Court for the Western District of Oklahoma;
12. *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;
13. *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;
14. *Hughes, et al v. Deborah Shropshire, et al*, Case No. CV-21-1094-F, In the United States District Court for the Western District of Oklahoma;
15. *Lewis v. Regents of the University of Oklahoma*, Case No. CJ-2022-1018, In the District Court of Oklahoma County, Oklahoma;
16. *Melton v. University, et al.*, Case No. CJ-21-423 in the District Court for Cleveland County, Oklahoma;
17. *Meyer v. University, et al.*, Case No. CIV-15-403 in the United States District Court for the Western District of Oklahoma;
18. *Patterson v. University, et al.*, Case No. CIV-20-355-R in the United States District Court for the Western District of Oklahoma;
19. *The Sustainable Journalism Foundation. Et al., v. Board of Regents* Case No. CV-2021-1770 in the District Court for Cleveland County, Oklahoma;
20. *Rollins, Shanay, Individually and as Surviving Parent of H.R., Deceased v. OU MEDICINE, INC., D/B/A OU MEDICAL CENTER et al.*, Case No. CJ-2020-5548 in the District Court for Oklahoma County, Oklahoma;
21. *Tufaro v. University, et al.*, Case No. CIV-20-1138-J in the United States District Court for the Western District of Oklahoma;
22. *Tully v. State Of Oklahoma, operating as the Stephenson Cancer Center, Nicholas Shepherd* Case No. CJ-2020-4061 in the District Court for Oklahoma County, Oklahoma;

23. *Vivek Vijay v. STATE OF OKLAHOMA EX REL BOARD OF REGENTS OF THE UNIVERSITY OF OKLAHOMA* Case No. CJ-2020-742 in the District Court for Cleveland County, Oklahoma;
24. *Young v. State of Oklahoma, ex rel. University of Oklahoma*, Case No. CJ-2020-1079, In the District Court of Cleveland County, Oklahoma;
25. *Estate of Montae IMBT Johnson*, Case No. PR-21-00851-1 in Probate Court, Dallas County Texas;
26. *Eldorado Motors v. Gerner v. State of Oklahoma, ex rel. Board of Regents of the University of Oklahoma*, Case No. SC-2016- 8056, In the District Court of Oklahoma County, Oklahoma (Garnishment).

ATTACHMENT A

Individuals include:

- President, The University of Oklahoma
- President, Cameron University
- President, Rogers State University
- Vice President and General Counsel of the University and to the Board of Regents
- Executive Secretary of the University of Oklahoma Board of Regents
- Chief Audit Executive
- Member(s) of the Board of Regents of the University of Oklahoma
- Senior Vice President and Provost, Norman Campus
- Senior Vice President and Provost, Health Sciences Center
- Interim President, OU at Tulsa
- Vice President for Intercollegiate Athletics Programs and Director of Athletics
- Acting Vice President for Marketing
- Vice President for Human Resources
- Vice President for Campus Operations
- Senior Vice President and Chief Financial Officer
- Vice President for Online Learning
- Interim Vice President for Research, HSC
- Vice President for Enrollment Management
- Vice President for Executive Affairs
- Vice President for Research & Partnerships, NC
- Vice President for Diversity, Equity & Inclusion
- Vice President for University Advancement
- Vice President for Student Affairs
- Vice President of Administration & Finance, HSC
- Associate Vice President, Chief Budget Officer, Norman
- Institutional Equity Officer
- Chief Government Affairs Officer
- Acting Chief Communications Officer
- Executive Deputy Athletics Director
- Deputy General Counsel, Health Sciences Center
- Deputy General Counsel, Norman Campus
- Chief Strategy Officer

Regent Shirley exited the meeting at 10:00 am.

The meeting reconvened at 12:31 p.m. in the Scholars Room with Regent Stevenson moving that the Board exit executive session and return to open meeting. The following voted yes on the motion: Regents Stevenson, Holloway, Nagel, and Ross. The Chair declared the motion unanimously approved. Regent Braught was out of the room at the time of the vote.

After a luncheon with students, faculty and staff and a tour of the campus Emergency Operations Center, the Regents returned to the Scholars Room and opened the public meeting at 3:03 pm.

MINUTES

Regent Nagel moved approval of the minutes of the meeting held on September 15, 2022, as printed and distributed prior to the meeting. The following voted yes on the motion: Regents Braught, Stevenson, Holloway, Nagel, and Ross. The Chair declared the motion unanimously approved.

REPORTS OF COMMITTEE CHAIRS

Regent Stevenson, Administration & Operations: I'll just start off briefly with IT and Cyber. As you all know, this is led by David Horton, who provided an update on his team's efforts to continue to protect the privacy of our students, faculty and staff, while enabling them to have the right level of autonomy to drive the outcomes that each of those groups are trying to achieve. One of the key vulnerabilities that he's taught us about that any institution has is how they use the equipment and the access that they have. A key accomplishment that I want to highlight for David and his team over the past year is a feat they've had in driving success around the phishing campaigns and on an aggregate level across all campuses and across all constituency groups, the goal has been to get under 4% and for the first time, if I'm not mistaken, David and his team achieved that which is a huge, huge accomplishment. We're also reporting that they're pursuing a readiness assessment to determine what's needed for us to potentially pursue systems and organization controls, certification or a SOC certification. Then lastly, we've asked David and his team, Mr. Chairman, to work closely with the IT teams at Cameron and Rogers to see if there's any opportunities for efficiency, so that we can just share resources across all those groups. David said he will do his best to take a look at that and both the Presidents were happy for that support on an HR front. Dorothy Anderson, who's been leading this group for a year and a half or so for us now, has been doing an amazing job, really overhauling our hiring and compensation practices, ensuring that our benefits are of the highest quality to support the needs of our faculty and staff. She's been a key member of the leadership team for the University. And then lastly, Athletics. Our athletic director provided us a robust update there, excited about all the overall evaluation of all the athletic facilities. Their plans that are being evaluated to upgrade many of the facilities to ensure that our student athletes have the very best in facilities to hone their crafts and continue the tradition at Oklahoma of winning conference and national Championships. We're especially excited about the work that's currently underway now to build the new softball stadium, and that concludes my report.

Regent Holloway, Finance, Audit & Risk: As it relates to the Finance, Audit and Risk Committee report, we are continuing to operate in alignment with our annual calendar. Since our last report in September, we have met twice. Our committee is charged with overseeing the financial accounting and risk management functions of each of the universities under our governance. So, I'd like to update you on those two committee meetings and the matters that we discussed at those. As I continually remind you, all of our committee actions are advisory, so any formal actions would come before the Board in this forum. The headline for the October committee meeting was we did receive the results of the external audit of the financial statements for Cameron, Rogers State, OU Norman, and the OU Health Sciences Center campuses, and that was for our fiscal year ending June 30th, 2022. The audits were conducted by our external auditor, Forvis. That's a name change. They were previously known as BKD. Each campus received what is referred to as an unqualified audit opinion. That is the highest level of assurance that you can receive, and it's the type of report that you want to receive because it means that there were no qualifications, to the assertion that the financial statements are fairly stated on an overall basis, given materiality conventions. So, in reviewing the results of the audits with the auditors, we did discuss for all campuses their observations related to our financial, internal controls, our staffing levels from a finance standpoint, and there were certain areas that we noted to continue to make improvements in those areas, and we will continue to focus on that. At our November meeting yesterday, we received updates on the first quarter financial results for all campuses compared to their budgets for the same period. For each institution, the actual results yielded no significant concerns when compared to the established budgets on an overall basis, and our cash position does remain strong. We do continue to closely monitor key performance indicators for all campuses. A primary indicator is enrollment trends, and that is especially a keen area of focus for Cameron and Rogers State as we continue to monitor just the declines in numbers of college-aged students, so we continue to monitor that. We also monitor CFI. That's a commonly used higher learning composite financial index that balances both income statement and balance sheet measures, and it measures in institutions overall financial health. You know, as it relates to Cameron and Rogers State, I would highlight that they have been doing an outstanding job managing their cost structure to their enrollment levels, and so I would just give kudos to both John and Larry in that regard. We also, at the November meeting, previewed and discussed proposed fee changes across the campuses, both increases and decreases. Then, we have continued to receive updates from our Chief Audit Executive Charles Wright, on the results of internal audits conducted during the past quarter, and matters received through our reporting hotline. We continue to monitor progress towards any operational or internal control improvements that he's identified in his department's work. So, as always, I will close my report with a repeat of our governance expectation from our committee standpoint, and that is that each of the entities under our governance maintain a culture of commitment to ethics and compliance, strong financial internal controls and reporting mechanisms for compliance concerns. As I've said and will say, every time we're focused on being wise with the resources that we've been entrusted with, and we want to achieve our missions of providing quality education and healthcare to our state, and that's my report.

Regent Ross, Health & Clinical Enterprises: Regent Shirley had to leave the meeting so asked Regent Ross to present the committee's report. The committee met on November 29th to discuss the Health Science Center, the medicine academic and research arm of OU and OU Health, the physician's

practice and the hospital. Matt Brockwell briefly reviewed the financial condition of OU Health, stating that it appears that the efforts of management to increase admissions at the hospital are yielding positive results. While it is still early under the leadership of this new team, there are certainly favorable trends. The committee also considered the OU Health Science Center strategic plan, spending some time on the projected annual expenses and revenues to support the plan. One of the pillars of the strategic plan is to increase the Health Science Center's Blue Ridge Institute ranking, which is a national measurement of all institutions, including private institutions receiving federal NIH funding. As of fiscal year 2021, OU ranked 120th. The goal is within the next five years, OU will be ranked in the top 100 of institutions receiving NIH funding. This will mean an additional one hundred million dollars in NIH funding. Currently we're at around \$67 million at OU. In comparison, OMRF is at \$29 million and OSU is at \$8 million. We are going to accomplish this goal and this piece of our strategic plan by recruiting great physicians and scientists and that work is underway. The committee also reviewed a College of Medicine cost study. Historically, the OU College of Medicine did not present standalone financial statements, so review of the costs is now critical to assuring success going forward. As a result of the study, several items were identified to right-size operations by reducing certain expenses and increasing revenues. At the present time, OU Health Sciences Center has a Standard and Poors debt rating of AA minus with a stable outlook and in Fitch a rating of AA, also with the stable outlook and these are very strong ratings. Finally, the committee reviewed the enrollment of each of the colleges, noting that the overall increase in students is due largely to the significant increase in nursing student enrollment. This is an example of the University immediately responding to the needs of the community. The current enrollment for 2022 is 3,388. That is up 4.6% from last year, which was 3,238. And then finally, I would like to thank the legislature for responding to our needs and providing funding, ARPA funding to several different projects including the Stevenson Cancer Center, expansion of OU-Tulsa, OU Children's, and also other financial needs of the hospital and OU Health Sciences Center. So that's a big thank you going out to the legislature for that.

Regent Braught, Cameron University liaison: For Cameron, while enrollment based on student credit hours fell 3.9% from last year, I think there are a couple of bright spots to be noted. First, Cameron experienced their largest concurrent enrollment, which was up nearly 35%. Freshman headcount also increased 8.9% with a 5.1% increase in student credit hours while full-time student enrollment decreased by just over 5%. Part-time enrollment increased over 4%. It should be noted, one of the primary factors for the reduction in total enrollment, Dr. McArthur and I both believe, is reflected by the decrease in military affiliated students, which dropped 19% as more military personnel and their family members are arriving at Fort Sill already with degrees. As noted previously by Regent Holloway, Cameron just completed their first audit by Forvis, which is now working with all of the different campuses, and this audit came back with an unmodified or clean opinion. I'd like to recognize and commend Cameron's new Vice President for Business & Finance, Mr. Scott Schneider, and his staff for the diligence of focus and ensuring all the proper controls are in place and being administered. Along with that audit, Cameron's CFI, their composite financial indicator, of 3.67 is well within the range of 3.5 to 4.5 that is targeted by our management practices. This year's CFI number, however, is lower than last year's outlier of 5.74, which reflected the large influx of ARPA funds that came in. It should be noted that 70% of the drop in the CFI from last year can be attributed to the drop in the stock market as well. Of the four ratios and strength measures used to create that CFI, Cameron is in the best shape with their primary reserve strength or their

savings and their viability strength, which is a reflection of having no real debt or leverage for the University. The weaker areas were net operating revenues due to the decline in enrollment and the return on net assets, which basically is carrying more physical plant per in-person student. My takeaway is that Cameron has good financial reserves and utilization of funds, but as noted previously, needs to work on increasing in-person enrollment. I think a couple of ways that Dr. McArthur and his administration are focusing on that include continuing to drive up concurrent enrollment, which really provides our regional high school students an opportunity to come try out Cameron and get a feel for it, then as the reach of concurrent enrollment broadens, it allows Cameron to identify students who may not have alternative opportunities to complete their education elsewhere and work to keep those students engaged and enrolled. In addition, there are more developing outreach programs such as summer camps and other opportunities that are geared toward middle school and older elementary school students to try to introduce them to Cameron University and the possibilities of what they can achieve coming there. Some interesting information on the sourcing of funds used to cover Cameron's operational expenses that I thought I'd share. In fiscal year, 2001, state funds covered 67% of the cost of attendance while tuition and fees covered the remaining 33%. In fiscal year 2022, as well as 2023, state funds covered 38% of the cost of attendance. Tuition and fees cover 52%, and grants, gifts, and other income make up the final 10%. So you can see that balance has shifted greatly over the last two decades. A good portion of students who attend Cameron University have already chosen their area of study and are actually choosing Cameron as a source to deliver their education. This is as opposed to Cameron's ability to recruit off a national brand such as OU to attract new students. As a result, Dr. McArthur and his administration continue to consider and evaluate additional methods to reach out to prospective students. In addition, they're working with companies throughout the region to assist in addressing their needs, and at the same time, creating opportunities for students to receive internships and for graduates to succeed in obtaining employment upon their graduation. And that's my report, Mr. Chairman.

CAMERON UNIVERSITY

REPORT OF THE PRESIDENT OF THE UNIVERSITY

Thank you, Chairman Keating, Happy Holidays. President Harroz, I want to thank you and your team for being such gracious hosts. The lunch and opportunity today with a few of the outstanding students, staff and faculty of this institution today was a real highlight. Thank you for including us. In that event, I'm going to take three of the students home with us. I so thank you for that opportunity too. Sorry, sorry, he brought up the enrollment thing. December 2nd, the last day of classes for the fall term for us, December 9th, into final exams, so we're going to try to set a new record for caffeine and sugar consumption. I think that's just the professors, the students are on their own to see who can get the most in. We've pushed ourselves hard this fall, and then we've pushed our students probably even harder. We're all looking forward to a well-earned break. Increasingly, our faculty and enrollment management staff have shifted their attention towards Spring 2023 enrollment, and our efforts to engage, enroll, and support the incoming students for fall of 2023. Regent Braught mentioned efforts in concurrent enrollment; I just, say "amen". That opportunity to give high school students a head start on college, is just an incredible financial value for their parents. It helps Oklahoma sell

higher education to the students of this state. Great program. He mentioned our efforts in summer camps and activities coming out of the pandemic, just add a little bit you know, the external funding that we seek for the emphasis we're putting is to align with state workforce needs. So a lot of those camps and activities are going to be healthcare related, STEM related, particularly with respect to the defense areas, Regent Nagel. 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.

CONTRACTS AND GRANTS – CU ACADEMIC SERVICES FEES REQUEST 2023-2024 – CU ACADEMIC AND ADMINISTRATIVE PERSONNEL ACTIONS –CU

Regent Nagel moved approval of the consent items as shown. The following voted yes on the motion: Regents Braught, Stevenson, Holloway, Nagel, and Ross. The Chair declared the motion unanimously approved.

CONTRACTS AND GRANTS – CU

Regents Policy 4.10.3 requires contracts involving annual revenues of \$150,000 or more to be reported to the Board. Additionally, if the agreement would establish or make policy of the University or would otherwise involve a substantial service to be performed by the University it must be submitted to the Board for approval.

In accordance with Board policy, a list of awards and/or modifications in excess of \$250,000 or that establish or make policy for the University, or that otherwise involve a substantial or significant service to be performed by the University are shown below.

Student Support Services:

Grantor:	U.S. Department of Education	
Award Period:	09/01/22 - 08/31/23	\$ 460,680
Performance Period:	09/01/20 - 08/31/25	\$ 2,303,400
Remainder:	09/01/23 – 08/31/25	\$ 921,360

Program Purpose: The Student Support Services (SSS) program provides opportunities for academic development, assists students with basic university requirements, and serves to motivate students toward the successful completion of their post-secondary educations. The SSS program may also provide grant aid to current SSS participants who are receiving Federal Pell Grants. The goal of SSS is to increase retention and graduation rates of its participants and facilitate the process of transition from one level of higher education to the next.

Services provided by the program include:

- Instruction in basic study skills

- Tutorial services
- Academic, financial, or personal counseling
- Assistance in securing admission and financial aid for enrollment in four-year institutions, graduate and professional programs
- Information about career options
- Mentoring
- Special services for students with limited English proficiency
- Direct financial assistance (grant aid) to current SSS participants who are receiving Federal Pell Grants

Talent Search/Open Doors:

Grantor: U.S. Department of Education

Award Period: 09/01/22 - 08/31/23 \$ 417,727

Performance period: 09/01/21 - 08/31/26 \$ 2,088,635

Remainder: 09/01/23 – 08/31/26 \$ 1,253,181

Program Purpose: The Talent Search/Open Doors program identifies and assists individuals from disadvantaged backgrounds who have the potential to succeed in higher education. The program provides academic, career, and financial counseling to its participants and encourages them to graduate from high school and continue on to the postsecondary schools of their choosing. Talent Search also serves high school dropouts by encouraging them to re-enter the educational system and complete their educations. The goal of Talent Search is to increase the number of youth from disadvantaged backgrounds who complete high school and enroll in the postsecondary education institutions of their choosing.

Services provided by the program:

- Academic, financial, career or personal counseling including advice on entry or re-entry to secondary or post-secondary programs
- Career exploration and aptitude assessment
- Tutorial services
- Information on postsecondary education
- Exposure to university campuses
- Information on student financial assistance
- Assistance in completing university admissions and financial aid applications
- Assistance in preparing for university entrance exams
- Mentoring programs
- Special activities for sixth, seventh and eighth graders
- Workshops for the families of participants

President McArthur recommended the Board of Regents ratify the awards submitted with this agenda item.

Award Title	Grantor	Award Period	Award Amount
Student Support Services	U.S. Dept. of Education	09/01/22 - 08/31/23	\$ 460,680
Talent Search Program	U.S. Dept. of Education	09/01/22 - 08/31/23	\$ 417,727

ACADEMIC SERVICES FEES REQUEST 2023-2024 – CU

In accordance with policy established by the Oklahoma State Regents for Higher Education, requests for changes in academic service fees will be considered by the State Regents one time each year. Requests must be received in their office by February 1 preceding the beginning of the fiscal year, July 1, in which the changes are to be effective.

The following recommendations for changes in fees and new fees have been reviewed and approved by the appropriate department heads, deans, and vice presidents.

Academic Services Fees are fees assessed students as a condition of enrollment and as a condition of academic recognition for completion of prescribed courses. Such fees are required of all students receiving certain courses of instruction or certain academic services as designated by the institution and shall not exceed the actual cost of the course of instruction or services provided.

Special Instruction Fees: Fees assessed students as a condition of enrollment and as a condition of academic recognition for completion of describe courses.

Online Course Fee – Cameron University is requesting to reduce the Online Course Fee from \$20 per credit hour to \$10 per credit hour. The request is contingent upon approval of a corresponding tuition increase for the 2023-2024 academic year to assure a revenue neutral modification. Many of the computer software, computer hardware, and online services funded by this fee are currently available to all students. This request will more appropriately distribute course expenses among those consuming services.

Classroom/Laboratory Supply and Material Fees: Fees assessed students for courses that require a large amount of consumable supplies for items such as laboratory breakage and replacement, art supplies and materials for the natural sciences.

Cadaver Fee – Three anatomy courses have been using a rotation of cadavers for their laboratory coursework. Initial funding was provided through a private donation to start the program with the understanding that a student fee would be established to continue funding provided the program was successful. Given the success of the program and analyzing the historic trend of enrollment in the anatomy courses, Cameron University is requesting to establish a \$20 per credit hour fee for the different anatomy courses that use the cadavers in their lab projects.

President McArthur recommended the Board of Regents approve the changes in the listed academic services fees for the 2023-2024 academic year and authorize its submission to the Oklahoma State Regents for Higher Education.

ACADEMIC AND ADMINISTRATIVE PERSONNEL ACTIONS –CU**RETIREMENT(S):**

Treadwell, Gregory, Assistant Professor, Department of Business, named Assistant Professor Emeritus, December 31, 2022.

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

ACTION ITEM(S)**FISCAL YEAR 2021-2022 EXTERNAL AUDITS – CU**

For the fiscal year ended June 30, 2022, FORVIS, LLP presented to the Board of Regents' Finance, Audit and Risk Committee the "Independent Auditors' Report," the "Annual Financial Statements," and the "Independent Auditors' Report on Internal Control Over Financial Reporting and on Compliance and Other Matters Based on an Audit of Financial Statements Performed in Accordance with *Government Auditing Standards*".

These audits were conducted in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States.

President McArthur recommended the Board of Regents accept the fiscal year 2021-2022 external auditor's reports and audited financial statements for Cameron University.

Regent Holloway moved approval of the recommendation. The following voted yes on the motion: Regents Braught, Stevenson, Holloway, Nagel, and Ross. 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.

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

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.

COURSE DELETIONS

Prefix /Number	Title
PHYS 2213	Selected Topics in General Physics
SOCI 3223	Social Psychology

COURSE MODIFICATIONS

Prefix/Number	Title	Comments
HIST 4773	Methods of Teaching Social Studies	Change in prerequisites and description
MUSC 2312	Harmony and Structure I	Change in instructional mode and description
MUSC 2332	Harmony and Structure II	Change in instructional mode and description
SPED 3223	Assessment/Evaluation in Special Education	Change in number
SPED 3263	Foundations of Special Education	Change in number
SPED 4413	Teaching Students with Mild/Moderate Disabilities	Change in prerequisites and description

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

ON-CALL ARCHITECTS AND ENGINEERS QUARTERLY REPORT – CU

Action by the Board on May 11, 2017, requires 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 first quarter of fiscal year 2023 by on-call architectural and engineering firms is summarized below.

Firm Name	Date Initiated	Work Performed	Fee
LWPB Architecture	June 29, 2022	Architectural Services for Library Restroom Renovation	\$3,763.50

**CUMULATIVE TOTAL PROFESSIONAL
ARCHITECTURAL AND ENGINEERING FEES FOR WORK
COMPLETED BY ON-CALLS THROUGH THE FIRST QUARTER
OF FISCAL YEAR 2022-2023**

Firm Name	Total Fees
LWPB Architects and Planners	\$3,763.50

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

QUARTERLY REPORT OF PURCHASE OBLIGATIONS – CU

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 September 30, 2022 are as follows:

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

Item	Description	Campus-Department	Vendor	Award Amount	Explanation/Justification
1.	Maintenance	Campus wide	Transact Campus Inc.	\$68,162.43	Software & hardware maintenance for campus
2.	Medical provider	Wellness Center	Southwestern Surgical Affiliates LLC	\$65,000.00	Medical provider services
3.	Custodial services	Campus wide	AHI Facility Services Inc.	\$178,538.72	Custodial services for campus
4.	Maintenance	Information Technology Services	Innovative Interfaces Inc	\$61,737.66	Renewal of software license
5.	Cable television service	Campus wide	Fidelity Communications	\$58,800.00	Cable television service for campus
6.	Lease	Business Office	Oklahoma State Regents for Higher Education	\$198,307.44	Master lease payment for Shepler elevators
7.	Bank service charges	Business Office	Bank of America Merchant Services	\$50,000.00	Monthly credit card fees
8.	Utility	Business Office	City of Lawton	\$234,000.00	Water services for campus
9.	Maintenance	Business Office	TouchNet Information Systems	\$107,150.00	Renewal of software license
10.	Food services	Business Office	Sodexo	\$72,800.00	Food services for campus
11.	Utility	Business Office	Public Service Company of Oklahoma	\$102,000.00	Electricity services for campus
12.	Utility	Business Office	City of Lawton	\$60,000.00	Water services for campus

Item	Description	Campus-Department	Vendor	Award Amount	Explanation/Justification
13.	Utility	Business Office	Constellation Newenergy Inc	\$114,000.00	Natural gas services for campus
14.	Educational equipment	Agriculture, Biology, Health Science	Anatomy Warehouse	\$56,645.55	Purchase of anatomy models
15.	Software	Information Technology Services	CDW Government Inc	\$51,197.08	Purchase of software
16.	Construction	Information Technology Services	CDW Government Inc	\$215,925.88	Installation of smart room
17.	Construction	Physical Facilities	A.E. Construction LLC	\$136,100.00	Repaving and sidewalk install for Library parking lot
18.	Construction	Physical Facilities	Crossland Construction Company Inc	\$134,771.21	Construction of new library for Duncan campus
19.	Personnel cost	Institutional Research, Assessment, & Accountability	Western Oklahoma State College	\$141,000.00	Payment of Western Oklahoma State College personnel & indirect costs
20.	Programming fees	KCCU	National Public Radio Inc	\$65,181.82	Core programming & wait fees for KCCU radio station
21.	Auditing services	FORVIS LLP f/k/a BKD LLP	Business Office	\$59,500.00	Professional services for campus
22.	Equipment purchase	Hardesty Team	Physical Facilities	\$75,656.00	Purchase of 50-ton chiller for Library
23.	Furniture	Scott Rice Company Inc	Business Office	\$134,658.57	Purchase of furniture for Duncan library
24.	Personnel cost	Institutional Research, Assessment, & Accountability	University of Science & Arts	\$141,000.00	Payment of University of Science & Arts personnel & indirect costs
25.	Equipment purchase	Communications, English, Foreign Languages	S.C.M.S. Inc	\$92,336.94	Purchase of new equipment for production studio
26.	Equipment purchase	Information Technology Services	CDW Government Inc.	\$69,750.00	Purchase of wireless access point devices

SOLE SOURCE PROCUREMENTS IN EXCESS OF \$50,000

1.	Educational equipment	Chemistry, Physics, Engineering	Shimadzu Scientific Instruments Inc	\$83,709.00	Purchase of chromatographs
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This item was reported for information only. No action was required.

QUARTERLY FINANCIAL ANALYSIS – CU

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 September 30, 2022 and 2021, and Statements of Revenues, Expenses and Changes in Net Position for the three 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 will be brief, and thank you, Regent Holloway, for your liaison efforts and letting me bother you throughout the previous couple of months. Let me echo President McArthur's thanks to President Harroz for being a great host along with your team and your staff. Great food and the tours were great. I enjoyed the tour of the Emergency Operations Center, that was very beneficial. I'll make some brief comments that may not show up anywhere else. Spring enrollment is moving very positive as I mentioned in the Finance, Audit and Risk Committee. We don't know if we're getting better at enrolling earlier or if there's actually a trend to move forward. We hope that trend continues, but we're up considerably where we were a year ago with the applied, admitted and enrolled, and so that's very encouraging. Last fall, we had basically a flat enrollment so we're very encouraged by this. Some items of interest that we believe will help our enrollment: we are partnering with the Mid-American Industrial Park with an associate degree that we have left over from our community college days in process technology, and by partnering with Mid-American Industrial Park, we're actually sharing a professor. We'll be able to hire a professor out of business and industry, and we'll both share; they'll do some non-credit teaching out of that, and we will do the credit part of it. Concurrent enrollment, if you look at the OSRHE website, it shows that RSU has probably the greatest concurrent enrollment of all the baccalaureate degree granting institutions, and we're proud of that. We believe that's a way to connect individuals to our University. So, we're proud of the progress that both Cameron and Rogers State have made in that. And so, one item that I pick up, and I send these to Regent Holloway, is this Happenings on the Hill and Points of Interest. I was reading one recently and we're hosting an ideation workshop, and I had to look that up, Chairman, but it's a good idea. Business related processes, where ideas are formed and it's usually in a business environment that it goes from concept to implementation. So, we're

doing that as well, it's free, and we're encouraging entrepreneurs to come to that. We have an entrepreneur class that recently had the responsibility; it took about two years to remake and redo our student recreation center inside the student union, so we were able to dedicate that and reopen that with new games, karaoke, a lot of high tech stuff, but also some old-fashioned billiard tables, and it's very popular. It's right across from the Starbucks, so it's very, very popular. The fall is always a busy time at Rogers State for our community engagement. We have a variety of community projects that we engage in. For 11 years, we've been doing an annual Thanksgiving food pantry and partnership with the Christian Ministers Association in North Tulsa, and so we did that again this year. Faculty, staff and students participated and myself. We had a game drive meeting, some type of box game or board games for our elementary partner. We adopted the Claremont Elementary in 2009, part of our centennial; it's the lowest socio-economic school in the Claremore system, and so they've been our partner now since 2009. We do a variety of things, and we always have Claremont Basketball Day. It has to be at High Noon, and we couldn't find anyone to play us this year at High Noon, but we're still going to have a Claremont basketball game. Sometimes Cameron has played us, sometimes other universities have, but we'll bus the entire elementary school to our expo center. We'll feed them, the faculty, staff, teachers, everyone, we'll feed 'em. We'll have some games, we'll have some prizes that a local bank helps us with and so, we really enjoy that and that's just one of just a couple things I wanted to highlight. I mentioned in the Finance, Audit and Risk Committee, there's a little school in the suburb of Los Angeles called one of the Cal State Teams, Cal State campuses from Dominic Hills, we eliminated them in the national softball championship. And I'm happy to say just a couple of days ago, we eliminated them in the eSports competition. So, athletic director back there, they know where Rogers State is now. We've eliminated them twice. You met our team when you were at RSU last. That was a great story. We did win the national championship in eSports, in that division we're in, as well as softball. So it's interesting, now we've come back and our opponent, we've now advanced to the semifinals of eSports, but we had to beat the Cal State team to advance, so they know where Roger State is and they understand what Will Rogers is next door and all the things dear to your heart, but let me brag on Joe Castiglione too, because he mentored our very first athletic director, and that athletic director after a period of years now, has just been named today as Athletic Director of the University of West Virginia, and so we're very proud of that. But, Joe deserves some of that credit for mentoring and helping Athletic Director Wren Baker advance to be the athletic director at West Virginia. So, we're excited about that but thank you, Joe, for all your helping us along the way. Okay, coming up Aero Stem games, somewhere today, one of the meetings we're talking about drones and drone pilots. Friday at Mid-America, along with Google, we'll have our annual Aero Stem games, and we'll be teaching pilot skills for drones as well as coding for drones, so that's a big deal. And then, tonight I may or may not get home in time, but the annual 'Lights on the Hill' is a big community celebration, music and fun on the Hill when we turn all the lights on for the holidays, and with that, I will end 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.

**SUBSTANTIVE PROGRAM CHANGES – RSU
ACADEMIC AND ADMINISTRATIVE PERSONNEL ACTION(S) – RSU**

Regent Ross moved approval of the consent items as shown. The following voted yes on the motion: Regents Braught, Stevenson, Holloway, Nagel, and Ross. The Chair declared the motion unanimously approved.

SUBSTANTIVE PROGRAM CHANGES – RSU

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.

PROGRAM

Bachelor of Science
Nursing RN-to-BSN

PROGRAM REQUIREMENT CHANGES:

Remove prerequisites requirements, from NURS 3517, NURS 3533, NURS 4214, NURS 4223.
Increase Advanced Standing credit from 29 hours to 30 hours.

COMMENTS:

The only prerequisites for RN2BSN nursing courses are “Admission to the program or permission.” Increase in Advanced Standing credit will ensure that 60 hours of RSU credit is obtained.

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

ACADEMIC AND ADMINISTRATIVE PERSONNEL ACTION(S) – RSU

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

APPOINTMENT(S):

Barrow, Callandra, PhD., Assistant Professor, Department of Health Sciences, full-time, ten-month, tenure track appointment, annualized salary of \$62,000 (\$6,200 per month), effective October 17, 2022.

RESIGNATION(S):

Walinder, Blake, Assistant Professor, School of Arts and Sciences, Department of Fine Arts, effective December 31, 2022.

RETIREMENT(S):

Gray, Dana, Ph.D., Professor and Sarkeys Endowed Chair, School of Professional Studies
Department of Business, Named Professor Emeritus, effective December 31, 2022.

Williams, Lee, Assistant Professor, School of Arts and Sciences, Department of
Communications, effective December 31, 2022.

President Rice recommended approval of the administrative and faculty personnel
actions listed.

ACTION ITEM(S)**FISCAL YEAR 2021-2022 EXTERNAL AUDITS – RSU**

For the fiscal year ended June 30, 2022, Forvis, LLP presented to the Board of
Regents' Finance, Audit and Risk Committee the "Independent Auditors' Report" and the
"Annual Financial Statements," and the "Independent Auditors' Reports on Internal Control
Over Financial Reporting and on Compliance and Other Matters Based on an Audit of Financial
Statements Performed in Accordance with *Government Auditing Standards*."

For the fiscal year 2021-2022, these audits were conducted in accordance with
auditing standards generally accepted in the United States of America and the standards
applicable to financial audits contained in *Government Auditing Standards*, issued by the
Comptroller General of the United States.

President Rice recommended the Board of Regents accept the fiscal year 2021-2022
external auditor's reports and audited financial statements for Rogers State University.

Regent Holloway moved approval of the recommendation. The following voted yes
on the motion: Regents Braught, Stevenson, Holloway, Nagel, and Ross. 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.

NON-SUBSTANTIVE PROGRAM MODIFICATIONS – RSU
QUARTERLY REPORT OF PURCHASES – RSU
ANNUAL INVESTMENT REPORT – RSU
QUARTERLY FINANCIAL ANALYSIS – RSU

NON-SUBSTANTIVE PROGRAM MODIFICATIONS – RSU

*The Oklahoma State Regents for Higher Education confer upon each institution the
authority to approve modifications that are non-substantive but require the changes to be
communicated to them for information only. The program modifications itemized below have
been approved by the President and the Vice President for Academic Affairs, upon
recommendation of the appropriate department and faculty, Curriculum Committee, and the
Academic Council.*

I. PROGRAM
Bachelor of Science
Social Sciences

With approved options in:
A. Environmental Studies
B. Psychology
C. Sociology

PROGRAM MODIFICATION:

Change course title From: SOC 4223 - The Individual, The Organization, and Society
To: SOC 4223 - Business and Society

COMMENTS:

The present title does not adequately express the course content.

II. PROGRAM
Associate in Arts
Social Sciences

With approved options in:
A. Psychology
B. Sociology

PROGRAM MODIFICATION:

Change mathematics designation from required to recommended.

COMMENTS:

The department proposes that MATH 1413 Introduction to Statistics be “recommended.”

III. PROGRAM
Bachelor of Science Social Science 110

With approved options in:
A. Psychology
B. Sociology

PROGRAM MODIFICATION:

Change mathematics designation from required to recommended.

COMMENTS:

The department proposes that MATH 1413 Introduction to Statistics be “recommended”.

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

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 OF PURCHASES – ALL
July 1, 2022 through September 30, 2022

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

Item	Description	Department	Vendor	Award Amount	Explanation/Justification
1.	Data Processing	All Campuses	Apple Computer Inc.	\$83,139.00	Data Processing Equipment
2.	Service	All Campuses	Ruffalo Noel Levitz LLC	\$141,422.40	Consulting Services
3.	Technology Update	All Campuses	Ebsco Industries Inc.	\$78,075.00	Database Renewal
4.	Equipment	Claremore Campus	Ford Audio-Video	\$80,780.00	Auditorium Upgrades, Telecommunication Equipment
5.	Data Processing	RSUTV	BroadStream Solution	\$100,000.00	Data Processing Software
6.	Service	Claremore Campus	Environmental Loop Service	\$104,810.00	GeoThermal Expansion Project
7.	Data Processing	All Campuses	Cloud Unity LLC	\$154,000.00	Rent of Data Processing Software
8.	Data Processing	All Campuses	Cloud Unity LLC	\$60,000.00	Data Processing Software
9.	Service	Claremore Campus	Professional Engineering Consulting	\$54,000.00	Engineering Services
10.	Service	Claremore Campus	Northeast Technology Center	\$62,414.99	Educational Services

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

None to Report

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

ANNUAL INVESTMENT REPORT - RSU

The annual report of investment activity by Rogers State University is hereby submitted. Rogers State University invests its temporary idle cash in accordance with Section 4.1 of the Regent's Policy Manual for CU/RSU. Rogers State University invests all available operating funds with the Oklahoma State Treasurer's Cash Management Program (CMP) and funds held by the Bank of Oklahoma. The Business Office monitors the cash requirements of the institution to maximize the amount of funds invested.

During the fiscal year ended June 30, 2021, the average invested balance was \$10,054,066 for all funds invested. Rogers State University earned a total of \$105,615 in interest on investments. The earned interest rates ranged from 0.95 to 1.18%. The annual average rate of return was calculated at a rate of 1.05% for investments with the Oklahoma State Treasurer's office.

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

QUARTERLY FINANCIAL ANALYSIS - RSU

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 Rogers State University *Statement of Net Position* as of September 30, 2022 *Statement of Revenues, Expenses, Changes in Net Position* for the twelve months then ended and related Executive Summary are attached hereto as Exhibit B. The statements are unaudited and presented for management use only.

QUARTERLY FINANCIAL ANALYSIS For the quarter ended September 30, 2022 and 2021

EXECUTIVE SUMMARY

Highlights from the Statements of Net Position as of September 30, 2022, and Statement of Revenues, Expenses and Changes in Net Position for the quarter ended September 30, 2022 are presented below for information only.

STATEMENT OF NET POSITION:

- The University grew total assets by \$7.4 million in the first quarter. Cash and cash equivalents increased by \$3.0 million over the quarter. Accounts receivable increased \$4.4 million due to the timing of receipt of federal financial aid.
- Total liabilities increased \$8.3 million primarily due to fluctuations 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.
- The majority of our deferred outflows and inflows are 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. This debt decreased \$735,379 in the first quarter.

STATEMENT OF REVENUES, EXPENSES AND CHANGES TO NET POSITION:

- First quarter revenues dropped \$544,290, 5.6%. Most of the decrease is related to HEERF activity.
- Operating expenses are down due to unfilled positions and furloughs.

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

THE UNIVERSITY OF OKLAHOMA**REPORT OF THE PRESIDENT OF THE UNIVERSITY**

I just got a lot of credit for a lunch I had nothing to do with planning, so to the Regents' Office, thank you. I do think that we were all excited about it because we were together, and at the beginning of this academic year, the student paper for OU published an article and it asked, the headline was, can we have a normal year, please? And, the truth of the matter is, it's been an extraordinary couple of years that preceded it, and, you know, knocking on wood, this has been so much more like a normal year, and we're beyond thankful for it. The ability to be together and have a faculty, staff, student lunch today with the Regents meant a lot. So, I think that's special. I want to thank the Board for everything they do, for those that only see them in this session. They pour their heart and soul into a part-time, volunteer, unpaid position, and it's making a huge difference for a lot of people. So, enduring gratitude to the Board. I also would be remiss if I didn't reference how sad we all are, but happy for the life of Bill Ross, and that's Bob Ross', Regent Bob Ross' dad, who I called my law school dad. I loved the man, and he loved this University and this state, and we think about what a university can do and what individuals that come here can do to impact the life of others. Every day as law school Dean, I walked past the Bill Ross Courtyard. Whenever I'd see him, he'd say, now you take care of my courtyard, but the truth of the matter is his impact as a lawyer, his impact through In As Much, his impact as a person, and the way he treated everyone, the way he made all of us want to be better, meant the world, and we're sorry for your loss, but we're grateful for his life.

Regent Ross said, Thanks, President Harroz. Just to say, it is wonderful having the OU family pouring out in support in the past week and a half. To each one of you, I really do appreciate it, our family appreciates it. You were there honoring and celebrating his life, and that meant the world to us, so thank you all very much.

President Harroz: Thank you. It's an extraordinary place, a university and what it can do, and now that it's been more of an ordinary year, I know there's not time, but I wish I could impart some of the stories. You know, we often talk about the highlights, and we tend to always talk about the really good things in these meetings, but so many of those are institutional and macro and not the individual stories, and it's been great this semester to have a chance to be together and to have those conversations, and I'd love to list a thousand of them, but, they're just remarkable. Like David and Judy, I'll just very quickly tell, David and Judy Proctor. He was a 1962 grad from OU. He and his wife give this remarkable gift to OU, including \$7 million to name the Department of Mathematics. But the stories were remarkable. He was from Seminole, Oklahoma, graduated in 1962 from OU, and then was a critical component of the Apollo 11 and Apollo 13 missions, and the Apollo 13 mission when they said, Houston, we've got a problem, and OU trained physicist, mathematician responds, leads the team that then brings the capsule and the people back to earth, having no ability to test it beforehand. He goes on to get the Presidential Medal of Freedom, doesn't tell his wife until like two years ago. I would've led in the courting process with that, but receives the Presidential Medal of Freedom and goes on and now gives back in these kinds of ways. Just yesterday evening, I was, or day before yesterday, I go to a restaurant where my daughter's working, and there is Dr. Jea, who's a Pediatric Neurologist at OU, and he is sitting there with residents and in the Pediatric Neurosurgery Program. He's sitting there with medical students and those in his department,

and they had just operated a few weeks earlier on a good friend of mine's child and gave lifesaving care that wasn't attainable anywhere else in the region, and to be a part of something like that is extraordinary. I love being together where we can share and have those stories together again. So it's a special time. Where do we stand since the last Board meeting? I know we could talk forever, at least, I could on those topics, but, where do we stand? Some really incredible progress, we are now two years into the strategic plan, but a missing element was what was the strategic plan for the Health Sciences Center? Why was it delayed? It was delayed because before we could put in place a specific strategic plan for the Health Sciences Center, we had to get the clinical mission put under a structure where it could be successful, and it took several years to get done. Now that that's done, and under the leadership of our new Provost Gary Raskob, who's done a remarkable job, and his team, we now have a strategic plan for teaching, instruction and for research at the Health Sciences Center, and Regent Ross delivered the comments on behalf of Regent Shirley, talking about what that plan includes and the idea that we're going to move up those rankings in research, not for the sake of moving up, but for the fact that it saves lives and it creates discoveries that improve lives. It's remarkably exciting when you look at the power of a strategic plan, they're easy to say and difficult to implement, but the consequences are real. And, a good example of this is that there's a nursing crisis going on nationwide, and we were able to realize that our job is to generate those nurses, and rather than just incrementally increasing our number of nurses under our strategic plan, we said, our job is to make sure we provide the healthcare workforce for Oklahoma, and we opened up it to all qualified nursing applicants, with a remarkable ability to help save lives. So, we have a strategic plan for the Health Sciences, now we have a budget wrapped around that, and we can move forward, and that to me is exciting. Research expenditures continue to go up, and we also know one of our critical roles is to make sure that we respond to the workforce opportunities that are out there for the state and for the individuals that come here. One of the featured agenda items that we have today is in and around the School of Aviation. Hopefully after the end of this meeting, formerly the School of Aviation Studies, now the School of Aviation. But it's an example, there's an incredible market need. We have a role to play. One of our Regents has been incredibly involved, Rick Nagel, in creating a really innovative thing in the Oklahoma Aviation Academy. That is a component of what help drives us forward. The second largest industry in Oklahoma is aerospace and defense, and what we see on this agenda are a number of efforts to address that market need. And for our students, that market opportunity would increase the number of students from 250 students to 600 students, right? A truly more than doubling of that class, replacing the entire fleet bringing in new airplanes, first delivery if approved, would be a year from this month. We've committed to raising \$30 million towards that. Now, since the last meeting, the big announcement was that we launched our Lead On campaign. This historic largest in the history of Oklahoma for higher education fundraising campaign of \$2 billion. You know, why do you wait to announce it now? The truth of the matter is it takes a while to get ready for them, and there's a quiet phase to that. And the question was, were we structured to get that done? To the work of this Board and lots of people, we realized that to move our University forward, we had to make sure that we were doing everything for our students. We can, including our alumni giving back in record ways. So we announced a \$2 billion campaign in the quiet phase. We had already raised \$600 million, so only a billion four more to go in the next five years. Nobody gets out of here without making a donation, including the press, and it is exciting because we know where those dollars will go. The biggest chunk, \$500 million, going straight to those students with the greatest need to make sure that the dream is alive in Oklahoma, that if you

have the talent, you have the drive, you're going to have the opportunity to go to a flagship research university. \$300 million dollars to attract and retain the kind of talent we need to provide, not just an education, but a world class education. Another important development since the last Board meeting, the commitment and the move and the ability because of our partnership with state government and the ARPA dollars that are coming in to bring Stephenson Cancer Center to Tulsa. Why is that important? Why is it important to bring? Because it's the only NCI designated cancer center in this state, and one of the very few in the region. Because if you go to an NCI designated cancer center, your chances of survival beyond the first year are 25% greater. Because one in two Oklahomans that are male get cancer, because one in three women in Oklahoma get cancer, and because 33% of the time you get that diagnosis, you will die from it. And so, the ability to have access to world class treatment, the ability to have that available within driving distance for all of the appointments you have to make is different and important, and because northeast Oklahoma, while one in five and a half Oklahomans that gets that diagnosis goes to Stephenson in Oklahoma City, less than 2% of those that come are from northeast Oklahoma, which by straight math means people are not getting the healthcare and there are dire consequences for not going. So with this, we are committed to moving Stephenson to Tulsa and doing it in a way that has some dispatch to it. We talk about what is core to a university, and you'll see in the first agenda item, and I know there's going a bit long here, but it's pretty exciting stuff. We've talked about what makes a great university, what's core to that. We know that free speech and its corollary academic freedom, are absolutely essential to the discovery of, the inquiry of, right, the search for truth, and that that has to be unimpeded. And so, what we see today, we went through a process and we asked ourselves, where do we stand on this issue and what kind of a statement can we make? We realized is that the Chicago statement in this area is a really important statement on where we're going, and Dr. Belinda Higgs-Hyppolite was on a committee. With her on that committee was Dr. Jeremy Bailey, and they did a deep dive along with faculty and staff and experts in the field to find out what is the right place for us to be, and I love the name of the committee. It's the Diversity, Equity, and Inclusion and Freedom of Speech and Inquiry Committee. We all know Dr. Belinda Higgs-Hyppolite. Dr. Jeremy Bailey, for those of you all who do not know is the Director of the Institute for the American Constitutional Heritage, and he's also in the classics department. They went through and realized, made the recommendation from that committee, to me, and I'm making it to you that we adopt that Chicago statement. I think this is really important. The Faculty Senate on the Norman campus not only heard this and realized they were a part of it, but then also approved it themselves and endorsed the idea of it being picked up and brought forward to us. Here you'll see at the Health Sciences Center, there are a couple of personnel items. The Vice-President for Research is on here, as well as, search for the Executive Dean for the College of Medicine ,with John Zubialde, selfishly thinking he can retire after remarkable service, and we're thankful for that. And finally, when we think about the role we have, we know that a state can only prosper if it has a flagship research university, and if we have a comprehensive academic health system that is together, we want to look for areas that we've not been in before that we can help and serve. One of those is the creation of a polytech: a polytechnic in the Tulsa area that can meet the direct workforce needs that we know are a rate limiter in our ability as a state to move forward and prosper, and we have Dean Sluss here who takes on lots of roles, including Interim President and now Interim Director of the Polytechnic. We're moving forward with partners in industry and the

philanthropic community there to move it forward. So, I know I've taken some time, but it is wonderful to be in what appears to be a more normalized environment. It's wonderful to be together and to not just think about, but to see firsthand the impact that a world class research university has. Thank you.

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.

AWARDS, CONTRACTS & GRANTS – ALL
SUBSTANTIVE PROGRAM CHANGES – NC
ACADEMIC PROGRAM REVIEW FINAL REPORTS – NC
RECOMMENDATION TO ACCEPT SCULPTURE – NC
PURCHASE OF ELECTRON MICROSCOPE – NC
DODGE FAMILY COLLEGE OF ARTS & SCIENCES MASTER PLAN ARCHITECT SELECTION – NC
INFRASTRUCTURE TECHNOLOGIES BUILDING ARCHITECT SELECTION – NC
SOFTBALL FACILITY IMPROVEMENTS AND EXPANSION – NC
LLOYD NOBLE CENTER TEAM SUITES RENOVATIONS CONSTRUCTION MANAGER SELECTION – NC
WADLEY INDOOR TENNIS & HEADINGTON FAMILY TENNIS CENTER CONSTRUCTION MANAGER SELECTION – NC
PROGRAM MODIFICATION □ MASTER OF HEALTH SCIENCES IN PHYSICIAN ASSISTANT STUDIES – HSC
REVISIONS TO THE FACULTY HANDBOOK – HSC
ACADEMIC PERSONNEL – ALL
ADMINISTRATIVE AND PROFESSIONAL PERSONNEL – ALL

Regent Braught moved approval of the consent items as shown, with the exception of the item concerning the College of Medicine Bylaws Revisions. That item was pulled from consideration before the meeting began. The following voted yes on the amended motion: Regents Braught, Stevenson, Holloway, Nagel, and Ross. The Chair declared the motion unanimously approved.

AWARDS, CONTRACTS, AND GRANTS

	FY22 Total Expenditures*	FY22 Jul 2021-Sep 2021 Expenditures*	FY23 Jul 2022-Sep 2022 Expenditures*
UNIVERSITY OF OKLAHOMA	\$313,425,325	\$78,409,163	\$83,693,570
NORMAN CAMPUS	\$157,945,203	\$41,528,161	\$44,539,552

HEALTH SCIENCES CENTER	\$155,480,122	\$36,881,002	\$39,154,018
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Chart Key / Definitions for the pages that are included hereto as Exhibit C:

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) or Outreach

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 July, August, and September 2022 submitted with this Agenda Item.

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
November 2022

New Programs

DODGE FAMILY COLLEGE OF ARTS AND SCIENCES

Applied Statistics, Master of Science (RPC TBD, MC MTBD)

Requesting the addition of a Master of Science with a Level III program title of Applied Statistics. The program requires 30 total hours with 6 hours in the program core and 24 hours of approved electives.

Reason for request:

This program is designed to meet student and state needs for enhanced training in applications of statistics and data analytics. It is the first OU online graduate program to focus on applied statistics. The program expands the Dodge Family College of Arts and Sciences' current efforts of the Data Scholarship Program's four certificates of Undergraduate Certificate in Applied Statistics, Undergraduate Certificate in Data Analytics, Graduate Certificate in Applied Statistics, and Graduate Certificate in Data Analytics by offering this graduate degree program which will increase students' applied statistics competencies and skills.

The objective of the graduate degree in Applied Statistics is to provide a pathway for students with diverse disciplinary interests to develop authoritative and practical expertise in applying statistical methods to analyzing data across disciplinary boundaries. Further, the

program is designed for adult learners who may already be practicing professionals to increase their skills in applied statistics within various business and nonprofit contexts.

The graduate program falls squarely within the mission of the University of Oklahoma by enhancing teaching, research, creative activity, and service to the state as follows: 1) The degree program brings together disciplinarily diverse courses to create a community that will enhance teaching of applied statistics and data analytics skills. 2) Students with enhanced data analysis and statistical expertise will be better prepared to conduct data-related research and development activities. 3) Graduates will be better qualified to serve and meet the needs of private and public-sector employers and non-profit organizations to gather, work with, and analyze data, thereby meeting the need to provide a more skilled workforce for Oklahoma's technology and enterprise communities.

PRICE COLLEGE OF BUSINESS

Leadership, Certificate (RPC TBD, MC TTBD)

Requesting the addition of an undergraduate certificate with a Level III program title of Leadership. The certificate is 15 total hours with 9 hours of MGT courses and 6 hours of approved electives.

Reason for request:

In today's dynamic marketplace, a certificate demonstrates expertise in a specific field of study. Price College of Business does not offer a major in leadership or legal studies; however, employers are looking for graduates with skills, knowledge, expertise in the leadership/legal studies domain, in addition to their business degree. Traditionally, certificates were designed for graduate students and working professionals.

Leadership development has long been in high demand for students at the University of Oklahoma and in the Price College of Business. The Management & International Business Division offers undergraduate courses in leadership, supervision skills, human resource management, organizational behavior, and more, and these courses have been well received. However, they cannot serve every student wanting to improve their leadership through the college.

An undergraduate certificate in leadership from the Price College of Business will help fulfill the college's goal of preparing students for day-one readiness on the job.

Legal Studies, Certificate (RPC TBD, MC TTBD)

Requesting the addition of an undergraduate certificate with a Level III program title of Legal Studies. The certificate is 15 total hours with 6 hours of LS courses and 9 hours of approved electives (at least two from the Price College of Business) maintained by the department.

Reason for request:

The proposed Certificate in Legal Studies is open to any student at the University of Oklahoma who has an interest in business-related aspects of the legal system and who wants to develop skills in legal reasoning, logic, interpretation, and analytical thinking. Additionally, students who pursue the Certificate, housed within Price College of Business will be able to demonstrate an in-depth knowledge of business-related aspects of the legal system from a variety of viewpoints and perspectives, including those from different Colleges across the University of Oklahoma. This Certificate will be valuable for students who pursue careers in which the knowledge and understanding of business-related legal concepts will benefit them including but not limited to law, social sciences, journalism, politics, criminal justice, product design, and business. Many undergraduate classes are available to students across the OU campus, including several within Price College that would apply to this Certificate. Courses will be delivered traditionally, on-line or in hybrid form. This certificate is intended to provide formal certifications to both Price College majors and non-majors.

GALLOGLY COLLEGE OF ENGINEERING**Applied Computer Science, Master of Science (RPC TBD, MC MTBD)**

Requesting the addition of a Master of Science with a Level III program title of Applied Computer Science. The program requires 30 total hours with 15 hours in the program core and 15 hours of approved electives.

Reason for request:

The mission of the University of Oklahoma (OU) is to provide the best possible educational experience for our students through excellence in teaching, research and creative activity, and service to the state and society. The University of Oklahoma Gallogly College of Engineering seeks to provide a dynamic intellectual community dedicated to teaching and learning, research, and service in their pursuit of new careers, career advancements, and other leadership positions in Oklahoma, the nation, and the world. Engineers are in demand. Engineers are apt to make individual contributions. As you move up in rank, responsibilities increase, and they are often asked to manage teams of engineers. Engineering managers act as technical experts, mentors, coaches, cheerleaders, and managers. We are creating engineers of tomorrow with all the skills necessary to succeed in all engineering endeavors.

The College of Engineering establishes the curriculum to ensure that it meets the program's stated objectives. 1) Graduates of this program will be able to apply current knowledge and tools in software professions. 2) Graduates of this program will be able to successfully use the knowledge and skills learned to identify problems and devise solutions for issues relating to computing. 3) Graduates of this program will continue to grow intellectually through practicing the skills and knowledge applied computing and focus on self-improvement through professional development.

Engineering Leadership and Management, Master of Science (RPC TBD, MC MTBD)

Requesting the addition of a Master of Science with a Level III program title of Engineering Leadership and Management. The program requires 30 total hours with 15 hours in the program core and 15 hours of approved electives.

Reason for request:

Engineers are in demand. Engineers are apt to make individual contributions. As they move up in rank, responsibilities increase, and they are often asked to manage teams of engineers. Engineering managers act as technical experts, mentors, coaches, cheerleaders, and managers. We are creating engineers of tomorrow with all the skills necessary to succeed in all engineering endeavors.

The College of Engineering establishes the curriculum to ensure that it meets the program's stated objectives. Graduates of this program will be able to: (1) apply current management knowledge and tools for effective communication to a broad range of audiences; (2) understand the ethical and moral implications of their decisions in fulfilling their professional responsibilities; (3) establish, lead, manage and work in multidisciplinary teams to solve complex real-world problems effectively and efficiently using the core principles of Engineering Leadership and Management; and (4) be able to grow intellectually through practicing the skills and knowledge of Engineering Leadership and management, continue to be lifelong learners, and focus on self-improvement through professional development.

Sustainability: Energy and Materials Management, Master of Science (RPC TBD, MC MTBD)

Requesting the addition of a Master of Science with a Level III program title of Sustainability: Energy and Materials Management. The program requires 30 total hours with 15 hours in the program core and 15 hours of approved electives.

Reason for request:

The proposed program stems from the identification of a gap in the post-graduate offerings within the state and the nation, and intends to enable graduates from a variety of undergraduate disciplines to fast progress their careers via developing strong capabilities in identifying and implementing engineering solutions to achieve sustainable development for our society. The focus on energy and materials sectors leverages the current expertise within the State of Oklahoma and seeks to diversify the local economy, fulfilling socio-economic gaps identified by the policymakers, and enabling under-represented minorities to successfully engage in managerial positions. A market analysis confirmed that the proposed program fulfills educational gaps in the broad national landscape, which offers the opportunity of enhancing the visibility and the prestige of the university.

The School of Chemical, Biological and Materials Engineering, in conjunction with the Gallogly College of Engineering, has established the curriculum to achieve the program's stated objectives.

The proposed program has identified objectives aligned with the UN Sustainable Development Goals (SDGs): 1) Good quality education (SDG#4); 2) Clean Water and Sanitation (SDG#6); 3) Affordable and Clean Energy (SDG#7); 4) Decent Work and Economic Growth (SDG#8); 5) Industry, Innovation and Infrastructure (SDG#9); 6) Responsible Consumption and Production (SDG#12); 7) Climate Action (SDG#13).

Program Deletion

COLLEGE OF PROFESSIONAL AND CONTINUING STUDIES

Criminal Investigation and Intelligence Analysis, Certificate (RPC 455, MC T092)

Program deletion requested, effective immediately. One student is enrolled with an expected graduation date of 2023-2024. The student will be accommodated as they pursue certificate completion. No courses will be deleted. The courses will continue to be offered as part of the B.S. in Criminal Justice.

Reason for request:

The Criminal Investigation and Intelligence Analysis Certificate has been under-enrolled for several years. With the transition of PACS toward adult degree completion, we seek to simplify the undergraduate curriculum within the college.

Restorative Justice, Certificate (RPC 456, MC T568)

Program deletion requested, effective immediately. No students are enrolled. No courses will be deleted. The courses will still be needed by students pursuing the B.S. in Criminal Justice.

Reason for request:

The Restorative Justice Certificate has been under-enrolled for several years. With the transition of PACS toward adult degree completion, we seek to simplify the undergraduate curriculum within the college.

Option Name Changes

JEANNINE RAINBOLT COLLEGE OF EDUCATION

Science Education, Bachelor of Science (RPC 203, MC B830, B831, B832, B833, B834)

Option name changes are requested for all five options. The current options are Biological Sciences, Chemistry, Earth Sciences, Physical Science, and Physics. The new option names will be Science Education: Biological Sciences, Science Education: Chemistry, Science Education: Earth Sciences, Science Education: Physical Science, and Science Education: Physics.

Reason for request:

The change in option name clarifies the major for display on the diploma.

Program Requirement Changes

DODGE FAMILY COLLEGE OF ARTS AND SCIENCES

Ethics and Religion, Bachelor Arts (RPC 078, MC B820)

Course requirement change for the Religious Studies option. In the major, remove RELS 1113 as a required course. RELS 2653 and RELS 4323 will remain required courses. Remove 9 hours of The Variety of Religious Traditions and 9 hours of Approaches to Religious Studies. Change Major Electives from 9 hours to 24 hours total with at least 21 hours of RELS courses; the remaining 3 hours may be chosen from a list of approved electives maintained by the department. Major hours will change from 36 to 30 with at least 15 hours of upper-division courses. The total credit hours for the degree will not change.

Reason for request:

The Religious Studies major is most often a double major for our students, many of whom find us later in their college careers. It is in fact an ideal complement to many other majors including journalism, anthropology, advertising, and business, as well as for students on pre-law and pre-med tracks. As such, we would like to make the degree more flexible and accessible to students in those degree programs.

Along with this flexibility, we are increasing the rigor of the degree by requiring that the majority (7 out of 10) courses are taken within Religious Studies, inclusive of a theories course and a capstone. In this way, students get the disciplinary training they need in fewer overall courses. The Department of Religious Studies has undergone significant changes since this curriculum was first implemented. The traditions and approaches categories on the current checksheet no longer align with the teaching areas of our present faculty, nor the state of the discipline of Religious Studies. In addition, we are finding that there are some students who complete most of their coursework for the major outside RELS and are graduating without fully grasping the academic approach to the study of religion. They are being trained in other disciplines with religious material as a subset of their study, without being trained in the discipline of Religious Studies. Allowing students the freedom to take a wide array of courses, but almost all within Religious Studies, ensures that they will come away with that necessary training. That said, we want the degree to be flexible enough to incorporate some of those courses outside the discipline that deal heavily with religion so that students are exposed to some of those different approaches to the study of religion. Moreover, the new structure is flexible enough to incorporate the courses of new faculty coming into the department without further changes.

JEANNINE RAINBOLT COLLEGE OF EDUCATION

Science of Psychology, Data, and Research in Education, Master of Science (RPC 055, MC M835)

Program requirement change. Correcting the total hours required. Total credit hours for the degree will change from 30-33 to 33.

Reason for request:

A program modification was submitted and approved last year that changed the required hours but the total hours for the degree were not changed at that time. Updating the credit hours to accurately reflect the total credit hours for the degree, which is 33.

Special Education, Master of Education (RPC 219, MC M855)

Program requirement change. Correcting the total hours required. Total credit hours for the degree will change from 33-43 to 33-37.

Reason for request:

Special Education with Teaching Certification concentration (33-43 hours) was deleted in 2017 but the total hours weren't changed at that time. This modification corrects the total hours required for the degree to 33-37.

WEITZENHOFFER COLLEGE OF FINE ARTS

Art, Bachelor of Fine Arts (RPC 268, MC B060)

Course requirement change for the Studio Arts option. Students must now take both ART 2533 (Beginning Sculpture: Contemporary) and ART 2523 (Beginning Sculpture: Figurative) in the Core Studio Courses, Lower Division: 18 hours. Remove "Choose one ART Studio course (advised)" (3 hours) to keep total hours the same. The total credit hours for the degree will not change.

Reason for request:

The intent, content, use of materials and processes associated with ART 2533 Beginning Sculpture: Contemporary and ART 2523 Beginning Sculpture: Figurative are completely different. ART 2533 Beg. Sculpture: Contemporary focuses on material research through multiple fabrication processes such as textiles/sewing, plaster/carving, wood/small machine knowledge, and metal/welding. The ART 2523 Beg. Sculpture: Figurative course uses water or oil-based clay, studies bone structure, anatomy, kinesiology, and then uses mold making, casting techniques and/or kiln firing processes to complete the work. We feel our students will benefit from the diversity of skills acquired from each of these courses rather than having to choose between the two courses.

Music Education, Bachelor of Music Education (RPC 306, MC B708, B709)

Program requirement change. Correcting the Vocal Music Education option from 123-139 to 124-139 hours. The Instrumental Music Education option is 126-139 hours. Therefore, the total credit hours for the degree will change from 126-139 to 124-139.

Reason for request:

There was a math error in the Vocal Music Education option that has been corrected so it should total 124-139. The last program modification didn't consider both options for the total hours in the degree, only the Instrumental Music Education option. This modification corrects the total hours for the Bachelor of Music Education degree to account for both options.

Musical Theatre, Bachelor of Fine Arts (RPC 342, MC B737)

Course requirement change. Remove MTHR 4192, Advanced Musical Theatre Workshop, as a required course in the major. The total credit hours for the degree will change from 123-133 to 121-131.

Reason for request:

Faculty have determined it's an unnecessary course for students to succeed in the field. As the program has evolved, we have realized that there are other courses (practicum, independent study) and extra-curricular opportunities that are satisfying this need and can offer the same learning outcomes.

Substantive Program Changes
Reviewed by the Academic Programs Council or Graduate Council
October 2022

New Programs

DODGE FAMILY COLLEGE OF ARTS AND SCIENCES

Applied Research and Program Evaluation, Graduate Certificate (RPC TBD, MC GTBD)

Requesting the addition of a new Graduate Certificate with a Level III program title of Applied Research and Program Evaluation. This program is 15 total credit hours with 6 hours of required courses and 9 hours of electives.

Reason for request:

The objective of the program is to help OU students: gain mastery in applied research and program evaluation; gain technical skills that allow students to contribute to the betterment of the state, nation, and international community through the evaluation of social programs to ensure effective use of resources to improve outcomes; meet demand in the state, nation, and globally for careers in applied research and program evaluation; and improve graduate student marketability to compete for both non-academic and academic jobs.

COLLEGE OF PROFESSIONAL AND CONTINUING STUDIES

Interdisciplinary Studies, Bachelor of Arts (RPC TBD, MC BTBD)

Requesting the addition of a new Bachelor of Arts program with a Level III program title of Interdisciplinary Studies and four new options: Interdisciplinary Studies: Business Administration, Interdisciplinary Studies: Criminal Justice Leadership, Interdisciplinary Studies: Healthcare Management, and Interdisciplinary Studies: Organizational Leadership. Students must earn a minimum grade of C or better in each course in the major. The degree program is a total of 120 hours with 40 hours of general education, 30 hours in the major (15 hours program core and 15 hours option core), and 50 hours of general electives. Admission requirements for the program include a minimum of 60 letter-graded credits, 2.0 GPA, age 25 or older.

Reason for request:

The objective of the Bachelor of Arts in Interdisciplinary Studies is to prepare students to excel in the workforce by providing knowledge and skills specific to adult learners who are aiming to complete their undergraduate degree. Majors within the degree include business administration, criminal justice leadership, healthcare management, and organizational leadership. These majors connect to careers fields with strong demand in the workforce,

specifically to Oklahoma's top 100 critical occupations. The majors within the degree will share 50% of the core requirements, providing courses relevant to the workforce in-demand knowledge and skills including communication, data literacy and analysis, problem solving methods, and practical application of knowledge learned in the program. The other 50% of the major requirements are topic-specific, providing depth of knowledge in the field of study. Admission and retention policies designed for adults completing their degrees, along with fully online delivery, distinguish this degree from others and allows for targeted student support, providing the best opportunities for adult students to reach their graduation goals.

Option Name Changes

DODGE FAMILY COLLEGE OF ARTS AND SCIENCES

Health and Exercise Science, Master of Science (RPC 292, MC M500)

Requesting an option name change for the Health and Sport Science option to Health and Exercise Science.

Reason for request:

Requested by the Office of the Registrar to correct the option name. The option name should have been changed to match the program name when it changed to Health and Exercise Science.

GRADUATE COLLEGE

Interdisciplinary Programs, Master of Arts (RPC 318, MC M580)

Requesting an option name change for the Interdisciplinary/Special Programs option to Interdisciplinary Programs.

Reason for request:

The program name changed in 2011 but the option name was not changed at that time. This change is correcting the option name.

Interdisciplinary Programs, Master of Science (RPC 317, MC M582)

Requesting an option name change for the Interdisciplinary/Special Programs option to Interdisciplinary Programs.

Reason for request:

The program name changed in 2011 but the option name was not changed at that time. This change is correcting the option name.

Program Requirement Changes

GALLOGLY COLLEGE OF ENGINEERING

Industrial and System Engineering, Doctor of Philosophy (RPC 131, MC D526)

Program requirement changes. Allow up to 44 graduate hours to transfer in from accredited programs which meets the Graduate College transfer limit allowable for our program. Change the minimum hours for ISE 6980 Research for Doctoral Dissertation from 30 to 28 (28-42 hours). Remove note about option to waive core courses and add note that program requires 18-30 hours of coursework beyond the MS. Total hours for the degree will not change.

Reason for request:

Further allow the ease of transferable graduate course work hours above the previous 30-hour limit without a petition.

COLLEGE OF PROFESSIONAL AND CONTINUING STUDIES

Integrative Studies, Bachelor of Arts (RPC 231, MC B575, B576)

Program requirement changes: 1) We seek to remove the major core requirements, primary area of concentration requirements, and secondary area of concentration electives to simplify this degree for adult degree completion. The current 39 credit hours in the major requirements will be replaced with 30 credit hours to be selected by the student in consultation with their advisor. An academic administrator in the college will approve the proposed Plan of Study. The remaining 9 credit hours will become free elective opportunities. 2) We are also modifying the language in the general education section to make it clear to students that there are options from both Main Campus and PACS to satisfy their general education requirements. 3) Admissions requirements will be altered to require students transfer a minimum of 60 college credit hours, be age 21 or older, and have work/professional experience/activities indicating maturity and appropriate motivation. Minimum 2.0 GPA requirement will stay the same. Total hours for the degree will not change.

Reason for request:

This degree is being altered to more appropriately address the needs of adult degree completion students. This is for the student who has many prior college credits and needs a flexible option to finish their degree. This degree is akin to the online version of the MDS degree but for the adult non-traditional student.

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

ACADEMIC PROGRAM REVIEW FINAL REPORTS – NC

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 – Norman campus, academic units undertake these reviews on a seven-year cycle. These reviews include the unit's academic degree programs. The following academic units and programs were reviewed in 2021-22:

- Clara Luper Department of African and African American Studies
- Department of Educational Leadership and Policy Studies
- Department of Film and Media Studies
- School of Health and Human Services Studies
- Department of Modern Languages, Literatures, and Linguistics

State Regents' policy 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. They are submitted here for approval and are available in the Board office.

President Harroz recommended the Board of Regents approve the 2021-22 Academic Program Review Final Reports.

RECOMMENDATION TO ACCEPT SCULPTURE

Long-time and generous donors to OU, Roy and Becky Oliver would like to donate a 10-foot, bronze sculpture to the School of Music to be placed in Gothic Hall inside the Catlett Music Center. The Vietnamese master sculptor Nguyen Tuan is internationally known for his seemingly “weightless” figurative sculpture merging Western techniques with traditional Eastern values.

The sculpture committee comprised of representatives from the Museum of Art and Natural History, University Libraries, School of Visual Arts, Office of Legal Counsel, Advancement, and Board of Visitors for the Art Museum recommended to President Harroz that the University of Oklahoma accept this generous donation.

President Harroz recommended the Board of Regents approve the donation of a sculpture created by artist Nguyen Tuan, donated by Roy and Becky Oliver, to the School of Music.

PURCHASE OF TRANSMISSION ELECTRON MICROSCOPE - NC

At the intersection of science, health, and technology, scientists around the world are investigating the structures of biomolecules. Structural biology unveils the molecular motors that enable life, leading to the development of antibiotics, vaccines, gene therapies, and many other innovations. Over the last decade, the field of structural biology has been revolutionized by the technological advancements of cryo-electron microscopy (cryo-EM). Despite hosting a world class structural biology research center funded by a National Institutes of Health Center of Biomedical Research Excellence in Structural Biology, the University of Oklahoma currently lacks a dedicated cryo-electron microscope.

The Tundra is the world’s first commercial 100 kV field emission Cryo-Transmission Electron Microscope (TEM) dedicated to Single Particle Analysis (SPA) data collection for the determination of protein structures. The system is specially designed for automated collection of large (tens to hundreds of thousands of images) TEM datasets needed for SPA analysis. The Tundra is required to enable research groups to screen and acquire SPA data on larger proteins and protein complexes. The samples are frozen as thin films within specially prepared TEM grids that preserves the molecular structure as it was in solution. Grids can be screened, and full data sets can be collected by the Tundra through accompanying automation software. The automation suite of software and hardware that is included with the Tundra system allows for the collection of TEM data for up to 72 hours uninterrupted.

This research is impossible with current TEM infrastructure at OU. The system also includes a semi-automated sample exchange, enabling minimal sample quality degradation, so that screened grids can later be sent to National Cryo-EM facilities for SPA data collection using the highest resolution instruments nationally available. The capability of screening and collecting data utilizing Cryo-EM SPA grids on the Tundra will allow researchers to determine the molecular structures of biological systems currently researched at the Norman Campus, OUHSC, and with regional collaborators and will enable further collaborations with National Cryo-EM facilities.

Funding for this equipment is being provided through the Strategic Plan’s Proforma equipment budget and has Vice President for Research and Partnerships approval.

President Harroz recommended the Board of Regents authorize the President or his designee to award a contract in an amount not to exceed \$1.3 million to ThermoFisher FEI Company, of Hillsboro, Oregon, to purchase a Tundra transmission electron microscope for cryogenic biological sample structure analysis.

DODGE FAMILY COLLEGE OF ARTS & SCIENCES MASTER PLAN ARCHITECT SELECTION – NC

This project is a new addition to the Campus Master Plan of Capital Improvement Projects for the Norman Campus. The Dodge Family College of Arts and Sciences is the largest and oldest college on campus serving more than 10,000 students in Humanities, Natural Sciences, Social Sciences and Professional Programs. The College currently occupies space in 44 buildings. The goal of the project is to optimize space usage, consolidate programs and to enhance the educational experience for all students. Upon successful completion of the study and at the University's discretion, the consultant may be asked to provide full architectural and engineering services for projects identified by the study as they are implemented.

At this time, an architectural consultant is needed to assist the University in providing master planning and professional services for the College. 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 five firms. The committee was composed of the following:

Brent Everett, Assistant Director, Architectural & Engineering Services, Chair
 Jeffrey Schmitt, Associate Vice President, Architectural & Engineering Services
 Stan Berry, Architect, Facilities Management
 David Wrobel, Dean, Arts & Sciences
 Kelvin White, Associate Dean, Arts & Sciences

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

1. Miles Architecture, Oklahoma City, OK
2. Allford Hall Monaghan Morris, Oklahoma City, OK
3. Bockus Payne, Oklahoma City, OK

DODGE FAMILY COLLEGE OF ARTS & SCIENCES MASTER PLAN ARCHITECTURAL FIRM EVALUATION SUMMARY

	Allford Hall MM	Bockus Payne	Miles Architecture
Acceptability of Design Services	80	55	115
Quality of Engineering (Services)	75	65	110
Adherence to Cost Limits	48	36	60
Adherence to Time Limits	48	36	60
Volume of Changes	30	26	44
Resources of the Firm	32	28	40
Totals	313	246	429

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

President Harroz recommended the Board of Regents:

- I. Approve the Dodge Family College of Arts & Sciences Master Plan 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 required for CAS Master Plan;
- 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.

INFRASTRUCTURE TECHNOLOGIES BUILDING ARCHITECT SELECTION – NC

This project is a new addition to the Campus Master Plan of Capital Improvement Projects for the Norman Campus. The Infrastructure Technologies Building is an office and laboratory building on the Norman research campus. This University facility will provide space for the Gallogly College of Engineering to support transportation research. Technical areas supported by the facility will include unmanned vehicles, battery testing and fuel cell testing. The project will provide office space for up to 12 faculty and 40 graduate students and include an open dry lab. The estimated total cost is \$4,000,000 with funding from University sources.

At this time, an architectural consultant is needed to assist the University in providing planning and professional services for the Infrastructure Technologies Building. 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 seven firms. The committee was composed of the following:

Voting:

Michael Bruehl, Senior Construction Project Manager, Architectural & Engineering Services—Chair

Brent Everett, Assistant Director, Architectural and Engineering Services

Sarah Ballew, Energy & Sustainability Manager, Facilities Management

Zahed Siddique, Associate Dean for Research, Gallogly College of Engineering

Non-Voting:

Meghan Bomgaars, Director, Planning and Research Facilities, VPRP

Melany Dickens-Ray, Associate Vice President of VPRP

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

1. GSB Inc., Oklahoma City, OK
2. ADG Blatt, Oklahoma City, OK
3. Miles Architecture, Oklahoma, OK
4. Schemmer, Edmond, OK

**INFRASTRUCTURE TECHNOLOGIES BUILDING
ARCHITECTURAL FIRM EVALUATION SUMMARY**

	ADG Blatt	GSB	Miles Architecture	Schemmer
Acceptability of Design Services	80	100	80	75
Quality of Engineering (Services)	85	95	80	75
Adherence to Cost Limits	45	51	45	45
Adherence to Time Limits	45	51	48	39
Volume of Changes	32	30	30	28
Resources of the Firm	32	36	30	30
Total	319	363	313	292

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

President Harroz recommended the Board of Regents:

- I. Approve the Infrastructure Technologies building 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 required for the Infrastructure Technologies Building;
- 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.

SOFTBALL FACILITY IMPROVEMENTS AND EXPANSION – NC

At its September 2010 meeting, the Board of Regents approved the selection of Populous, an architectural consultant, to update the master plan for softball improvements and expansion at its current facility and to provide design, construction documents and construction administration services for identified projects as they are incrementally implemented. At the June 2018 meeting, the Board of Regents approved the revised schematic design phase plans and updated programming information for a New Softball Facility project, and authorized preparation of design development phase documents for the project. At the October 2019 meeting, the Board of Regents ranked Timberlake Construction first among firms considered to provide at-risk construction management services for the project.

At the June 2022 meeting, the Board of Regents approved the estimated total project budget of \$42,000,000 and authorized the University administration to contract and make payments not to exceed \$34,750,000 for the construction of the Softball Facility Expansion &

Improvements project. Based on actual bids for project construction and due to impacts from construction material, labor, furnishing and equipment price escalation; unforeseen conditions for necessary utility upgrades, site improvements, and other infrastructure conditions; and the inclusion of additional scopes of work that further enhance the facility's performance for student-athletes, staff and patrons; it is proposed that the Board authorize a revised construction cost limit of \$38,800,000 and approve a revised estimated total project budget of \$47,900,000.

Funds to cover the costs associated with the project have been identified, are available and budgeted from Athletics Department funds and private donations including a naming gift from the Love's Family.

President Harroz recommended the Board of Regents:

- I. Authorize the University administration to contract and make payments not to exceed the revised cumulative amount of \$38,800,000 for construction of the Softball Facility Expansion & Improvements project; and
- II. Approve a revised estimated total project budget of \$47,900,000 for the Softball Expansion & Improvements project

LLOYD NOBLE CENTER TEAM SUITES RENOVATIONS CONSTRUCTION MANAGER SELECTION – NC

First approved at the May 2022 meeting as an addition to the Campus Master Plan of Capital Improvements, the Lloyd Noble Center Team Suites Renovations updates and improvements located on the Norman campus involves the update and modernization of approximately 13,400 square feet of team spaces, locker room spaces, and other areas necessary to support the Men's and Women's Basketball programs. This project also involves the update of approximately 8,400 square feet of office, meeting, and support spaces. Work will also include any exterior site improvements deemed necessary to facilitate the updated areas. The estimated total project cost is approximately \$9,000,000, with funding from private and other Athletics Department sources.

At this time, a construction management firm is needed to assist the University for the renovation of the Lloyd Noble Center Team Suite Renovations. A request for qualifications was sent to the 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 eight firms.

The interview committee was composed of the following:

Jeffrey Schmitt, Associate Vice President, Architectural and Engineering Services-Chair
Amber Fletcher, Sr. Construction Project Manager, Architectural & Engineering Services
Kyle McGehee, Director – Planning & Engineering, Facilities Management
Marcus Bowman, Deputy Athletics Director/CFO, Athletics
Bradley Camp, Associate Athletic Director, Athletics Internal Operations

Proposals to provide the needed construction management services for the projects were received from eight construction management firms. Five firms were selected by the interview committee for further evaluation. A detailed review and interview was conducted with the five firms, and the firms were rated from highest to lowest as follows:

1. Nabholz Construction, Oklahoma City, OK
2. Flintco LLC, Oklahoma City, OK
3. Smith & Pickel Construction, Oklahoma City, OK
4. Crossland Construction Company, Inc, Oklahoma City, OK
5. Construction Unlimited, LLC, Oklahoma City, OK

**LLOYD NOBLE CENTER TEAM SUITES RENOVATIONS
CONSTRUCTION MANAGEMENT FIRM EVALUATION SUMMARY**

	Flintco, LLC	Construciton Unlimited, LLC	Smith & Pickel Construciton	Crossland Construction Company	Nabholz Construction
Experience with Similar Projects	88	74	84	74	88
Quality of Preconstruction Services	84	80	82	82	88
Preconstruction/ Construction	43	36	43	38	42
Quality of Construction Phase Services	168	152	172	160	176
Resources of the Firm	44	35	39	40	45
Total	427	377	420	394	439

Funding for the renovation of the Lloyd Noble Center Team Suites project has been identified as private and other Athletic Department sources.

President Harroz recommended the Board of Regents:

- I. Rank in the order presented below construction management firms under consideration to provide construction management services required for the Lloyd Noble Center Team Suites Renovations project;
- II. Authorize the University administration to negotiate the terms of an Agreement and a fee with the highest-ranked firm; and
- III. Authorize the President or his designee to execute the Construction Management contract.

**WADLEY INDOOR TENNIS & HEADINGTON FAMILY TENNIS CENTER
CONSTRUCTION MANAGER SELECTION – NC**

First approved at the May 2017 meeting as an addition to the Campus Master Plan of Capital Improvements, the Wadley Indoor Tennis Pavilion and the Headington Family Tennis Center expansion and improvements located on the Norman campus includes a 4,200 square foot addition to the existing Wadley Indoor Tennis Pavilion. This addition will create new team suites, locker rooms, and necessary support facilities for the Men's and Women's Tennis

programs. The project will also improve the Headington Family Tennis Center by adding additional patron seating, new sports lighting, and other fan amenities. The estimated total project cost is \$8,000,000, with funding from private and other Athletics Department sources.

At this time, a construction management firm is needed to assist the University for the expansion & improvements of Wadley Indoor Tennis Pavilion & the Headington Family Tennis Center. A request for qualifications was sent to the 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 ten firms.

The interview committee was composed of the following:

Voting:

Alan Moring, Sr. Construction Proj. Mgr., Architectural & Engineering Services Chair
 Susan Torres, Sr. Construction Proj. Mgr., Architectural & Engineering Services
 Bryant Houk, Assistant Athletic Director, Event & Game Operations
 Marissa Pierson, Director-Facilities Services, Facilities Management
 Bradley Camp, Associate Athletic Director, Athletics Internal Operations

Non-Voting:

Jeffrey Schmitt, Associate Vice President, Architectural and Engineering Services

Proposals to provide the needed construction management services for the projects were received from ten construction management firms. Five firms were selected by the interview committee for further evaluation. A detailed review and interview was conducted with the five firms, and the firms were rated from highest to lowest as follows:

1. Nabholz Construction, Oklahoma City, OK
2. The Boldt Company, Oklahoma City, OK
3. GE Johnson Construction Company, Oklahoma City, OK
4. Construction Unlimited, LLC, Oklahoma City, OK
5. Crossland Construction Company, Inc, Oklahoma City, OK

**WADLEY INDOOR TENNIS & HEADINGTON FAMILY TENNIS CENTER
 CONSTRUCTION MANAGEMENT FIRM EVALUATION SUMMARY**

	GE Johnson Construction	Construction Unlimited	The Boldt Company	Crossland Construction	Nabholz Construction
Experience with Similar Projects	68	70	74	66	76
Quality of Preconstruction Services	74	62	70	66	78
Preconstruction/ Construction	37	31	34	35	37
Quality of Construction Phase Services	136	148	148	132	160
Resources of the Firm	36	31	39	31	38
Total	351	342	365	330	389

Funding for the expansion & improvements of the Wadley Indoor Tennis Pavilion & the Headington Family Tennis Center project has been identified as private and other Athletic Department sources.

President Harroz recommended the Board of Regents:

- I. Rank in the order presented below construction management firms under consideration to provide construction management services required for the Wadley Indoor Tennis Pavilion & the Headington Family Tennis Center project;
- II. Authorize the University administration to negotiate the terms of an agreement and a fee with the highest-ranked firm; and
- III. Authorize the President or his designee to execute the Construction Management contract.

PROGRAM MODIFICATION – MASTER OF HEALTH SCIENCES IN PHYSICIAN ASSISTANT STUDIES– HSC

Oklahoma State Regents for Higher Education Policy 3.4.3 requires that instructional programs obtain approval for modification to existing programs. Total credit hours for the degree will not change. The requested modifications are proposed to meet the preclinical curriculum program objectives and accreditation standards more efficiently. Additionally, preclinical revisions will allow for the start date of the clinical phase to begin in July instead of August, creating alignment with the medical school and eliminating many of the scheduling challenges that have been faced by the clerkships.

President Harroz recommended the Board of Regents approve a modification to the Master of Health Sciences in the Physician Assistant Studies Program at Tulsa to:

- I. Remove PAT 7102 Human Behavior (3) credit hours (following delivery of course in fall 2022) and PAT 7172 Psychiatric Principals (3) credit hours (following delivery of course in summer 2023) as course requirements;
- II. Move (1) credit hour of PAT 7231 Principles of Immunology to first summer semester, summer 2023 (following the delivery of the course in Fall 2022) and move PAT 7193 Lifestyle Medicine to year one fall semester, fall 2023 (following the course in summer 2023);
- III. Revise PAT 7723 Public Health to new course title Concepts of Community Medicine (summer 2023), revise name of PAT 7201 from Introduction to Clinical Year to Clinical Transitions (Summer 2024), revise course description of PAT 7106 Clinical Medicine II to include psychiatry component (spring 2024); and
- IV. Add one (1) credit hour to current (2) credit hour course PAT 7272 Pharmacotherapeutics bringing total to (3) credit hours; and add Elective Rotation II as a four-week (3) credit hour course with an option for Neurology as the focus (beginning summer 2024)

REVISIONS TO THE FACULTY HANDBOOK – HSC

As the Health Sciences Center continues the processes to integrate its faculty, modifications to the Health Sciences Center Faculty Handbook have been identified as necessary to clarify procedures or to bring policy in line with current practice related to dual employment and appointments between OUHSC and OU Health.

Additionally, the College of Medicine has updated its internal policies to bring them in line with current practices related to or affected by the integration between OUHSC and OU Health.

Additions are noted by underline and deletions by strike-through and attached hereto as Exhibit D.

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

ACADEMIC PERSONNEL ACTIONS – ALL

Health Sciences Center:

LEAVE(S) OF ABSENCE:

Johnson, Ann Mackie, Clinical Assistant Professor of Restorative Sciences, Division of Comprehensive Care, medical leave of absence with pay, October 10, 2022 through December 31, 2022.

Moreau, Annie, Associate Professor of Ophthalmology and Adjunct Associate Professor of Otolaryngology, leave of absence without pay, January 1, 2023 through December 23, 2023.

NEW APPOINTMENT(S):

Chen, Meng, PhD, Assistant Professor of Research in Pediatrics, annualized rate of \$100,000 for 12 months, October 1, 2022 through June 30, 2023.

Coleman, Lois, PhD, Assistant Professor of Health Promotion Sciences, annualized rate of \$105,000 for 12 months, October 10, 2022 through June 30, 2023. New tenure track appointment.

Hoff, Stuart, MD, Clinical Assistant Professor in Surgery - Tulsa, annualized rate of \$216,245 for 12 months, January 17, 2023 through June 30, 2023.

Kohs, William, DDS, Clinical Assistant Professor in Diagnostic and Preventative Sciences (Oral Diagnosis), annualized rate of \$60,000 for 12 months, .60 time, October 31, 2022 through June 30, 2023.

Motta, Fernando, MD, Assistant Professor of Surgery - Tulsa, annualized rate of \$210,000 for 12 months, August 23, 2023 through June 30, 2024. New consecutive term appointment.

O’Meilia, Jacob, MD, Assistant Professor of Psychiatry – Tulsa, Medical Director of IMPACT, and Behavioral Health Medical Director of the Sooner Health Access Network, annualized rate of \$190,000 for 12 months, January 3, 2023 through June 30, 2023. New consecutive term

appointment. Includes an administrative supplement of \$30,000 while serving as IMPACT medical director. Includes an administrative supplement of \$30,000 while serving as Behavioral Health Medical Director for HAN.

Qutob, Moh Omar, MD, MRCS, Assistant Professor of Surgery - Tulsa, annualized rate of \$190,000 for 12 months, November 15, 2022 through June 30, 2023. New consecutive term appointment.

Walker, Katherine, DNP, APRN-CNS, CCNS, Clinical Assistant Professor in Nursing Academic Programs, annualized rate of \$111,444 for 12 months, October 24, 2022 through June 30, 2023.

CHANGE(S):

Ahmad, Mohiuddin, Assistant Professor of Cell Biology, salary changed from annualized rate of \$101,400 for 12 months to annualized rate of \$120,000, August 16, 2022 to June 30, 2023. Compression.

Balogun, Seki A., M.D., Professor of Medicine and The Donald W. Reynolds Chair in Geriatric Medicine #8, given additional titles Vice Chief of Education and Director of Geriatric Fellowship Program, August 14, 2022 to June 30, 2023. Date Correction.

Beaty, Marlene, Clinical Assistant Professor in Nursing, salary changed from annualized rate of \$97,253 for 12 months to annualized rate of \$105,440 for 12 months, October 10, 2022 to June 30, 2023.

Braly, Emily, Clinical Assistant Professor in Nursing, salary changed from annualized rate of \$111,444 for 12 months to annualized rate of \$116,578 for 12 months, October 10, 2022 to June 30, 2023.

Brower, Stewart M., Professor of Health Sciences Library and Information Management and Director, Schusterman Library - Tulsa, salary changed from annualized rate of \$116,400 for 12 months to annualized rate of \$130,500 for 12 months, October 1, 2022 through June 30, 2023. Merit.

Burgess, Brandy, Clinical Assistant Professor in Nursing, salary changed from annualized rate of \$97,253 for 12 months to annualized rate of \$113,627 for 12 months, October 10, 2022 to June 30, 2023.

Carlson, Barbara, Professor of Nursing, titles Associate Dean for Research and The Fran E. and A. Earl Ziegler Chair in Nursing deleted, salary changed from annualized rate of \$197,265 for 12 months, to annualized rate of \$157,264 for 12 months, September 30, 2022 through June 30, 2023.

Carter, Alli, Clinical Assistant Professor in Restorative Sciences, salary changed from annualized rate of \$10,000 for 12 months, .10 time, to annualized rate of \$20,000 for 12 months, .20 time, September 25, 2022 through June 30, 2023. Increase in FTE.

Cord, Cama, Clinical Assistant Professor in Dental Hygiene, salary changed from annualized rate of \$22,667 for 12 months, .40 time, to annualized rate of \$34,000 for 12 months, .60 time, October 09, 2022 through June 30, 2023. Increase in FTE.

Costner-Lark, Amy Christina, Assistant Professor of Nursing and DNP Program Director, given additional title of Assistant Dean of Academic Affairs, and Psych DNP & PM Track Coordinator, salary changed from annualized rate of \$134,787 for 12 months to annualized rate of \$140,830 for 12 months, October 10, 2022 through June 30, 2023. Includes an administrative supplement of \$25,000 for additional responsibilities.

DeLeon, Stephanie, Associate Professor of Pediatrics, given additional title Kenneth E. Bohan Endowed Chair in Pediatric Hospital Medicine, August 10, 2022. Three-year term endowed chair appointment.

Ding, Wei-Qun, Associate Professor of Pathology, salary changed from annualized rate of \$105,000 for 12 months to annualized rate of \$135,000, September 25, 2022 to June 30, 2023. Increase in research grant duties.

Dunlap, Marianne, Professor of Pediatrics, given additional title CMRI James Paul Linn Endowed Chair in General and Community Pediatrics, July 27, 2022. Three-year term endowed chair appointment.

Dunn, Ian, Professor and Chairman of Neurosurgery, Senior Associate Dean for Clinical Affairs and Harry Wilkins, MD Chair in Neurosurgery, salary maintained at an annualized rate of \$251,480 for 12 months, FTE increased from .20 to .30 time, September 26, 2022 through June 30, 2023. Increase in FTE for administrative work. Includes administrative supplements of \$190,000 for serving as Chairman of Neurosurgery and Senior Associate Dean for Clinical Affairs.

Ferguson, Mark, Associate Professor of Pediatrics, given additional title CMRI Harris D. Riley, Jr. MD Endowed Chair in Pediatric Medical Education, August 10, 2022. Three-year term endowed chair appointment.

Halliday, Nancy, Professor of Cell Biology and Cell Biology Vice Chair of Education, salary changed from annualized rate of \$142,350 for 12 months to annualized rate of \$143,100, July 03, 2022 to June 30, 2023. Budget Correction. Includes an administrative supplement of \$10,000 for serving as Vice Chair of Education.

Henderson, Robin Don, Clinical Assistant Professor in Diagnostic and Preventive Sciences, salary changed from annualized rate of \$108,768 for 12 months, .70 time, to annualized rate of \$155,382 for 12 months, full-time, August 15, 2022 through June 30, 2023. Increase in FTE.

Isaacson, Mary Kay, Associate Professor of Rehabilitation Sciences, given additional titles of Program Director, Master of Occupational Therapy Program and Program Director, Doctorate of Occupational Therapy Program, salary changed from annualized rate of \$106,018 for 12 months to annualized rate of \$ 111,168 for 12 months, July 3, 2022 through June 30, 2023. Includes an administrative supplement of \$5,000 for additional responsibilities as Program Director roles.

Janknecht, Ralf, Professor of Cell Biology and Institutional Biosafety Committee Chair, salary changed from annualized rate of \$179,833 for 12 months to annualized rate of \$185,228, July 16, 2022 to June 30, 2023. Budget Correction. Includes an administrative supplement of \$10,000 for serving as IBC Chair.

Jea, Andrew, Professor and Section Chief of Neurosurgery, given additional title of Residency Program Director of Neurosurgery, salary changed from annualized rate of \$187,500 for 12 months, .25 time, to annualized rate of \$227,500 for 12 months, .25 time, September 26, 2022 to June 30, 2023. Includes an administrative supplement of \$40,000 for serving as Residency Program Director.

Katz, Robert, Clinical Professor of Pediatrics, given additional title of Interim Chair of the Department of Pediatrics, salary changed from annualized rate of \$19,535 for 12 months, .10 time, to annualized rate of \$130,000 for 12 months, .40 time, September 13, 2022 to June 30, 2023. Includes an administrative supplement of \$125,000 for serving as Interim Chair.

Keenan, Megan, Assistant Professor of Nursing, given additional title of CNO for Advanced Practice and Clinical Advanced Practice, salary changed from annualized rate of \$145,000 for 12 months to annualized rate of \$161,415 for 12 months, October 10, 2022 through June 30, 2023. Includes an administrative supplement of \$113,458 for additional responsibilities.

Khosravani, Sunia, Clinical Assistant Professor in Nursing, salary changed from annualized rate of \$97,253 for 12 months to annualized rate of \$119,578 for 12 months, October 10, 2022 to June 30, 2023.

Naifeh, Monique, Associate Professor of Pediatrics, given additional title CMRI Presbyterian Health Foundation Endowed Chair, July 27, 2022. Three-year term endowed chair appointment.

Palle, Sirish, Associate Professor of Pediatrics, given additional title CMRI Griffin Family Endowed Chair in Pediatric Gastroenterology, July 27, 2022. Three-year term endowed chair appointment.

Papin, James Frederick, Associate Professor of Pathology, given additional title of Director of Institutional Core Facilities, salary changed from annualized rate of \$189,325 for 12 months to annualized rate of \$209,324 for 12 months, July 15, 2022 through June 30, 2023. Includes an administrative supplement of \$45,000 for serving as Core Director.

Rackley, Rebecca, Clinical Assistant Professor in Pediatric Dentistry, salary changed from annualized rate of \$68,958 for 12 months, .50 time, to annualized rate of \$82,750 for 12 months, .60 time, September 25, 2022 through June 30, 2023. Increase in FTE.

Ramesh, Rajagopal, Professor of Pathology and The Jim and Christy Everest Endowed Chair in Cancer Developmental Therapeutics Research, salary changed from annualized rate of \$192,394 for 12 months, .66 time, to annualized rate of \$267,399, full-time, for 12 months, August 28, 2022 through June 30, 2023.

Rhodes, Tamika, Clinical Assistant Professor in Nursing, salary changed from annualized rate of \$111,444 for 12 months to annualized rate of \$119,578 for 12 months, October 10, 2022 to June 30, 2023.

Ritto, Fernanda Pitta, Clinical Assistant Professor in Restorative Sciences, salary changed from annualized rate of \$61,285 for 10 months, .70 time, to annualized rate of \$70,040 for 12 months, .80 time, September 11, 2022 through June 30, 2023. Increase in FTE.

Shadid, Scot R., Clinical Assistant Professor in Restorative Sciences (Comprehensive Care Division) and Group Practice Director in Comprehensive Care, salary changed from annualized rate of \$77,233 for 10 months, .60 time, to annualized rate of \$87,533, .60 time, for 12 months, September 11, 2022 through June 30, 2023. Includes an administrative supplement of \$10,300 for serving as Group Practice Director.

Schmitz, Troy, Clinical Assistant Professor in Restorative Sciences, salary changed from annualized rate of \$95,481 for 12 months to annualized rate of \$105,481 for 12 months, October 10, 2022 through June 30, 2023. Retention and Equity.

Tyungu, Donna Lynn, Assistant Professor of Pediatrics, given additional title CMRI Hobbs-Recknagel Endowed Chair in Pediatric Infectious Disease, July 27, 2022. Three-year term endowed chair appointment.

Vitiello, Peter Francesco, Associate Professor of Pediatrics, Adjunct Associate Professor of Biochemistry and Molecular Biology, and Adjunct Associate Professor of Physiology, given additional title CMRI Terry Stull Endowed Research Chair in Pediatrics, August 10, 2022. Three-year term endowed chair appointment.

Woods, Patrick, Clinical Assistant Professor in Restorative Sciences, salary changed from annualized rate of \$106,090 for 12 months to annualized rate of \$131,090 for 12 months, September 25, 2022 through June 30, 2023. Retention and Equity.

Wiechmann, Jody, Professor of Cell Biology and Vice Chair for Research, salary changed from annualized rate of \$195,367 for 12 months, to annualized rate of \$202,867, August 14, 2022 to June 30, 2023. Increase in research grant duties. Includes an administrative supplement of \$7,000 for serving as Vice Chair.

Wu, Xixi, Clinical Assistant Professor of Diagnostic and Preventative Sciences, salary changed from annualized rate of \$149,350 for 12 months, full-time, to annualized rate of \$89,700 for 12 months, .60 time, September 11, 2022 through June 30, 2023. Decrease in FTE.

Yabluchanskiy, Andriy, appointment changed from Assistant Professor of Biochemistry and Molecular Biology, consecutive term to, Assistant Professor of Biochemistry and Molecular Biology, to tenure track, September 1, 2022.

Zimmerman, Kurt, Associate Professor of Internal Medicine (Nephrology), salary changed from annualized rate of \$111,800 for 12 months, to annualized rate of \$130,000 for 12 months, September 15, 2022 to June 30, 2023. Increase in research productivity.

NEPOTISM WAIVER(S):

Shadid, Nanay DDS., Clinical Associate Professor, Interim Department Chair of Restorative Sciences, and Assistant Dean for Clinics and Shadid, Scot, DDS., Clinical Assistant Professor and Group Practice Director in Comprehensive Care (within Restorative Sciences). Dr. Scot Shadid is the spouse of Dr. Nanay Shadid and is being promoted and moved to the Division of Comprehensive Care from the Division of Prosthodontics within the Department of Restorative Sciences and would assume the position of Group Practice Director. Dr. Nanay Shadid serves as the Interim Department Chair of Restorative Sciences. A Nepotism Management Plan has been approved which indicates Dr. Paul Mullasseril (Dean, College of Dentistry) will supervise, perform annual faculty evaluations, review compensation, review promotion opportunities and awards Dr. Scot Shadid should receive in the future rather than the Division Head of Comprehensive Care (Dr. Mike Willbanks, who reports to Dr. Nanay Shadid) or the Interim Department Chair of Restorative Sciences (Dr. Nanay Shadid).

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

Henderson Jr., Jeffrey Lee, Clinical Assistant Professor of Pharmacy Clinical and Administrative Sciences, October 5, 2022.

Jones, Kenneth Lloyd, Associate Professor of Cell Biology and The Harold Hamm Chair in Clinical Diabetes Research, Adjunct Associate Professor in Department of Pathology, and Associate Director of the Bioinformatics for Laboratory for Molecular Biology and Cytometry Research, November 4, 2022.

Lu, Daryn L., Clinical Assistant Professor of Diagnostic and Preventive Sciences, Division of Comprehensive Care, College of Dentistry, October 20, 2022.

Martin, Michael D., Associate Professor of Neurosurgery, September 23, 2022.

McNeill, Charlene C., Professor of Nursing and Associate Dean for Academic Affairs, College of Nursing, October 15, 2022.

RETIREMENT(S):

Albrecht, Roxie, Professor and Vice Chair of Surgery, January 1, 2023.

Benefield, Lazelle E., Parry Chair in Gerontological Nursing, Dean Emeritus and Professor of Research in Nursing, January 1, 2023.

Chernausek, Steven, Clinical Professor of Pediatrics and CHF Edith Kinney Gaylord Research Chair in Pediatric Type 2 Diabetes, Named Clinical Professor Emeritus of Pediatrics, June 30, 2022. Approval of Emeritus title only. Retirement previously approved by the Board of Regents on September 15, 2022.

Coon, Kim A., Professor of Psychiatry - Tulsa, Named Professor Emeritus of Psychiatry - Tulsa, September 14, 2022. Approval of Emeritus title only. Retirement previously approved by the Board of Regents on September 15, 2022.

Davison, Meredith A., Clinical Associate Professor of Family and Community Medicine – Tulsa, Named Clinical Associate Professor Emeritus of Family and Community Medicine – Tulsa, June 30, 2022.

Hinkle, Carolyn Anita, Professor of Dental Hygiene, College of Dentistry, September 10, 2022.

Tucker, Phebe, Professor of Psychiatry and Behavioral Sciences, Vice Chair of Education in Psychiatry, and Arnold and Bess Ungerman Endowed Chair in Psychiatry and Behavioral Sciences, Named Professor Emeritus of Psychiatry, September 30, 2022.

Yates, William R., Clinical Professor of Research in Psychiatry - Tulsa, and Clinical Professor of Research in Family Medicine- Tulsa, Named Clinical Professor of Research Emeritus in Psychiatry. Approval of Emeritus title only. Retirement previously approved by the Board of Regents in 2007.

Norman Campus:

LEAVE(S) OF ABSENCE:

Bluestein, Howard B., George Lynn Cross Research Professor of Meteorology and Samuel Roberts Noble Presidential Professor, sabbatical leave of absence with full pay, January 1, 2023 through May 15, 2023.

Marino, Alberto M., Associate Professor of Physics and Astronomy and Ted S. Webb Presidential Professor, leave of absence without pay, September 12, 2022 through August 15, 2024. Will be working with Oak Ridge National Laboratory in collaboration with OU.

NEW APPOINTMENT(S):

Acevedo, Otávio C., Ph.D., Associate Professor of Meteorology, annualized rate of \$115,000 for 9 months, January 1, 2023. New tenured faculty.

Briney, Alicia L., Ph.D., Lecturer of Marketing and Supply Chain Management, annualized rate of \$100,000 for 9 months, January 1, 2023 through May 15, 2026. Three and a half year renewable term appointment.

Hahn, Horst W., Ph.D., Visiting Professor of Chemical, Biological, and Materials Engineering, annualized rate of \$150,000 for 9 months, October 1, 2022 through May 15, 2023.

Moss, Todd W., Ph.D., Associate Professor of Entrepreneurship and Economic Development and Michael F. Price Professor of Entrepreneurship #1, annualized rate of \$225,000 for 9 months, January 1, 2023. New tenured faculty.

Stone, Lee Anne, Adjunct Instructor of Journalism and Mass Communication and Director of Women in Gaylord Program, annualized rate of \$68,000 for 9 months, 0.50 time, August 16, 2022 through May 15, 2023.

Sun, Brian M., Ph.D., Research Scientist of the Advanced Radar Research Center, annualized rate of \$145,000 for 12 months, June 13, 2022. Paid from grant funds; subject to availability of funds.

Tucker, Reg, Ph.D., Assistant Professor of Entrepreneurship and Economic Development, annualized rate of \$175,000 for 9 months, August 16, 2023 through May 15, 2024. New tenure-track faculty.

REAPPOINTMENT(S):

Beatty, Robert C., reappointed to a three-year renewable term as Lecturer of Management Information Systems, salary changed from annualized rate of \$82,400 for 9 months to annualized rate of \$103,000 for 9 months, August 16, 2022 through May 15, 2025. Changing from 12-month faculty to 9-month faculty. Includes FY23 Salary Program. Correction to September 2022 agenda.

Cruise, Rebecca J., Associate Dean of the College of International Studies, reappointed to a three-year renewable term as Associate Professor of International and Area Studies, salary remains at annualized rate of \$116,193 for 12 months, July 1, 2022 through June 30, 2025.

Pepper, Amelia S., Director of the Legal Clinic, reappointed to a five-year renewable term as Assistant Professor of Law, salary remains at annualized rate of \$102,968 for 12 months, July 1, 2022 through June 30, 2027; additional stipend of \$15,000 for increased teaching duties in the College of Law, August 16, 2022 through December 31, 2022. Update to September 2022 agenda.

Scaperlanda, Michael A., reappointed as Professor Emeritus of Law, rate of \$15,000 for 4.5 months, 0.25 time, August 16, 2022 through December 31, 2022.

Schaefer, Shawn M., reappointed to a five-year renewable term as Director of Masters of Architecture Urban Studies at Tulsa and Associate Professor of Architecture, salary remains at annualized rate of \$138,899 for 12 months, July 1, 2022 through June 30, 2027.

CHANGE(S):

Antonio, John K., Professor of Computer Science and Howard and Suzanne Kauffman Chair in Engineering, delete title Senior Associate Vice President for Research and Partnerships, January 1, 2023; given additional titles Interim Dean of the Mewbourne College of Earth and Energy and Lester A. Day Family Chair, salary changed from annualized rate of \$278,969 for 12 months to annualized rate of \$310,000 for 12 months, January 1, 2023.

Barker, Kash A., David L. Boren Professor of Industrial and Systems Engineering and Anadarko Petroleum Corporation Presidential Professor, given additional title John A. Myers Professor in Engineering, salary changed from annualized rate of \$129,731 for 9 months to annualized rate of \$136,731 for 9 months, October 1, 2022.

Bearden, Michael R., Associate Professor and Director of the School of Dance and Director of the Oklahoma Festival Ballet Company, salary changed from annualized rate of \$130,810 for 12 months to annualized rate of \$140,000 for 12 months, November 1, 2022. Compression increase.

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, annualized rate of \$124,738 for 12 months, additional stipend of \$6,600 for increased administrative duties in the Department of Instructional Leadership and Academic Curriculum, January 1, 2022 through August 15, 2022.

Carlson, Deven E., Associate Professor of Political Science, annualized rate of \$104,086 for 9 months, additional stipend of \$12,000 for serving as Associate Director of the National Institute for Risk and Resilience, July 1, 2022 through June 30, 2023.

Durcikova, Alexandra, Associate Professor of Management Information Systems and John E. Mertes, Jr. Professor of Excellence Presidential Professor, salary changed from annualized rate of \$154,507 for 9 months to annualized rate of \$177,000 for 9 months, January 1, 2023. Compression increase.

Froslic, Peter Z., Professor and Director of the School of Visual Arts, salary changed from annualized rate of \$139,050 for 12 months to annualized rate of \$145,000 for 12 months, November 1, 2022. Compression increase.

Gaddie, R. Keith, Interim Associate Dean for Administration, Professor of Architecture, President's Associates Presidential Professor, Executive Faculty Fellow and Senior Fellow of Headington Residential College, annualized rate of \$214,773 for 12 months, additional stipend of \$12,000 for serving as General Editor of Social Science Quarterly Journal, July 1, 2022 through October 31, 2022. Update to June 2022 agenda.

Gillon, Steven M., Professor of History, title changed from Professor of Honors to Professor of Academic Affairs, salary remains at annualized of \$118,010 for 9 months, September 1, 2022.

Johnson, Scott F., Associate Professor and Chair of the Department of Classics and Letters and Joseph F. Paxton Presidential Professor, annualized rate of \$127,882 for 12 months, additional stipend of \$3,250 for serving as Faculty Fellow of Dunham College, October 1, 2022 through May 15, 2023.

Kelly, Jeffrey F., Professor of Biology and of Oklahoma Biological Survey and Corix Endowed Chair for Water and Sustainability, delete title Director of the Corix Plains Institute, salary changed from annualized rate of \$249,053 for 12 months to annualized rate of \$216,300 for 9 months, August 16, 2022. Changing from 12-month academic administrator to 9-month faculty.

Landis, Joshua M., Professor of International and Area Studies and Sandra Mackey Chair of Middle East Studies, annualized rate of \$146,877 for 9 months, additional stipend of \$10,000 for serving as Director of the Center for Middle East Studies, July 1, 2022 through June 30, 2023; additional stipend of \$18,000 for serving as Director of the Farzaneh Family Center for Iranian and Persian Gulf Studies, July 1, 2022 through June 30, 2023. Update to September 2022 agenda.

Madden, Andrew S. Elwood, Professor of Geosciences and Frank A. and Henrietta Schultz Chair in Geosciences, annualized rate of \$100,879 for 9 months, additional stipend of \$30,000 for serving as Director of the Samuel Roberts Noble Microscopy Laboratory, July 1, 2022 through June 30, 2023.

McLeod, David A., Associate Professor of Social Work, additional stipend of \$5,000 for serving as Associate Director of the Anne and Henry Zarrow School of Social Work, August 16, 2022 through December 31, 2022; salary changed from annualized rate of \$97,947 for 9 months to annualized rate of \$100,885 for 12 months, July 1, 2022. Changing from 9-month faculty to 12-month academic administrator. Includes FY23 Salary Program. Correction to the September 2022 agenda.

Megginson, William L., George Lynn Cross Research Professor of Finance, Michael F. Price Chair in Business #2 and Co-Director of the Center for Financial Studies, salary changed from annualized rate of \$278,407 for 9 months to annualized rate of \$300,000 for 9 months, January 1, 2023. Compression increase.

Miller, Gerald A., Professor of Civil Engineering and Environmental Science and Robert Glenn Rapp Foundation Presidential Professor, delete title Associate Director of the School of Civil Engineering and Environmental Science, salary remains at annualized rate \$129,239 for 9 months, August 16, 2022.

Nairn, Robert W., David L. Boren Professor of Civil Engineering and Environmental Science and Sam K. Vierson Family Foundation Presidential Professor, given additional title Robert W. Hughes Centennial Professor of Engineering, salary changed from annualized rate of \$140,794 for 9 months to annualized rate of \$147,793 for 9 months, October 1, 2022.

Natale, Anthony P., Associate Professor of Social Work, given additional title Director of the Southwest Center for Human Relations, May 10, 2022; salary changed from annualized rate of \$75,987 for 9 months to annualized rate of \$133,026 for 12 months, August 1, 2022. Split appointment, .50 FTE Associate Professor of Social Work and .50 FTE as Director of Southwest Center for Human Relations. Changing from 9-month faculty to 12-month academic administrator. Administrative Staff.

Radhakrishnan, Sridhar, Professor of Computer Science and Williams Professor of Engineering, given additional title Interim Associate Dean of Partnerships, delete title Director of the School of Computer Science, salary changed from annualized rate of \$212,621 for 12 months to annualized rate of \$217,622 for 12 months, August 1, 2022; additional stipend of \$10,000 for increased teaching duties in the School of Computer Science, August 16, 2022 through December 31, 2022.

Riggs, Wayne D., Professor of Philosophy, delete title Chair of the Department of Philosophy, salary changed from annualized rate of \$142,209 for 12 months to annualized rate of \$122,731 for 9 months, August 1, 2022. Changing from 12-month academic administrator to 9-month faculty. Includes FY23 Salary Program.

Savic, Milos, Associate Professor of Mathematics and Director of Undergraduate Research and Creative Activity, annualized rate of \$121,837 for 12 months, additional stipend of \$2,500 for serving as Faculty Fellow in the Center for Faculty Excellence, August 16, 2022 through December 31, 2022.

Siler, Cameron D., Associate Professor of Biology and Associate Curator of Herpetology of the Sam Noble Oklahoma Museum of Natural History, annualized rate of \$102,837 for 9 months, additional stipend of \$22,000 for additional duties as Chair of the Institutional Animal Care and Use Committee, July 1, 2022 through June 30, 2023.

Sluss Jr., James J., Interim President of OU at Tulsa, Associate Vice President of Academic Affairs at Tulsa and Regents' Professor of Electrical and Computer Engineering, delete title Dean of the Graduate College at Tulsa, August 1, 2022; given additional title Interim Director of Polytechnic Institute at Tulsa, salary remains at annualized rate of \$253,919 for 12 months, October 12, 2022.

Stice, J. Mike, Professor of Mewbourne College of Earth and Energy, delete titles Dean of the Mewbourne College of Earth and Energy and Lester A. Day Family Chair, salary changed from annualized rate of \$306,911 for 12 months to annualized rate of \$230,183 for 9 months, January 1, 2023. Changing from 12-month academic administrator to 9-month faculty.

Ward, Janet A., Professor of History and Brammer Presidential Professor, annualized rate of \$116,726 for 9 months, additional stipend of \$10,000 for serving as Dodge Family College of Arts and Sciences Faculty Fellow for Strategic Initiatives, August 16, 2022 through May 15, 2023.

Wrobel, David M., Dean of the Dodge Family College of Arts and Sciences, David L. Boren Professor of History and Merrick Chair in Western American History, salary changed from annualized rate of \$301,528 for 12 months to annualized rate of \$355,000 for 12 months, November 1, 2022. Retention increase.

Yeary, Mark B., Professor of Electrical and Computer Engineering and C. B. Hudson/Torchmark Presidential Professor and Chief Technology Officer for the Oklahoma Aerospace and Defense Innovation Institute, given additional title George Lynn Cross Research Professor of Electrical and Computer Engineering, July 1, 2022; salary changed from annualized rate of \$187,974 for 9 months to annualized rate of \$207,166 for 9 months, August 16, 2022; given additional title Gallogly Chair in Engineering #4, salary changed from annualized rate of \$207,166 for 9 months to annualized rate of \$217,166 for 9 months, October 1, 2022. Includes FY 2023 Salary Program. Correction to September 2022 agenda.

Yussouf, Nusrat, title changed from Research Scientist to Senior Research Scientist of Cooperative Institute for Severe and High-Impact Weather Research and Operations, salary changed from annualized rate of \$107,309 for 12 months to annualized rate of \$121,620 for 12 months, July 1, 2022. Paid from grant funds; subject to availability of funds. Correction to September 2022 agenda.

NEPOTISM WAIVER(S):

Elwood Madden, Andrew S., Professor of Geosciences and Frank A. & Henrietta Schultz Chair in Geosciences, annualized rate of \$100,879 for 9 months. Andrew is the spouse of Megan E. Elwood Madden, Professor of Geosciences, Stubbeman-Drace Presidential Professor and Robert E. and Doris Klabzuba Chair in Geosciences and an elected member of Committee A in the School of Geosciences. Megan will recuse herself from all Committee A discussions of Andrew and will not participate in his evaluations. A Nepotism Waiver Management Plan has been reviewed and approved.

Frick, John E., Adjunct Lecturer of Educational Leadership and Policy Studies, \$4,200 for 4.5 months, 0.25 FTE. John is the brother of William C. Frick, Senior Lecturer of Educational Leadership and Policy Studies. All adjunct assignments for the Norman Campus on the ground program, including those of Dr. John E. Frick, are made by Dr. Jeffrey Maiden, Co-Coordinator of the EACS Norman Program. Likewise, all adjunct assignments for the EACS Online program are made by Dr. Maiden as Co-Director of the EACS Online program. Additionally, Dr. Maiden is responsible for supervision of the adjunct instructors for both programs. In no case does Dr. Bill Frick assign Dr. Ed Frick to courses or evaluate Dr. Ed Frick's performance. A Nepotism Waiver Management Plan has been reviewed and approved.

RESIGNATION(S)/TERMINATION(S):

Crow, Brandon L., Instructor of Engineering, November 26, 2022.

Yampuler, Michael E., Lecturer of Accounting, December 31, 2022.

RETIREMENT(S):

Forman, Jonathan B., Professor of Law and Kenneth E. McAfee Centennial Chair in Law, posthumously named Professor Emeritus of Law, August 16, 2021.

Hoefnagels, Marielle H., Professor of Microbiology and Plant Biology, January 1, 2023. Named Professor Emeritus of Microbiology and Plant Biology.

Shaft, Teresa M., Associate Professor of Management Information Systems, January 10, 2023. Named Professor Emeritus of Management Information Systems.

Smothermon, Connie S., Assistant Professor of Law, Director of Competitions and Externships and Assistant Director of Legal Writing and Research, September 1, 2022. Named Professor Emeritus of Law.

Stock, Duane R., Professor of Finance and Oklahoma Bankers Chair in Finance, January 2, 2023. Named Professor Emeritus of Finance.

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

DEATH(S):

President Harroz regretted to report the following death(s):

Journeycake, Janna, Professor of Pediatrics and CMRI Ben Johnson Endowed Research Chair in Pediatric Hematology/Oncology, November 21, 2022.

Legako, Ronal Dee, Clinical Professor of Family Medicine, November 21, 2022.

Stanley, Clara C., Professor Emeritus of Dance, July 26, 2022.

ADMINISTRATIVE AND PROFESSIONAL PERSONNEL ACTIONS – ALL

Health Sciences Center:

NEW APPOINTMENT(S):

Brown, Charles K., Senior Business Manager, IT Administration, salary at an annualized rate of \$114,000 for 12 months, October 10, 2022. Managerial Staff.

Lathe, Kristen M., Senior Accounting Manager, Financial Services, Administration and Finance, salary at an annualized rate of \$102,000 for 12 months, September 26, 2022. Managerial Staff.

REAPPOINTMENT(S):

Cosby, Jennifer, Nuclear Pharmacist, Nuclear Pharmacy, College of Pharmacy, salary at an annualized rate of \$108,000 for 12 months, September 19, 2022. Professional Nonfaculty.

Smith, Jovan, Senior Program Administrator, Office of the Dean, College of Medicine, salary at an annualized rate of \$125,000 for 12 months, October 9, 2022. Professional Nonfaculty.

CHANGE(S):

Armor, Becky L, Clinical Pharmacist, department changed from Clinical Pharmacotherapy Services, College of Pharmacy, to Experimental Education, College of Pharmacy, salary maintained at an annualized rate of \$69,496 for 12 months, November 6, 2022. Professional Nonfaculty. Lateral transfer.

Beagles, Tammy, EHR Applications Manager, OU Physicians-Tulsa Administration, College of Medicine Tulsa, salary maintained at an annualized rate of \$105,000 for 12 months, FTE increased from .80 to 1.0, August 28, 2022; salary changed from an annualized rate of \$105,000 for 12 months to an annualized rate of \$126,000 for 12 months, October 23, 2022. Professional Nonfaculty. FTE increase and salary compression, respectively.

Gibson, Gerron, title changed from Nuclear Pharmacy Manager to Nuclear Pharmacist, Nuclear Pharmacy, salary changed from an annualized rate of \$123,600 for 12 months to an annualized rate of \$117,000 for 12 months, August 28, 2022. Professional Nonfaculty. Stepped down as Manager.

Ogilvie, Martha K., title changed from Senior Associate Vice President for Research, Office of Research Administration, to Special Assistant to Provost and Vice Provost, Office to the Provost, salary changed from an annualized rate of \$185,400 for 12 months to an annualized rate of \$165,000 for 12 months, October 9, 2022. Administrative Staff. Promotional transfer.

Raines, Jill Camille Bush, Vice Provost for Health Sciences Administration, Office of the Provost, salary changed from an annualized rate of \$231,750 for 12 months to an annualized rate of \$278,100 for 12 months, July 3, 2022. Administrative Officer. Merit and FY23 Salary Program.

Rinaldi, Ronald, title changed from Administration Director to Senior Administration Director, Pharmacy Business Office, College of Pharmacy, salary changed from an annualized rate of \$110,609 for 12 months to an annualized rate of \$121,669 for 12 months, September 25, 2022. Administrative Staff. Reclass.

Schofield, Terry, Chief of Police, Campus Police, Administration and Finance, salary changed from an annualized rate of \$102,931 for 12 months to an annualized rate of \$105,931 for 12 months, September 1, 2022. Managerial Staff. Retention.

Walton, Beth, Pharmacy Director, department changed from OU Children's Pharmacy, College of Pharmacy, to Pharmacy Business Office, College of Pharmacy, salary maintained at an annualized rate of \$150,000 for 12 months, November 6, 2022. Professional Nonfaculty. Lateral transfer.

Wilburn, Brian, title changed from Parking Manager to Assistant Director of Parking and Transportation Services, OU Parking, salary changed from an annualized rate of \$91,801 for 12 months to an annualized rate of \$100,992 for 12 months, October 23, 2022. Administrative Staff. Promotion.

RESIGNATION(S)/TERMINATION(S):

Beavers, Bryan, IT Director, IT Administration, December 17, 2022. Relocation.

Chandler, Wendi D., Clinical Pharmacist, Pharmacy Management Consultant, College of Pharmacy, November 26, 2022. Resignation.

Crosson, Terah J., Advanced Practice Provider, Stephenson Cancer Center, College of Medicine, December 17, 2022. Resignation.

Ha, Thomas, Clinical Pharmacist, Pharmacy Management Consultant, College of Pharmacy, September 27, 2022. Resignation

Irwin, Carrie, Human Resources Business Partner Associate Director, Human Resources, Administration and Finance, December 3, 2022. New job opportunity.

Johnson, Liji O., Nuclear Pharmacist, Nuclear Pharmacy, College of Pharmacy, November 19, 2022. Resignation.

Norman Campus:

NEW APPOINTMENT(S):

Allen, Andrew L., Director for Research Initiative, Vice President of Research, salary at an annualized rate of \$260,000 for 12 months, October 1, 2022. Administrative Staff.

Berzanskis, Andrew L., Editor in Chief, University Press, salary at an annualized rate of \$100,000 for 12 months, September 19, 2022. Administrative Staff.

Birdwell, Leeza L., Veterinarian, Laboratory Animal Resources, salary at an annualized rate of \$160,000 for 12 months, September 1, 2022. Professional Nonfaculty.

Linz, Robert M., Law Library Associate Director, Law Center Library, salary at an annualized rate of \$112,000 for 12 months, November 28, 2022. Administrative Staff.

Morrison, James W., Strategic Initiatives Officer/Chief Strategy Officer, Office of the President, salary at an annualized rate of \$265,000 for 12 months, December 31, 2022. Administrative Officer.

CHANGE(S):

Bowman, Marcus, Deputy Athletics Director, Athletic Department, salary changed from an annualized rate of \$198,790 for 12 months to an annualized rate of \$225,000, July 1, 2022. Administrative Staff. Merit.

Camp, Bradley J., title changed from Athletic Administrative Manager to Senior Program Administrator, Athletic Department, salary changed from an annualized rate of \$103,000 for 12 months to an annualized rate of \$120,000 for 12 months, October 1, 2022. Managerial Staff. Promotion.

Chain, Earl R., title changed from Senior Construction Project Manager to Architectural and Engineering Services Assistant Director, Architectural & Engineering, salary changed from an annualized rate of \$101,630 for 12 months to an annualized rate of \$117,000 for 12 months, November 1, 2022. Administrative Staff. Promotion.

Fulton, Robert S., title changed from Senior Athletic Trainer to Head Athletic Trainer, Athletic Department, salary changed from an annualized rate of \$140,000 for 12 months to an annualized rate of \$175,000 for 12 months, October 1, 2022. Professional Nonfaculty. Promotion.

Gage, Shannon, Athletic Administrative Manager, Athletic Department, salary changed from an annualized rate of \$92,700 for 12 months to an annualized rate of \$105,000 for 12 months., August 1, 2022. Managerial Staff. Merit.

Heflin, Nicholas J., Coach/ Sports Professional 1, Athletic Department, salary changed from an annualized salary of \$85,000 for 12 months to an annualized salary of \$112,500 for 12 months, October 1, 2022. Managerial Staff. Merit.

Ludvigson, Carol, Deputy Athletics Director, Athletic Department, salary changed from an annualized rate of \$198,996 for 12 months to an annualized rate of \$210,000, July 1, 2022. Administrative Staff. Merit.

Naifeh, Lawrence, Executive Deputy Athletics Director, Athletic Department, salary changed from an annualized rate of \$324,450 for 12 months to an annualized rate of \$344,000, July 1, 2022. Administrative Staff. Merit.

Needham, Jennifer R., title change from Coordinating Counsel, Legal Counsel, to Assistant Dean, Law Center Student Services, salary changed from an annualized rate of \$144,000 for 12 months to an annualized rate of \$142,000 for 12 months. August 29, 2022. Administrative Staff. Transfer.

Overman, Timothy J., Head Strength and Conditioning Trainer, Athletic Department, salary changed from an annualized rate of \$77,250 for 12 months to an annualized rate of \$110,000 for 12 months, October 1, 2022. Professional Nonfaculty. Equity adjustment.

Palk, Laura M., title changed from Assistant Dean of External Affairs, Law Center Development, to Deputy General Counsel, Legal Counsel, salary changed from an annualized rate of \$127,308 for 12 months to an annualized rate of \$203,940 for 12 months, October 18, 2022. Administrative Staff. Promotion.

Pollock, Andrew Ryan., Senior Program Administrator, Office of Technology Development, salary changed from an annualized rate of \$103,045 for 12 months to an annualized rate of \$120,000 for 12 months, July 1, 2022. Managerial Staff. Equity adjustment.

Ray, Kent A., Campus Police and Safety Deputy Chief, Department of Public Safety, salary changed from an annualized rate of \$107,931 for 12 months to an annualized rate of \$110,931 for 12 months, September 1, 2022. Administrative Staff. Retention.

Reader, Andrew L., title changed from Export Controls Executive Director to Associate Vice President for Research, Export Controls, salary changed from an annualized rate of \$133,000 for 12 months to an annualized rate of \$140,000 for 12 months, November 1, 2022. Administrative Staff. Promotion

Selmon, Zachary, Deputy Athletics Director, Athletic Department, salary changed from an annualized rate of \$247,200 for 12 months to an annualized rate of \$335,000, July 1, 2022. Administrative Staff. Retention. Merit.

Tipton, Gregory, Executive Associate Athletics Director, Athletics Department, salary changed from an annualized rate of \$200,850 for 12 months to an annualized rate of \$208,000, July 1, 2022. Administrative Staff. Merit.

RESIGNATION(S)/TERMINATION(S):

Commander, Cody D., Senior Psychologist, Athletic Department, August 24, 2022. Professional Nonfaculty. Resignation.

RETIREMENT(S):

Wegemer, Joel V., Law Library Associate Director, Law Center Library, August 6, 2022. Administrative Staff.

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

DEATH(S):

President Harroz regrets to report the following death(s):

Hudson, Cherie A., Administrative and Financial Coordinator, Biomedical Engineering, October 1, 2022.

Marek, Tammy, Administrative Support Coordinator, Robert M Bird Health Sciences Library, November 5, 2022.

Ryan, Daniel P, Senior Golf Course Turf Specialist, Jimmie Austin Golf Course, August 17, 2022.

Stocks, Edward, Resident, Pediatrics Residency Program, College of Medicine, September 30, 2022.

ACTION ITEM(S)**ADOPTION OF THE CHICAGO STATEMENT – ALL**

Following a recommendation from the Diversity, Equity, and Inclusion and Freedom of Speech and Inquiry Committee, the President recommends that the University of Oklahoma adopt the Chicago Statement of Principles on Freedom of Speech – an overarching set of guiding principles that reinforce the importance of safeguarding freedom of expression on college campuses.

The Chicago Statement (attached hereto as Exhibit E) is the 2014 report of a committee charged by University of Chicago President Robert Zimmer and Provost Eric Isaacs to summarize the University's "overarching commitment to free, robust, and uninhibited debate." The committee, chaired by the distinguished legal scholar Geoffrey Stone, and populated by distinguished professors from across the campus, produced what has come to be known as the "gold standard" articulation of the importance of freedom of speech and inquiry in higher education. More than a legal requirement for public universities, freedom of speech and expression is central to the project of higher education.

Since 2014, more than 80 universities have since adopted the statement or crafted similar statements. This list includes well-known private institutions such as Princeton, Vanderbilt, Washington University, Columbia, and Johns Hopkins. The adoptions also include 14 public institutions in the exclusive Association of American Universities, including North Carolina, Kansas, Missouri, Maryland, Colorado, Virginia, Minnesota, Iowa, and Arizona. Also included are non-AAU state flagships, including Louisiana, Nebraska, South Dakota, Alabama, Maine, and Montana.

The Chicago Statement is fully consistent with OU's existing policies on free expression and academic freedom, and its adoption indicates the University's continued commitment to upholding these constitutional rights while nurturing an inclusive campus community. Adopting the statement at OU will provide a touchstone for administration, faculty, staff, and students regarding inevitable controversies concerning freedom of speech and academic inquiry. Because over 80 universities have already adopted the statement, its adoption will also provide an important signal to external constituencies.

Controversies around viewpoint differences will always be part of a university setting. Indeed, they grow out of the diversity of thought and background that we celebrate at the University of Oklahoma and out of our common interest in discovery and truth. But when these controversies emerge, members of the University community, on and off campus, will benefit from a clear statement articulating the principles that guide the University through good and bad times.

President Harroz recommended the Board of Regents approve the proposed adoption of the Chicago Statement of Principles on Freedom of Speech at the University of Oklahoma.

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

HONORARY DEGREES - ALL

The University policy and the policy of the Oklahoma State Regents for Higher Education on awarding honorary degrees states that nominees and alternates must be approved by the OU Board of Regents and State Regents prior to awarding of the degrees.

The University Regents and administration request that the names of the nominees and alternates be kept confidential until final arrangements are made for the nominees to be present.

President Harroz recommended the nominees listed in his recent letter to the Board of Regents be approved for an honorary degree at the May 2023 University Commencement.

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

POST SEASON CONTEST – NC

Arrangements necessary for the University's participation in a bowl game must be made prior to the next Regents' meeting; therefore, it is necessary to seek authorization for the President, the Athletic Director, or their designee to award purchase orders and sign contracts associated with the University's participation in a bowl game. Provisions outlined in Regents' policies regarding post-season athletic contests will be followed. Additionally, an agreement with the University of Oklahoma Foundation to advance bowl related expenses is required to facilitate the contracts, purchase orders and arrangements necessary for the University's participation in a post season bowl game.

President Harroz recommended the Board of Regents:

- I. Authorize the President, the Athletic Director, or their designee to award purchase orders and sign contracts associated with The University of Oklahoma's participation in a post-season bowl game; and

- II. Authorize the President, the Athletic Director, or their designee to negotiate an agreement with The University of Oklahoma Foundation to advance bowl related expenses as required.

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

SEARCH COMMITTEE – VICE PRESIDENT FOR RESEARCH, HEALTH SCIENCES CENTER – HSC

To begin the search for the Vice President for Research, University of Oklahoma Health Sciences Center, the President recommended the approval of search committee as outlined below.

The Vice President for Research, University of Oklahoma Health Sciences Center, oversees and manages administration for all research activities conducted at and through the OU Health Sciences Center as well as with OU Health, and works with the Senior Vice President and Provost of the OU Health Sciences Center and University leadership to develop and implement research strategic growth priorities from the bench to the bedside to the community.

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

From among those nominated, the President appoints those listed below to serve on the search committee:

1. Jimmy Ballard, Ph.D., OU College of Medicine, Professor and Chairman of Microbiology and Immunology (Chair)
2. Jill Raines, J.D., LL.M., OU Health Sciences Center, Vice Provost for Health Sciences Administration (Co-Chair)
3. Xi-Qin Ding, Ph.D., OU College of Medicine, Professor of Cell Biology and Joanne I. Moore Professorship of Pharmacology [*Faculty Senate nominee*]
4. Erin Bohon, Research Program Coordinator, OU College of Medicine, Department of Pediatrics [*Staff Senate nominee*]
5. Constance Hayes, College of Allied Health [*Student Government Association nominee*]
6. H. Anne Pereira, Ph.D., OU Graduate College, Dean and OU College of Pharmacy, David L Boren Professor of Pharmaceutical Sciences
7. Sara K. Vesely, Ph.D., OU College of Public Health, Associate Dean of Academic Affairs and David Ross Boyd Professor of Biostatistics and Epidemiology
8. Jigar Thakkar, Pharm.D., M.B.A., M.H.C.D.S., OU Health, Chief Pharmacy Officer and Vice President, Ancillary Services

9. Trent E. Tipple, M.D., OU College of Medicine, Professor of Pediatrics, CMRI Reba McEntire Endowed Research Chair in Pediatric Neonatology, and Section Chief of Neonatal-Perinatal Medicine
10. Pankaj Singh, Ph.D., OU Stephenson Cancer Center, OU College of Medicine, Professor and Chairman of Oncology Science, Jim and Christy Everest Chair in Cancer Research and Senior Director of Oncology Science
11. Judith James, M.D., Ph.D., OU College of Medicine, George Lynn Cross Research Professor of Medicine, Associate Vice Provost for Clinical & Translational Science, and Director Oklahoma Clinical & Translational Science Institute

In accordance with Board of Regents' policy 1.4, President Harroz recommended that the Board of Regents approve the appointment of the membership of the search committee for the Vice President for Research, University of Oklahoma Health Sciences Center.

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

SEARCH COMMITTEE – EXECUTIVE DEAN, COLLEGE OF MEDICINE – HSC

To begin the search for the Executive Dean, College of Medicine, Health Sciences Center, the President recommends the approval of search committee as outlined below.

The Executive Dean, College of Medicine, Health Sciences Center, oversees and manages administration for all College of Medicine activities, including educational and training programs; research activities conducted through the College; and college, department, and program administration. The Executive Dean works with the Senior Vice President and Provost of the Health Sciences Center and University leadership to develop and implement strategic growth priorities in education, workforce development and research through innovative programs, commercialization activities, and philanthropy.

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

From among those nominated, the President appoints those listed below to serve on the search committee:

1. Gary Raskob, Ph.D., Senior Vice President and Provost (Chair)
2. Jill Raines, J.D., LL.M., OU Health Sciences Center, Vice Provost for Health Sciences Administration (Vice-Chair)
3. Leonidas Tsiokas, Ph.D., OU College of Medicine, Professor and Chair of Cell Biology [*Faculty Senate nominee*]
4. Paula Cockrell, Senior Grants/Contracts Coordinator, OU College of Medicine, Department of Geriatrics [*Staff Senate nominee*]
5. Akrita Jalla, College of Medicine [*Student Government Association nominee*]

6. Lynn Jeffries, Ph.D., P.T., D.P.T., College of Allied Health, Associate Professor and Vice Chairman of Rehabilitation Sciences, Program Director of Doctor of Science Program, and Director of Developmental Disabilities/School-Based Therapy
7. Marvin Williams, D.O., College of Medicine, Professor of Obstetrics & Gynecology
8. Ian Dunn, M.D., College of Medicine, Professor and Chairman of Neurosurgery and Harry Wilkins, MD Endowed Chair in Neurosurgery
9. Matt Brockwell, MBA, Senior Vice President & Chief Financial Officer
10. Jonathan Curtright, MBA, MHA, OU Health, Chief Operations Officer
11. Min Li, Ph.D., College of Medicine, Professor of Medicine, Virginia Kerley Cade Endowed Chair in Cancer Treatment, Assistant Dean for International Research Collaboration for College of Medicine, Director of GI Cancer Research, Vice Chair for Research in Department of Surgery, and Associate Director for Global Oncology for the Stephenson Cancer Center
12. Barish Edil, M.D., College of Medicine, Professor and Chairman of Surgery, and John A. Schilling Endowed Chair in Surgery
13. Pamela Allen, M.D., College of Medicine, Associate Professor and Chair of Dermatology, Carl J. Herzog Endowed Chair in Dermatology, and Dermatology Residency Program Director
14. C.A. Sivaram, M.D., College of Medicine, Professor and Vice Chief of Cardiology, Department of Internal Medicine
15. Stephanie DeLeon, M.D., College of Medicine, Associate Director of Pediatrics
16. Yolanda Gomez, M.D., School of Community Medicine, Professor of Pediatrics and Associate Dean for Graduate Medical Education
17. Julie Hoff, Ph.D., Fran & Earl Ziegler College of Nursing Dean and Professor of Nursing
18. Stacey Maxon, BA, Assistant Vice President for University Advancement
19. Ronald H. White, M.D., Community Physician and former Regent

In accordance with Board of Regents' policy 1.4, President Harroz recommended that the Board of Regents approve the appointment of the membership of the search committee for the Executive Dean, College of Medicine, Health Sciences Center.

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

NAME CHANGE FOR THE SCHOOL OF AVIATION STUDIES – NC

Recognizing the strategic new role that Aviation can fill, OU leadership recently moved the School of Aviation Studies from the College of Professional and Continuing Studies into the College of Atmospheric and Geographic Sciences to effectively capitalize on the synergy between and among aviation, meteorology, and geography, expanding OU's educational

and research portfolio. With this expansion, the leadership now seeks to change the name of the unit to the School of Aviation. This new name recognizes that Aviation is a professional program that refers to all things related to flight (piloting, management, air traffic control, etc.).

The Director of the School, the Dean of the College of Atmospheric and Geographic Sciences, and the Senior Vice President and Provost have approved and recommend this change. Once approved by Board of Regents, the name change will be forwarded to the State Regents for Higher Education for information.

President Harroz recommended the Board of Regents approve changing the name of the School of Aviation Studies to the School of Aviation.

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

AIRPLANE PURCHASE FOR EXPANSION OF AVIATION FLEET - NC

The School of Aviation Studies (“School”) requests funding to assist with the purchase of new airplanes to expand the current fleet and replace the existing fleet. With continued high student interest in aviation, the School increased the number of qualified students that can enroll in the School for Fall 2023. The School developed a multi-year budget to grow freshman enrollment by 100 students, expand the airplane fleet by nine, and replace 16 existing airplanes with modern, state-of-the-art airplanes. Under the first year of the multi-year budget the School will expand the fleet with nine new airplanes. Under the second and third years, 16 airplanes will be acquired to replace the existing fleet.

MASTER LEASE-PURCHASE PROGRAM

The Oklahoma State Regents for Higher Education (OSRHE) implemented the Master Lease-Purchase Program to facilitate for Oklahoma colleges and universities acquisitions of long-lived assets using the lease-purchase method. OSRHE submits funding requirements periodically through the State of Oklahoma Council of Bond Oversight and the Oklahoma Development Finance Authority, the conduit financing agency. Institutions fund the resulting debt service using current operating funds. The consolidation of multiple funding requests into a single debt issuance by the OSRHE greatly reduces the time and effort that would otherwise be required for an institution to finance the acquisition of a major capital asset. A Reimbursement Resolution by the Board is required in the event, because of timing, University funds must be used for the original acquisition, and reimbursement is needed from the lease proceeds. This Resolution constitutes a declaration of official intent, as is required by the reimbursement regulations set forth in Regulation Section 1.150-2 of the Internal Revenue Code.

Funding has been identified, is available and budgeted within the School of Aviation operating account and other available accounts set aside for Aviation use. Additionally, advancement efforts are underway that, if successful, may supplant the need to utilize the OSRHE Master Lease-Purchase Program.

President Harroz recommended that the Board of Regents:

- I. Authorize the President or his designee to compete, negotiate, and award contracts and purchase orders in an overall amount not to exceed \$12,000,000 to suppliers as necessary to purchase 25 airplanes for expansion and replacement of the School of Aviation Studies airplane fleet. Such contracts and purchase orders will include those that must be awarded on a sole-source basis pursuant to such objective, and to report back to the Board the results of such actions at the next earliest opportunity;

- II. Authorize the President or his designee to submit the above actions for acquisition under the Oklahoma State Regents for Higher Education Master Lease-Purchase Program; and,
- III. Recognize and acknowledge that the University may fund certain costs of the above actions prior to receipt of Master Lease proceeds from its own funds, and, to the extent the University used its own funds for said purposes, it is intended that proceeds of the Master Lease-Purchase Program will be used to reimburse the University.

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

RATIFICATION OF FIRST-YEAR HOUSING EARLY SITE COSTS – NC

The First Year Housing Master Plan was approved at the March 2021 Board of Regent Meeting as an addition to the Campus Master Plan of Capital Improvement Projects for the Norman Campus. The Board also ranked ADG, P.C. first among architectural firms considered to provide design services for the project at the March 2021 meeting. At the March 2022 meeting, the Board ranked Flintco LLC highest among construction managers considered to provide professional services for the project.

Since March 2021, the University and the design consultants have been working on the design development plans that will be presented to the Board at a future meeting. Interim approval was given by the Chair and Vice Chair, in order to meet the future project milestones, to authorize the expenditure of funds for abatement, demolition, utility infrastructure, site preparation, etc. not to exceed \$2,500,000, for Phase I of the First-Year Housing Masterplan. All contracts and expenditures will be reported back to the Board in accordance with Board of Regents policy.

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

President Harroz recommended the Board of Regents ratify the interim approval given per the Board Bylaws to approve funds not to exceed \$2,500,000 for early site costs including demolition of Adams Center and associated site work for Phase I of the First-Year Housing Masterplan.

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

RATIFICATION OF RESOLUTION CONCERNING MANAGEMENT OF THE UNIVERSITY'S CLASSIFIED DEFENSE INFORMATION PROGRAM – ALL

The University Oklahoma's facility clearance (FCL) is dependent upon University personnel who may need to work with governmental agencies on national security-sensitive projects. In connection with the facility security clearance process, certain individuals who exercise control over the management of the facility, known as Key Management Personnel (KMP), must be processed for a personnel security clearance (PCL).

The governing federal regulations are the National Industrial Security Program Operating Manual (NISPOM). Defense Counterintelligence and Security Agency (DCSA) has determined that each member of the Board of Regents is designated as a KMP. However, the

individual Regents may be excluded from any requirement of obtaining a PCL by permission of the Board. Members of the Board of Regents who are excluded from obtaining a PCL agree that they:

- Do not require, shall not have, and can be effectively excluded from access to all classified information disclosed to The University of Oklahoma; and
- Will not implement policies that would cause the University to violate federal regulations, policies, and/or practices dictated by the NISPOM.

Interim approval was given by the Chair and Vice Chair to exclude all Board Members except the Chair, Vice Chair, and Regent Nagel from classified information as set forth in the resolution below so that these three Key Management Personnel could begin the personal clearance process.

RESOLUTION

I, Tim Rhodes, do hereby certify that I am Executive Secretary of the University of Oklahoma Board of Regents, organized and existing under the Constitution and laws of the State of Oklahoma, and that this Resolution is presented for approval to the Board of Regents of said University at a meeting to be held on November 30, 2022, at which time a quorum will be present.

WHEREAS, said Department of Defense Regulations permit members of the Board of Regents to be excluded from the requirements for access to classified information of certain members of the Board of Regents, provided that this action is recorded in the corporate minutes.

NOW, THEREFORE, BE IT DECLARED that the Chair of the Board, Vice Chair of the Board, one selected member of the Board, the University President, and Facility Security Officer (FSO) and Insider Threat Officer at the present time do possess, or will be processed for, the required eligibility for access to classified information; and

NOW, THEREFORE, BE IT DECLARED that the Chair of the Board, Vice Chair of the Board, one selected Member of the Board, the University President, and Facility Security Officer (FSO) and Insider Threat Officer shall serve as Key Management Personnel and as the designated Managerial Group for the University of Oklahoma's facility clearance;

BE IT RESOLVED that in the future, when any individual enters upon duties as Chair of the Board, Vice Chair of the Board, selected Member of the Board, University President, and/or Facility Security Officer (FSO) and Insider Threat Officer such individual shall immediately make application for the required eligibility for access to classified information; and

BE IT RESOLVED AND DIRECTED that the following members and staff of the Board of Regents and their successors shall not require, shall not have, and can be effectively and formally excluded from access to all classified information disclosed to the University of Oklahoma and shall not affect adversely University policies or practices in the performance of classified contracts for the Department of Defense or the Government contracting activities (User Agencies) of the National Industrial Security Program:

Regents:
Rick Braught, Regent
Eric Stevenson, Regent
Anita L. Holloway, Regent
Bob Ross, Regent

Staff:
Tim Rhodes, Executive Secretary of the Board of Regents

President Harroz recommended the Board of Regents ratify the interim approval given per the Board Bylaws to approve the following resolution concerning the management of the University's Classified Defense Information Program.

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

RATIFICATION OF FOOTBALL OPERATIONS FACILITIES ARCHITECT SELECTION – NC

This project is a new addition to the Campus Master Plan of Capital Improvement Projects for the Norman campus. The new Football Operations Facilities will be located on the Norman campus separate from and adjacent to Gaylord Family Oklahoma Memorial Stadium. It is anticipated that the project will develop new state-of-the-art facilities for functions consistent with those required to support Oklahoma Football training, practice, preparation, and performance. The project will also address existing athletics facilities currently operating at the adjacent location, initially conceptualized to be to the east of the stadium. The selected firm will be required to review the potential site development options for the new football operations facilities; and provide planning and professional services for any impacted existing athletics facility.

At this time, an architectural consultant is needed to assist the University in providing planning and professional services for the University of Oklahoma Football Operations Facilities. 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 three firms. The committee was composed of the following:

Jeffrey Schmitt, Assoc. Vice President, Architectural and Engineering Services, Chair
Brian Holderread, Vice President of Campus Operations
Matthew Rom, Ph.D., Associate Vice President, Facilities Management
Sarah Zeinalpour, Sr. Construction Project Mgr., Architectural & Engineering Services
Greg Tipton, Executive Associate Athletics Director, Operations, Facilities & Events
Zac Selmon, Deputy Athletics Director, External Engagement & Advancement

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

1. HOK, Inc. Kansas City, MO
2. Populous, Inc. Kansas City, MO
3. Studio Architecture, Oklahoma City, OK

**FOOTBALL OPERATIONS FACILITIES
ARCHITECTURAL FIRM EVALUATION SUMMARY**

	HOK	Populous Inc.	Studio Architecture
Acceptability of Design Services	84	81	57
Quality of Engineering (Services)	78	78	66
Adherence to Cost Limits	24	22	21
Adherence to Time Limits	24	24	20
Volume of Changes	24	23	20
Resources of the Firm	25	26	19
Total	259	254	203
State Factor x 1.05	259	254	213

Interim approval was given by the Chair and Vice Chair for Programming and Design Development costs only for a maximum amount of \$4,000,000. This will allow the University/Athletics to review site development options, program and design options, and develop an accurate project budget for future review and recommendation by the Board of Regents. Funding for this portion of the project has been identified and is available and budgeted from the Athletics Department.

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

- I. Approve the Football Operations Facilities 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 required for the Football Operations Facilities;
- 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.

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

MEDICAL PREMIUM RATE RENEWAL – ALL

The University sponsors various health and welfare benefit programs for the benefit of its eligible employees and non-Medicare eligible retirees. For plan year 2023 there is no change to the medical vendor, Cigna and no plan design changes. However, the 2023 Medical Premium rates will increase by 3% compared to plan year 2022 for both the active benefit-

eligible and non-Medicare eligible retiree population. The increase is below the national trend of 7-8%. Employees on the PPO plan will see an increase in their monthly contributions ranging from \$1.64 (employee only tier 1) to a maximum of \$19.98 (employee family tier 3). While the High Deductible Health Plan participants will see an increase in monthly contributions ranging from \$0.66 (employee only tier 1) to a maximum of \$12.94 (employee family tier 3). The Medical Premium Rates listed below reflect the actual premium cost and do not include any University subsidy. The 3% change in rates will also apply to Cameron University and Rogers State University.

Medical Insurance (Cigna)				
	Active Employees		Non-Medicare Retirees	
Plan	PPO	HDHP	PPO	HDHP
Employee Only	\$622.44	\$547.22	\$867.52	\$697.71
Employee + Spouse	\$1,493.86	\$1,313.34	\$2,082.04	\$1,674.50
Employee + Child(ren)	\$1,182.64	\$1,039.72	\$1,648.28	\$1,325.64
Employee + Family	\$1,805.06	\$1,586.94	\$2,515.80	\$2,023.35

President Harroz recommended the Board of Regents approve the renewal of medical premium rates for 2023.

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

FISCAL YEAR 2022 INDEPENDENT AUDITS – ALL

At the October 2022 meeting of the Board of Regents' Finance, Audit and Risk Committee, FORVIS, LLP presented for the fiscal year ended June 30, 2022 the "Independent Auditors' Report," the Audited Financial Statements, for the Health Sciences Center Campus and the Norman Campus, respectively. The audits were conducted in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Governmental Auditing Standards*, issued by the Comptroller General of the United States.

President Harroz recommended the Board of Regents:

- I. Accept the fiscal year 2022 independent auditors' reports and audited financial statements for the Health Sciences Center Campus; and
- II. Accept the fiscal year 2022 independent auditors' reports and audited financial statements for the Norman Campus;

Regent Holloway moved approval of the recommendation. The following voted yes on the motion: Regents Braught, Stevenson, Holloway, Nagel, and Ross. 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.

NON-SUBSTANTIVE CHANGES – NC
CURRICULUM CHANGES – NC
INACTIVE COURSE DELETIONS – NC
ACADEMIC CALENDAR 2023-24 – ALL
PRINCIPAL GIFTS TO THE UNIVERSITY – 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 non-substantive 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
 November 2022
 Program Requirement Changes

DODGE FAMILY COLLEGE OF ARTS AND SCIENCES

Religious Studies, Minor (MC N820)

Program requirement changes. Remove 3 hours of Introductory courses and 15 hours of Electives. Students will now choose 15 hours of courses (at least 9 must be upper-division) with at least 12 hours of RELS courses and 3 hours may be chosen from the approved list of courses maintained by the department. Total hours for the minor will change from 18 to 15.

Reason for request:

The Department of Religious Studies has undergone major changes since this curriculum was put into place. Most of the courses listed for the existing minor, from which students have to select one, are not taught anymore. The new structure is flexible enough to incorporate the courses of new faculty coming into the department without further changes. It also makes the minor more flexible and accessible to students. By requiring that the majority (4 out of 5) of courses in the minor are taken within RELS, students gain exposure to disciplinary training in Religious Studies in fewer overall courses.

Non-Substantive Program Changes
 Recommended for Approval by the Academic Programs Council or Graduate Council
 October 2022
 Concentration Deletions

COLLEGE OF PROFESSIONAL AND CONTINUING STUDIES

Integrative Studies, Bachelor of Arts (RPC 231, MC B575, B576)

Request deletion of all concentrations: Archaeoastronomy & Astronomy in Culture (0 students), Diversity Studies (0 students), Humanities (34 students), Natural Sciences (11 students), Social Entrepreneurship (1 student), and Social Sciences (37 students). In conjunction with their subject-area advisor, students in deleted concentrations will either be taught out or transitioned to another set of courses based on preference. No courses will be deleted. Total credit hours for the degree will not change.

Reason for request:

We seek to simplify and streamline options for students. The removal of concentrations allows students to select these courses based on their degree completion and career needs.

Administrative/Internal Program Changes
Recommended for Approval by the Academic Programs Council or Graduate Council
October 2022

Program Requirement Changes

DODGE FAMILY COLLEGE OF ARTS AND SCIENCES

Biological Conservation, Minor (MC N101)

Requesting deletion of the minor. There are three students still enrolled. No courses will be deleted. Students may continue with the current program until graduation.

Reason for request:

As part of a comprehensive review of its offerings, which included substantial revision of its majors, Environmental Studies is now addressing its three minors. It is proposing changes to the Environmental Studies minor, to have it reflect the mission of the unit to train students to engage in interdisciplinary work on the environment. The unit wishes to delete the two additional minors that each have a specific topical focus-Biological Conservation, and Water Sciences. These are better offered by other units, whose faculty have the relevant expertise, and can provide more informed guidance to students. Students interested in those topics, but who wish to pursue an interdisciplinary approach, are better served by majoring in a relevant unit (e.g., Biology), and taking the Environmental Studies minor, or adding Environmental Studies as a second major. In addition, neither topical minor has attracted significant student interest.

Environmental Studies, Minor (MC N408)

Program requirements changes. The proposed changes aim to align the minor with the recently redesigned Environmental Studies B.A. Students will take ENST 2813, the Cornerstone class, which familiarizes them with the range of environmental work done at OU and prepares them to undertake an independent research project; that project is carried out in ENST 3893. In order to foster their appreciation for interdisciplinary collaboration, along with ENST 2813 students will take one hour of ENST 3891, the Environmental Studies Learning Community. Students also take two Interdisciplinary electives, and one additional elective, from a category (Natural Sciences, Social Sciences, Humanities, Applied Disciplines) other than that of the student's major. The total hours of the minor will change from 18 to 16.

Reason for request:

In light of revisions to its B.A. approved in 2021, the Environmental Studies Program now seeks to revise its minors. Specifically, we seek to align the Environmental Studies minor with the approach now taken in the major. That approach is based on an understanding of interdisciplinary education that involves not simply exposing students to multiple disciplinary approaches, but, further, that emphasizes the importance of helping students integrate the ideas and methods of different disciplines into a coherent outlook, whenever possible reflected in practical projects. This kind of intellectual integration is often the product of group efforts among individuals who have different academic interests and expertise; we seek therefore to foster the habits of mind that prepare students to participate effectively in just such teamwork.

The existing Environmental Studies minor was designed at the time the prior version of the major was implemented. Because it follows the organization of that prior program, in particular by referring to elective categories that are no longer used, it no longer makes sense and must be revised in any case. We seek to take advantage of the necessity of revising it to implement changes that will make the interdisciplinary approach we have adopted in our major available to students in majors across campus.

Water Sciences, Minor (MC N862)

Requesting deletion of the minor. There are two students still enrolled. No courses will be deleted. Students may continue with the current program until graduation.

Reason for request:

As part of a comprehensive review of its offerings, which included substantial revision of its majors, Environmental Studies is now addressing its three minors. It is proposing changes to the Environmental Studies minor, to have it reflect the mission of the unit to train students to engage in interdisciplinary work on the environment. The unit wishes to delete the two additional minors that each have a specific topical focus-Biological Conservation, and Water Sciences. These are better offered by other units, whose faculty have the relevant expertise, and can provide more informed guidance to students. Students interested in those topics, but who wish to pursue an interdisciplinary approach, are better served by majoring in a relevant unit (e.g., Biology), and taking the Environmental Studies minor, or adding Environmental Studies as a second major. In addition, neither topical minor has attracted significant student interest.

BOREN COLLEGE OF INTERNATIONAL STUDIES

The program requirement changes and the reason for request information found below apply to the follow 11 minors in the College:

African Studies, Minor (MC N016)
 Asian Studies, Minor (MC N075)
 European Studies, Minor (MC N420)
 Global Energy, Environment, and Resources, Minor (MC N495)
 International Development, Minor (MC N595)
 International Security Studies, Minor (MC N603)
 International Studies, Minor (MC N605)
 Iranian Studies, Minor (MC N609)
 Latin American Studies, Minor (MC N630)
 Middle Eastern Studies, Minor (MC N694)
 Russian and Eastern European Studies, Minor (MC N826)

Program requirement changes: Replace the third semester language requirement with the option of either taking a third semester language course or taking an additional upper-division IAS course approved for cultural and area studies credit (from approved course list). Add a footnote

to clarify the electives requirement and where to find coursework acceptable for minor credit: "The most current elective list can be obtained in the IAS Academic Advising Office or on the departmental website (Advising section). Total hours for the minor will not change.

Reason for request:

To make IAS minors more accessible to students in colleges that require fewer than three semesters of a foreign language (students in programs with a language requirement that can be met by successful completion of 2 years of the same language in high school).

Changing the language requirement is also an attempt to increase IAS minor numbers and enrollment in IAS courses. IAS has seen a decline in IAS minor numbers, which in turn has resulted in fewer students enrolled in courses taught by IAS. After reviewing programs across campus that have historically housed many IAS minors but where we have seen a recent decrease in minors, we found that the College of Journalism & Mass Communication no longer requires third semester language. Since JMC majors are required to pursue a minor, the hope is that changing the language requirement will encourage students with an interest in international studies to still consider minoring in IAS. We hope this also will result in an increase in IAS course enrollments.

By adding a footnote that clarifies the minor electives requirements, students will more easily find course options for minor credit.

Non-Substantive Program Changes
Recommended for Approval by the Academic Programs Council or Graduate Council
September 2022
Concentration Additions

Civil Engineering, Master of Science (RPC 038, MC M190/M191)

Add seven new areas of concentration: Geotechnical Engineering, Geotechnical Engineering (Online), Structural Engineering, Structural Engineering (Online), Transportation Engineering, Water Resources Engineering, and Water Resources Engineering (Online). Each concentration is 30 hours total. The online concentrations are non-thesis, coursework only, and a non-thesis examination is not required.

Reason for request:

To bring the program in line with the current practice within the academic unit. This change will formalize the seven tracks and will also specify the coursework required for each track/concentration.

Concentration Deletions

COLLEGE OF PROFESSIONAL AND CONTINUING STUDIES

Criminal Justice, Bachelor of Science (RPC 365, MC B647)

Delete the following concentrations: Criminal Investigation & Intelligence Analysis (40 students), Criminal Justice Self-Design (14 students), Homeland Security (9 students), Organizational Leadership (14 students), and Restorative Justice (7 students). No courses will be deleted. The students enrolled in the deleted concentrations will either be taught out or transitioned to another set of courses based on preference.

Reason for request:

We seek to simplify and streamline options for students. The removal of 9 hours of concentrations allows students 9 additional hours of electives. They may select these electives based on their degree completion and career needs.

Program Requirement Changes

DODGE FAMILY COLLEGE OF ARTS AND SCIENCES

Information Studies, Bachelor of Arts (RPC 343, MC B560, B561)

Course requirement changes. Change required course LIS 4063 Fundamentals of Information Technology to LIS 3063 Essentials of IT & Informatics. Total credit hours for the degree will not change.

Reason for request:

A course modification was submitted previously to change the course number and title from LIS 4063 Fundamentals of Information Technology to LIS 3063 Essentials of IT & Informatics, but a program modification was not submitted at that time. The course modification was submitted to separate 4063 from 5063 to accommodate the different needs of our undergraduate and graduate students.

Information Science and Technology, Bachelor of Science (RPC 002, MC B557)

Course requirement changes. Change required course LIS 4063 Fundamentals of Information Technology to LIS 3063 Essentials of IT & Informatics. Total credit hours for the degree will not change.

Reason for request:

A course modification was submitted previously to change the course number and title from LIS 4063 Fundamentals of Information Technology to LIS 3063 Essentials of IT & Informatics, but a program modification was not submitted at that time. The course modification was submitted to separate 4063 from 5063 to accommodate the different needs of our undergraduate and graduate students.

Administrative/Internal Program Changes

Recommended for Approval by the Academic Programs Council or Graduate Council
September 2022
New Course Designator

DODGE FAMILY COLLEGE OF ARTS AND SCIENCES

DSP-Course Designator Request

Request for new course designator DSP – Data Scholarship Program. Two existing courses (CAS 4983 and 5633) and three new courses (CAS 5673, 5773 and 5783) will move to this new course designator.

Reason for request:

The Data Scholarship Program (DSP) is developing a new online master's program in Applied Statistics. Currently the DSP is a DFCAS administered program and consists of undergraduate and graduate certificates and undergraduate minors in applied statistics and data analytics. These offerings are comprised of existing DFCAS courses, with the exception a few CAS courses designed specifically for DSP students. The DSP certificates and minors began enrolling students in fall 2021. Now that an online master's program is being developed (anticipated first cohort in fall 2023), we think it is important to assign a program-specific

designator for the DSP to brand the program for marketing and to raise internal and external visibility of the program. We are submitting 3 new course proposals that will use the DSP designator and converting other DSP related courses to the new designator.

GALLOGLY COLLEGE OF ENGINEERING

ACS-Course Designator Request

Request for new course designator ACS – Applied Computer Science.

Reason for request:

We are creating a new online program graduate program in Applied Computer Science. This program unlike the regular computer science program this program is very applied and industry relevant. Students entering the program need to have only little math and programming background. This program will not share any courses with the regular computer science program.

ELS-Course Designator Request

Request for new course designator ELM – Engineering Leadership and Management.

Reason for request:

We are creating a new online program graduate program in Engineering Leadership and Management. This program was recently approved by the Provost Office. We are in the process of getting approval from the Graduate College. As part of the process, we need to add new courses into CourseLeaf. The new designation is needed as new courses will be added.

Program Requirement Changes

DODGE FAMILY COLLEGE OF ARTS AND SCIENCES

Information Studies, Minor (MC N560)

Course requirement changes. Change required course LIS 4063 Fundamentals of Information Technology to LIS 3063 Essentials of IT & Informatics. Total credit hours for the minor will not change.

Reason for request:

A course modification was submitted previously to change the course number and title from LIS 4063 Fundamentals of Information Technology to LIS 3063 Essentials of IT & Informatics, but a program modification was not submitted at that time. The course modification was submitted to separate 4063 from 5063 to accommodate the different needs of our undergraduate and graduate students.

Master of Social Work/Master of Public Health (RPC 211, MC F840/Q553)

Course requirement changes. Both standalone programs have previously been updated; now the dual program will be updated. Several courses are being deleted and added to the dual program curriculum to reflect the changes already made to the standalone programs. A total of 18 credit hours will be shared (9 from each program). Total hours for the degree will change from 84 to 88.

Reason for request:

Both the Master of Social Work and Master of Public Health had curriculum changes due to accrediting body requirements. The dual Master of Social Work/Master of Public Health degree program curriculum is being updated to reflect those.

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
November 2022

Prefix/Number	Title	Comments
COURSE CHANGES		
Dodge College of Arts and Sciences		
H R	5033 Seminar in Leadership in Organizations (old) Introduction to Inclusive Leadership in Organizations (new)	Change Title Change Short Title Change Course Description Change Pre-Requisites
H R	5413 Chemical Dependency (old) Addiction Counseling (new)	Change Title Change Short Title Change Course Description Change Pre-Requisites
H R	5503 Narrative Metaphor in Counseling (old) Research for Counseling (new)	Change Title Change Short Title Change Course Description Change Pre-Requisites
H R	5513 Marriage and Family Therapy (old) Couples and Family Counseling Therapy (new)	Change Title Change Short Title Change Course Description Change Pre-Requisites
H R	5613 Human Relations in Education (old) Assessment and Evaluation in Counseling (new)	Change Title Change Short Title Change Course Description Change Pre-Requisites
P SC	3923 World Happiness	Change Course Description

Prefix/Number		Title	Comments
P SC	4093	Capstone Seminar in Political Science	Change Pre-Requisites
P SC	4203	Capstone Seminar in Public Affairs and Administration	Change Course Description Change Pre-Requisites
PHYS	5013	Mathematical Methods in Physics	Change Course Description
PHYS	5153	Classical Mechanics	Change Course Description
PHYS	5163	Statistical Mechanics	Change Course Description
PHYS	5393	Quantum Mechanics I	Change Course Description
PHYS	5403	Quantum Mechanics II	Change Course Description
PHYS	5573	Electrodynamics I	Change Course Description
PHYS	5583	Electrodynamics II	Change Course Description
PSY	3114	Research Methods: Applications and Experimental Design	Change Pre-Requisites
PSY	4113	Capstone Survey of Major Fields in Psychology	Change Pre-Requisites
PSY	4143	Capstone Service Learning	Change Pre-Requisites
PSY	4343	Health Psychology	Change Pre-Requisites
PSY	4413	Behavioral Addictions	Change Pre-Requisites
PSY	4423	Eating Disorders	Change Pre-Requisites
PSY	4433	Clinical Psychology	Change Pre-Requisites
PSY	4453	Abnormal Psychology	Change Pre-Requisites
PSY	4703	Psychology of Leadership	Change Pre-Requisites
RELS	3623	Discovering the Apostle Paul: His Life and Thoughts (old) Paul and Christian Origins (new)	Change Title Change Short Title
SOC	6353	Special Topics in Demography (old) Life Course Seminar (new)	Change Title Change Short Title
SOC	6363	Special Topics in Social Differentiation (old) Family Demography Seminar (new)	Change Title Change Short Title

Prefix/Number	Title		Comments
Price College of Business			
FIN	5322	Derivative Securities and Markets (old) Financial Derivatives (new)	Change Title Change Short Title Change Pre-Requisites
SCM	5402	Logistics Management (old) Logistics, Distribution and Transportation Management (new)	Change Title Change Short Title Change Course Description Change Pre-Requisites
SCM	5422	Sourcing and Supply Management (old) Strategic Sourcing and Supply Management (new)	Change Title Change Short Title Change Course Description Change Pre-Requisites
SCM	5502	Supply Chain Management (old) Fundamentals of Supply Chain (new)	Change Title Change Short Title Change Course Description
SCM	5522	Production/Operations Management (old) Planning and Operations Management (new)	Change Title Change Short Title Change Course Description Change Pre-Requisites
SCM	5562	Global Supply Chain Management (old) Supply Chain Excellence in a Global World (new)	Change Title Change Short Title Change Course Description
SCM	5572	Modeling and Decision Making (old) Modeling, Analytics, and Decision Making (new)	Change Title Change Short Title Change Course Description
Mewbourne College of Earth & Energy			
GPHY	5020 (old) 5023 (new)	Computational Geophysics	Change Course Number Change Course Description Change Credit Hours Change Repeatability Change Schedule Type
Gallogly College of Engineering			
CEES	4943	Air Quality Management	Change Pre-Requisites
ISE	5543	Decision Analysis	Change Cross-Listing
ISE	5773	Systems Requirements and Architecting	Change Cross-Listing
Boren College of International Studies			
IAS	3923	World Happiness	Change Course Description

Prefix/Number	Title	Comments
COURSE DELETIONS		
Dodge College of Arts and Sciences		
RELS	2403	Introduction to Comparative Religion
RELS	2413	Religion, Culture, and the Meaning of Life
RELS	3183	Lost Scriptures and the Formation of the Bible
RELS	3303	Conceptions of the Afterlife
RELS	3573	Jesus in the World's Religions
S WK	5013	Advanced Standing Seminar I
S WK	5023	Advanced Standing Seminar II
Price College of Business		
SCM	5302	Introduction to Supply Chain Management
NEW COURSES		
Gibbs College of Architecture		
College of Arts and Sciences		
ENGL	1111	Principles of Composition I Stretch Corequisite
H R	5903	Counseling Internship I
H R	5913	Counseling Internship II
H R	5923	Human Growth and Development
MLL	3323	Language, Culture, and Identity in the Middle East and North Africa
PSY	4673	Psychology of the Family
PSY	6323	Teaching of Psychology
S WK	5043	Introduction to Advanced Integrative Practice
SOC	5743	Religion Seminar
Price College of Business		
ACCT	5123	Special Topics in Advanced Financial Accounting
B AD	5202	Online MBA Professional Development
FIN	5452	Financial Statement Analysis for Financial Decisions
FIN	5462	Economics for Finance
FIN	5472	Financial Ethics
MIT	5812	Cyberanalytics
Mewbourne College of Earth & Energy		
GEOL	5503	Clay Mineralogy
Gallogly College of Engineering		
ACS	5113	Programming Principles
ACS	5123	Mathematics for Computer Science
ACS	5213	Practical Data Structures and Algorithms
ACS	5223	Introduction to Software Engineering
ACS	5313	Applied Database System Technologies
ACS	5323	Data Security, Networks and Network Security
ACS	5413	Mobile Devices Software Development
ACS	5513	Machine Learning Practice
ACS	5523	Introduction to Cloud Computing
CH E	5003	Management & Leadership
CH E	5013	Decision & Risk Analysis

Prefix/Number		Title	Comments
CH E	5023	Challenge Group Project	
CH E	5033	Environmental Separations	
CH E	5043	Business Sustainability	
CH E	5053	Carbon Capture & Utilization	
ELM	5123	Strategic Communication for Engineering Leaders	
ELM	5213	Data Science and Analytics for Engineering Management Decisions	
ELM	5313	Systems Thinking	
ELM	5323	Leading Creative Teams	
ELM	5423	Negotiating Skills for Technical Leaders	
ELM	5523	Capstone Project	
ELM	5543	Decision Analysis	
ISE	5783	Project Leadership	
Weitzenhoffer College of Fine Arts			
ART	3343	Comics & Sequential Art	
ART	4333	Drawing the Natural World	

Courses Recommended for Approval by
The Academic Programs Council or Graduate Council
October 2022

Prefix/Number		Title	Comments
COURSE CHANGES			
Gibbs College of Architecture			
RCPL	5033	Sociology of Housing	Change Course Description Change Pre-Requisites Change Slash-Listing
RCPL	5513	Subdivision and Planned Unit Development Planning	Change Course Description Change Pre-Requisites Change Slash-Listing
Dodge College of Arts and Sciences			
ENST	2813	Environmental Studies Cornerstone	Change Pre-Requisites
ENST	3891	Environmental Studies Learning Community	Change Pre-Requisites
ENST	3893	Environmental Studies Research Project	Change Pre-Requisites
HIST	3013	Archaic Greece (old) Indigenous Politics in Modern Latin American History (new)	Change Title Change Short Title Change Course Description Change Pre-Requisites

Prefix/Number		Title	Comments
HIST	3783	Africa Since 1800 (old) Slavery and the Atlantic World (new)	Change Title Change Short Title Change Course Description Change Pre-Requisites
LTRS	3213	Shakespeare and Classical Mythology (old) Monsters & Modernity: The Gothic Genre (new)	Change Title Change Short Title Change Course Description
PHYS	4223	Modern Optics (old) Optics (new)	Change Title Change Short Title Change Course Description
PHYS	4813	Atomic and Molecular Physics (old) Atomic Physics (new)	Change Title Change Short Title Change Course Description
PHYS	5223	Modern Optics (old) Optics (new)	Change Title Change Short Title Change Course Description Change Pre-Requisites
PHYS	5813	Quantum Mechanics of Atoms (old) Atomic Physics (new)	Change Title Change Short Title Change Course Description
RELS	2303	Islamic Religious Tradition (old) Introduction to Islam (new)	Change Title Change Short Title Change Course Description
SOC	3933	Criminal Law (old) Inside/Out: Drugs, Alcohol, and Society (new)	Change Title Change Short Title Change Course Description Change Pre-Requisites
SOC	5033	Sociology of Housing	Change Course Description Change Pre-Requisites Change Slash-Listing
Price College of Business			
ACCT	3033	Financial Reporting Issues in Energy	Change Pre-Requisites
MKT	3053	Marketing Research	Change Pre-Requisites
MKT	3323	Consumer Behavior	Change Pre-Requisites
MKT	3413	New Product Development	Change Pre-Requisites
MKT	3513	Social Media Marketing	Change Pre-Requisites
MKT	4123	Professional Selling and Negotiations	Change Pre-Requisites
MKT	4143	Digital Marketing	Change Pre-Requisites
MKT	4173	Marketing Analytics	Change Pre-Requisites

Prefix/Number		Title	Comments
MKT	4333	Marketing Strategy and Policy	Change Pre-Requisites
MKT	4523	International Marketing	Change Pre-Requisites
SCM	4323	Strategic Issues in Supply Chain Management	Change Pre-Requisites
Jeannine Rainbolt College of Education			
EDSC	3233	Environmental Issues in the Community	Change Course Description Change Pre-Requisites
Mewbourne College of Earth & Energy			
G E	6273	Advanced Rock Mechanics II	Change Course Description Change Pre-Requisites
GPHY	4874	Seismic Exploration	Change Course Description Change Pre-Requisites
P E	6273	Advanced Rock Mechanics II	Change Course Description Change Pre-Requisites
Boren College of International Studies			
IAS	3423	Politics and Society in Iraq (old) Middle East Through Film (new)	Change Title Change Short Title Change Course Description
COURSE DELETIONS			
Dodge College of Arts and Sciences			
CL C	3323	Religion of the Pharaohs	
NEW COURSES			
College of Atmospheric & Geographic Science			
METR	4753	Forecast and Warning Communication	
METR	5753	Forecast and Warning Communication	
Gibbs College of Architecture			
ARCH	1713	Architectural Journeys	
RCPL	4033	Sociology of Housing	
RCPL	4513	Subdivision and Planned Unit Development Planning	
Dodge College of Arts and Sciences			
DSP	5673	Introduction to Scientific Computing	
DSP	5773	Ethics in Statistical Practice	
DSP	5873	Statistical Consulting and Communication	
LTRS	3223	Revolutions	
LTRS	3233	The Novel: Comedy, Romance and Realism	
NAS	1715	Potawatomi Language I	

Prefix/Number		Title	Comments
PBIO	4334	Horticulture	
PHIL	3403	Jewish and Islamic Philosophy	
PHYS	2222	Computational Physics	
PSY	4653	Cognitive Development	
PSY	4713	Prejudice and Civil Rights	
RELS	3323	Religion and Social Change	
RELS	3353	Religion and Black Political Thought	
SOC	4033	Sociology of Housing	
Mewbourne College of Earth & Energy			
P E	6293	Unconventional Reservoirs	
Gallogly College of Engineering			
College of Professional and Continuing Studies			
LSIS	3013	Effective Communication	
LSIS	3053	Digital Literacy & Data Analysis	
LSIS	3123	Applied Budget & Finance	
LSIS	3143	Marketing and Brand Management	
LSIS	3523	Healthcare Finance	
LSIS	3953	Critical Inquiry in Interdisciplinary Studies	
LSIS	4033	Innovative Problem-Solving	
LSIS	4113	Group & Organizational Communication	
LSIS	4133	Human Resources Administration	
LSIS	4173	Business Ethics and Legal Environment	
LSIS	4513	Healthcare Operations Management	
LSIS	4533	Healthcare Program Evaluation	
LSIS	4953	Portfolio in Interdisciplinary Studies	

Courses Recommended for Approval by
The Academic Programs Council or Graduate Council
September 2022

Prefix/Number		Title	Comments
COURSE CHANGES			
College of Atmospheric and Geographic Sciences			
GEOG	4183	Patterns and Processes in Landscape Ecology	Change Pre-Requisites
GEOG	5183	Patterns and Processes in Landscape Ecology	Change Pre-Requisites
Gibbs College of Architecture			
CNS	4603	Design + Build Construction (old) Design + Build: Construction Lab (new)	Change Title Change Course Description Change Slash-listing

Prefix/Number		Title	Comments
ID	4633	Interior Design Portfolio II	Change Course Description Change Slash-listing
Dodge College of Arts and Sciences			
ENGL	2773	American Literature (old) American Literature I (new)	Change Title Change Short Title Change Pre-Requisites
ENGL	2883	American Literature (old) American Literature II (new)	Change Title Change Short Title Change Pre-Requisites
MATH	1503	College Algebra	Change Course Description Change Pre-Requisites
MATH	1523	Precalculus and Trigonometry	Change Course Description Change Pre-Requisites
MATH	1743	Calculus I for Business, Life and Social Sciences	Change Course Description Change Pre-Requisites
MATH	1823	Calculus and Analytic Geometry I	Change Course Description Change Pre-Requisites
MATH	1914	Differential and Integral Calculus I	Change Course Description Change Pre-Requisites
MATH	2123	Calculus II for Business, Life and Social Sciences	Change Course Description
MATH	2423	Calculus and Analytic Geometry II	Change Course Description
MATH	2924	Differential and Integral Calculus II	Change Course Description
NAS	4213	Language Acquisition for Revitalization (old) Intro to Language Documentation and Revitalization (new)	Change Title Change Short Title Change Course Description Change Pre-Requisites
NAS	4223	Survey of Native American Languages	Change Course Description Change Pre-Requisites
NAS	4233	Language Acquisition for Revitalization	Change Short Title Change Course Description Change Pre-Requisites
NAS	5213	Language Acquisition for Revitalization (old) Intro to Language Documentation and Revitalization (new)	Change Title Change Short Title Change Course Description
NAS	5223	Survey of Native American Languages	Change Course Description
NAS	5233	Language Acquisition for Revitalization	Change Short Title Change Course Description

Prefix/Number		Title	Comments
PHYS	6283	Advanced Atomic/Molecular Physics	Change Course Description Change Pre-Requisites
PSY	4453	Abnormal Psychology	Change Graduate Credit
PSY	4703	Psychology of Leadership	Change Graduate Credit
Weitzenhoffer College of Fine Arts			
A HI	4353 (old) 3343 (new)	Northern Renaissance Art	Change Course Number Change Course Description
A HI	4503 (old) 3503 (new)	Art of the 18th Century: The Age of Enlightenment (old)	Change Course Number Change Course Description
A HI	4553 (old) 3553 (new)	Nineteenth-Century Art	Change Course Number
College of Professional and Continuing Studies			
LSTD	1053	Mathematics in Liberal Studies	Change Course Description
COURSE DELETIONS			
Gibbs College of Architecture			
CNS	5603	Design + Build Construction	
Dodge College of Arts and Sciences			
S WK	5233	Human Behavior: Individuals, Families, and Treatment Groups	
S WK	5243	Human Behavior II: Groups, Organizations and Communities	
Weitzenhoffer College of Fine Arts			
A HI	2213	Global Art I	
A HI	2223	Global Art II	
A HI	5503	Art of the 18th Century: The Age of Enlightenment	
A HI	5553	Nineteenth-Century Art	
NEW COURSES			
Gibbs College of Architecture			
I D	5633	Interior Design Portfolio II	
Dodge College of Arts and Sciences			
FMS	3453	Global Indigenous Media	
FMS	3673	Anime: the World of Japanese Animation	
MATH	1471	Mathematics for Critical Thinking Corequisite	
MATH	1501	College Algebra Corequisite	
MATH	1641	Functions and Modeling Corequisite	

Prefix/Number		Title	Comments
MLLL	3673	Anime: the World of Japanese Animation	
PHYS	6543	Advanced Quantum Optics	
PHYS	6663	Non-Relativistic Many Body Theory	
PSY	4413	Behavioral Addictions	
PSY	4423	Eating Disorders	
RELS	3103	Famous Bibles	
Jeannine Rainbolt College of Education			
EACS	5823	The Charter School Phenomenon	
Mewbourne College of Earth & Energy			
GEOL	1023	Geology of National Parks	
Gallogly College of Engineering			
CH E	5323	Sustainable Engineering Principles	
CH E	5333	Sustainable Polymer Manufacturing	
CH E	5343	Sustainable Process Design	
CH E	5353	Emerging Technologies toward Water Sustainability	
Boren College of International Studies			
IAS	3983	Anti-Muslim Racism	
College of Professional and Continuing Studies			
LSCJ	3423	Computer Crime and Digital Investigation	

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

INACTIVE COURSE DELETIONS – NC

The Oklahoma State Regents for Higher Education confer upon each institution the authority to delete, modify, and add courses. The courses in the list are to be deleted because they have not been offered since Fall 2016 or earlier, for reasons that include low enrollment, modifications to program curriculum, or departure of faculty who specialized in teaching them. Academic departments will be able to reactivate them in the future if needed.

Inactive Courses - Deleted Fall 2022
(Courses not offered since Fall 2016 or earlier)

Prefix/Number		Title
COURSE DELETIONS		
Christopher C. Gibbs College of Architecture		
ARCH	1223	Methods II - Material Awareness
ID	5153	Practice and Leadership in a Global Design Market
RCPL	5733	Real Estate Development in Urban Planning
RCPL	5823	Rural and Regional Planning
Dodge Family College of Arts and Sciences		
AFAM	3313	A Social History of Black Military Life: 1877-1895
AFAM	3323	Black Military Presence in the American West: 1866-1891

Prefix/Number		Title
AFAM	4663	Race, Power, and Privilege
AFAM	4723	Leadership in the African American Community
ANTH	4033	Story, Performance, Event
ANTH	4183	Anthropology of Diet & Nutrition
ANTH	4343	The Archaeology of Belief: Religion and Cosmology in the Past
ANTH	4383	Archaeological Origins of Inequality
ANTH	4503	Anthropological Perspectives on Globalization
ANTH	4930	Advanced Fieldwork in Anthropology
ANTH	5033	Story, Performance, Event
ANTH	5073	Anthropology of Religion
ANTH	5353	Archaeology of Religion and Belief
ANTH	5623	Descriptive Linguistic Methods I
ANTH	5773	Landscape, Space, and Place
BIOL	2103	Everyday Evolution
BIOL	4394	Advanced Light Microscopy
BIOL	4471	Ecology of Lakes Laboratory
BIOL	4583	Field Studies in Biological Conservation
BIOL	6011	Professional Aspects of Biology
LTRS	3203	Revenge Tragedy, Ancient and Modern
COMM	2423	Gender and Communication
COMM	5243	Language Perspectives of Communication
COMM	6373	Seminar in Mass Communication
ENGL	3843	Theory Now
ENGL	4383	Civilization and Diaspora
ENGL	4723	Issues in Nineteenth-Century American Literature
ENGL	5333	Native American Women Writers
ENGL	5363	Native Amer Non-Fiction & Crit
ENST	2713	Plants, People and the Environment
ENST	3413	Human Health, Disease, and the Environment
HES	1021	Beginning Judo
HES	1031	Introduction to Martial Arts
HES	1521	Beginning Swimming
HES	1681	Beginning Tennis
HES	4803	Nutrition and Sport Performance for Non-Majors
HES	4873	Principles of Strength and Conditioning
HIST	3043	Egypt and Mesopotamia
HIST	3463	The Life of the Mind in America: to 1815
HIST	3473	Life of the Mind in America: 1815 to 1877
H R	4733	Juvenile Justice and Delinquency Prevention
H R	5123	Decision Making in Adult and Higher Education
MBIO	3283	Introduction to Genomics
MBIO	4394	Advanced Light Microscopy
MBIO	4953	BioWriting
MBIO	6873	Microbial Ecology
PBIO	3283	Introduction to Genomics
PBIO	4394	Advanced Light Microscopy
PBIO	4873	Microbial Physiology and Molecular Biology Laboratory
PBIO	4953	BioWriting
PBIO	5623	Ecosystem Ecology
FR	1013	Beginning French for Reading
GERM	5253	Goethe'S Faust and the Problem of Evil
MLL	3843	20th-Century European Culture and Identity

Prefix/Number		Title
SPAN	4093	Survey of Spanish-American Literature I
SPAN	4153	Survey of Spanish Literature to 1700
SPAN	4323	Latin American Civilization and Culture
NAS	4543	Understanding Native American Art of Today
NAS	5543	Understanding Native American Art of Today
PHIL	1203	Philosophy and Human Destiny, East and West
PHIL	3723	Contemporary Social and Political Philosophy
PHYS	6851	Seminar on Solid State Physics
NPNG	3593	Nongovernmental Organizations
NPNG	3761	Event Planning
NPNG	4243	Grants and Contracts
NPNG	4503	Program Evaluation for Nonprofits
P SC	3473	Political Psychology
P SC	3523	The History of Terrorism
P SC	3533	Contemporary Terrorism
P SC	3603	Politics of Ireland and the United Kingdom
P SC	3633	Politics in East Asia
P SC	3761	Event Planning
P SC	4020	Problems in American Government
P SC	4153	Strategic Planning and Performance Assessment
P SC	4213	Regulatory Policy
P SC	4243	Grants and Contracts
P SC	4653	Politics, Literature, and Film
P SC	4713	Princes, Tyrants, Statesmen: On Political Leaders
P SC	5193	Comparative Administration
P SC	5453	The Presidency
PSY	5433	Classic Issues in Social Psychology
SOC	3603	Sociology of Education
SOC	5703	Sociology of Education
SOC	6503	Women and Crime
WGS	3213	Race, Gender and Greek Life
WGS	3403	Race and Reproduction
WGS	3983	Women, Girls & Crime (Crosslisted with Sociology 3983)
College of Atmospheric and Geographic Science		
AGSC	2014	The Earth System
AVIA	1003	Introduction to Computer Concepts and Applications
GEOG	3223	The British Empire and its Successor States
GEOG	5610	Field Studies in Regional Geography
GEOG	5650	Advanced Field Studies
GEOG	6210	Seminar in Physical Geography
METR	4653	Air Pollution Meteorology and Modeling
METR	5453	Advanced Tropical Meteorology
METR	5653	Air Pollution Meteorology and Modeling
Price College of Business		
B AD	2110	Topics in Business for Non-Majors
B AD	4710	Special Problems in Business Administration
ENT	3413	New Product Development
FIN	3133	International Financial Management for Non-Majors

Prefix/Number		Title
HCB	4363	Business Infrastructure and Cyber Security
L S	4710	Special Topics in Legal Studies
MGT	3183	What Makes A Team Work
MGT	4373	Compensation Issues in Management
MIT	5950	Special Topics
MIT	5973	Topics in Information Systems
Mewbourne College of Earth and Energy		
G E	5243	Introduction to Rock Mechanics
GEOL	4213	Earth System History
GEOL	5213	Earth System History
Jeannine Rainbolt College of Education		
EACS	5613	Human Relations in Education
EACS	6273	Personnel Administration in Education
EDAH	5123	Decision-Making in Adult and Higher Education
EDAH	5553	Evaluation Strategies for Learning and Performance
EDAH	6193	Foundations of Qualitative Inquiry in Adult & Higher Education
EDS	5043	Membership and Moral Formation
EDS	6703	Advanced Studies in the History of Educational Thought
EDEN	6263	Special Topics in Literacy II
EDMA	5973	The Use of Technology in Teaching Mathematics
EDUC	5972	Pre-Master's Seminar
EIPT	3011	Productivity Tools for Education
EDPY	5293	Psychoneuropharmacology
Gallogly College of Engineering		
AME	5133	Space Robotics
AME	5163	Turbomachinery
AME	5953	Turbulence I
CEES	4803	Civil Engineering Professional Practice
CEES	4813	Envir Science and Envir. Engineering Professional Practice
CEES	5283	Environmental Organic Chemistry
ECE	5713	Microwave Systems and Components
ECE	6213	Optical Information Processing
ISE	5573	Stat Analysis-Simulatn Models
Weitzenhoffer Family College of Fine Arts		
A HI	4693	World Modernisms
A HI	5693	World Modernisms
A HI	5763	The American West in Myth and Memory
ART	5563	Graduate Studio Photography VI
DES	6093	Graduate Studio Visual Communication XI
DES	6193	Graduate Studio Visual Communication XII
DANC	3262	Ballet Variations
DRAM	5733	Graduate Play Structure and Analysis
MUED	2250	Field Experience for Mute 2252
MUED	3743	Teaching Choral Music, 9-12

Prefix/Number		Title
MUTE	1190	Opera/Music Theatre
MUTE	2020	Composition Forum
MUTE	2252	Bme Instrumental Conducting II
Boren College of International Studies		
IAS	2101	What is Asia?
IAS	3243	Contemporary Europe
IAS	3733	Public Health in Africa
Gaylord College of Journalism and Mass Communication		
JMC	3153	Magazine Industry and Issues
JMC	3534	Professional Writing: Magazine Writing
JMC	4583	Romance & Suspense Writing
JMC	5033	Magazine Production
JMC	5253	British Media Studies
JMC	5263	British News Media Systems
JMC	5583	Romance & Suspense Writing
College of Law		
LAW	2144	Torts
LAW	5720	Corporate Finance
LAW	5970	Special Topics/Seminar
LAW	6010	English Legal System
LAW	6030	European Union Law
College of Professional and Continuing Studies		
LSAL	1823	Introduction to Business Communication
LSAL	4683	Development in Grant Writing
LSAL	5253	Ethics in Organizations
LSAL	5273	Planning in Organizations
LSAL	5293	Leadership in Practice
LSAL	5363	Staffing and Talent Management in Organizations
LSAL	5513	Foundations in Professional Coaching
LSAL	5573	Careers in Coaching
University College		
M S	4123	Adaptive Leadership

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

ACADEMIC CALENDAR 2023-2024 – ALL

The Oklahoma State Regents for Higher Education authorize the President to approve the institution's academic calendar each year. The calendar is then submitted to the State Regents by December 1 prior to the summer semester to which the proposed calendar applies. The attached academic calendar is for information only and will be submitted to the Oklahoma State Regents for Higher Education.

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
 Institution: The University of Oklahoma – Norman Campus
ACADEMIC CALENDAR FOR 2023-2024

Summer Session (2023):

Semester begins (first day of classes)	May 15, 2023
8-week session (begins and ends)	May 15 to July 7, 2023
8-week session (begins and ends)	June 12 to Aug. 4, 2023
1 st 4-week session (begins and ends)	May 15 / June 9, 2023
2 nd 4-week session (begins and ends)	June 12 / July 7, 2023
3 rd 4-week session (begins and ends)	July 10/ Aug. 4, 2023
Please list dates of all holidays and breaks	
MEMORIAL DAY	May 29, 2023
JUNETEENTH DAY	June 19, 2023
INDEPENDENCE DAY	July 4, 2023
Semester ends (including final exams)	August 4, 2023
Commencement date (graduation ceremony)	N/A

Fall Semester (16 Week) (2023):

16-week session begins (first day of classes)	August 21, 2023
1 st 8-week session (begins and ends)	Aug 21 / Oct 13, 2023
2 nd 8-week session (begins and ends)	Oct 16 / Dec 15, 2023
Please list dates of all holidays and breaks	
LABOR DAY	September 4, 2023
FALL BREAK DAY* (Student instructional holiday)	TBA_
THANKSGIVING	Nov 22-26, 2023
16-week session ends (including final exams)	December 15, 2023
Commencement date (graduation ceremony)	N/A

Fall Semester (Winter Session) (2023):

4-week session begins (first day of classes)	December 18, 2023
Please list dates of all holidays and breaks	
CHRISTMAS	Dec 25, 2023
NEW YEAR'S DAY	January 1, 2024
Semester ends (including final exams)	January 12, 2024
Commencement date (graduation ceremony)	N/A

Spring Semester (Spring 2024):

16-week session begins (first day of classes)	January 16, 2024
1 st 8-week session (begins and ends)	Jan 16- March 8, 2024
2 nd 8-week session (begins and ends)	March 11 - May 10, 2024
Please list dates of all holidays and breaks	
MARTIN LUTHER KING	January 15, 2024
SPRING BREAK	March 16-24, 2024
16-week session ends (including final exams)	May 10, 2024
Commencement date (graduation ceremony)	May 10, 2024

Fall and Spring (if applicable):

Final add/drop date 16 week/first 8-week classes:

Fall: 16 weeks add __September 1, 2023, drop __September 1, 2023, 1st 8-week add _August 23, 2023, drop _August 25, 2023.

Spring: 16 weeks add _January 26, 2024, drop _January 29, 2024, 1st 8-week add _January 18, 2024, drop _January 19, 2024.

Final add/drop date 2nd 8-week classes:

Fall: 2nd 8-week add _October 18, 2023, drop _October 20, 2023,

Spring: 2nd 8-week add _March 13, 2024, drop _March 15, 2024.

Summer (if applicable):

Final add/drop date 8 week/first 4-week classes 2023	8 week add _May 17, 2023, drop _May 19, 2023
	1 st 4 week add _ May 16, 2023, drop May 17, 2023
Final add/drop date second 4-week classes	2 nd 4 week add _June 13, 2023, drop June 14, 2023
Final add/drop date third 4-week classes	3 rd 4 week add _July 11, 2023, drop _July 12, 2023

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
Institution: The University of Oklahoma – College of Law
ACADEMIC CALENDAR FOR 2023-2024

Summer Session (2023):

Semester begins (first day of first session of 8-week classes)	May 22, 2023
Semester begins (first day of second session of 8-week classes)	June 5, 2023
Please list dates of all holidays and breaks	
MEMORIAL DAY	May 29, 2023
JUNETEENTH	June 19, 2023
INDEPENDENCE DAY	July 4, 2023
Semester ends (last day of 1st 8-week classes including final exams)	July 14, 2023
Semester ends (last day of 2nd 8-week classes including final exams)	July 28, 2023
Commencement date (graduation ceremony)	N/A

Fall Semester (2023):

Semester begins (first day of classes)	August 21, 2023
Please list dates of all holidays and breaks	
LABOR DAY	September 4, 2023
THANKSGIVING	November 22-26, 2023
Semester ends (including final exams)	December 15, 2023
Commencement date (graduation ceremony)	N/A

Spring Semester (Spring 2024):

Semester begins (first day of classes)	January 16, 2024
Please list dates of all holidays and breaks	
MARTIN LUTHER KING	January 15, 2023
SPRING BREAK	March 16-24, 2024
Semester ends (including final exams)	May 10, 2024
Commencement date (graduation ceremony)	May 11, 2024

Alternative Schedules (please describe any alternative schedules):

Oxford Program Session (Summer 2023)	July 2-August 5, 2023
MLS (Summer 2023) 1st 7-week session begins/ends	May 15-July 2, 2023
MLS (Summer 2023) 2nd 7-week session begins/ends	July 3-August 20, 2023
MLS (Fall 2023) 1st 8-week session begins/ends	August 21-October 15, 2023
MLS (Fall 2023) 2nd 7-week session begins/ends	October 23-Dec 10, 2023
MLS (Spring 2024) 1st 8-week session begins/ends	January 16-March 10, 2024
MLS (Spring 2024) 2nd 7-week session begins/ends	March 18-May 5, 2024

Summer 2023 (if applicable):

Final add/drop date 1st 8-week classes

May 23/May 26, 2023

Final add/drop date 2nd 8-week classes

June 6/June 9, 2022

Fall 2023 (if applicable):

Final add/drop date 16-week classes

August 25/September 1, 2023

Spring 2024 (if applicable):

Final add/drop date 16-week classes

January 19/January 26, 2024

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION

Institution: The University of Oklahoma – HSC

ACADEMIC CALENDAR FOR 2023-2024

Summer Session (2023):

Summer Session I:

Semester begins (first day of 8-week classes)

June 5, 2023

Please list dates of all holidays and breaks

Juneteenth Day

June 19, 2023

INDEPENDENCE DAY

July 4, 2023

Semester ends (last day of 8-week classes incl final exams)

July 31, 2023

Commencement date (graduation ceremony)

Summer Session II:

Semester begins (first day of 8-week classes)

July 3, 2023

Please list dates of all holidays and breaks

INDEPENDENCE DAY

July 4, 2023

Semester ends (last day of 8-week classes incl final exams)

August 25, 2023

Commencement date (graduation ceremony)

Fall Semester (Fall 2023):

Semester begins (first day of 16-week classes)

August 21, 2023

Please list dates of all holidays and breaks

LABOR DAY

September 4, 2023

FALL BREAK DAY* (Student instructional holiday)

TBA_

THANKSGIVING

Nov. 22-26, 2023

Semester ends (last day of 16-week classes incl final exams)

December 15, 2023

Commencement date (graduation ceremony)

*Note: Fall Break is generally scheduled the Friday prior to the OU/Texas football game. The Academic Calendar will be updated when the date is set by the President's Office.

Spring Semester (Spring 2024):

Semester begins (first day of 16-week classes)

January 16, 2024

Please list dates of all holidays and breaks

MARTIN LUTHER KING DAY

January 15, 2024

SPRING BREAK

March 16-24, 2024

Semester ends (including final exams)

May 10, 2024

Commencement date (graduation ceremony)

May 10-11, 2024

Intersessions (classes that meet between regularly scheduled semesters or that meet between summer session and fall semester, between fall semester and spring semester, or between spring semester and summer session):

Fall 2023

Spring/Winter 2023-24

Summer 2024

November 30, 2022

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Interession begins	July 31, 2023	December 18, 2023	May 13, 2024
Interession ends (including final exams)	August 18, 2023	January 12, 2024	May 31, 2024

Summer 2023 (if applicable):

	Final add/drop date 8 week:	
Summer I:	Final add date:	June 7, 2023
	Final drop date:	June 9, 2023
Summer II:	Final add date:	July 6, 2023
	Final drop date:	July 10, 2023

Fall 2023 and Spring 2024 (if applicable):

	Final add/drop date 16 week:	
Fall:	Final add date:	August 25, 2023
	Final drop date:	September 1, 2023
Spring:	Final add date:	January 22, 2024
	Final drop date:	January 29, 2024

Alternative Schedules (please describe any alternative schedules):

College of Medicine:

Note: Unless otherwise indicated the dates for Oklahoma City-track students and Tulsa School of Community Medicine (SCM)-track students are identical.

First-Year Students

Fall 2023

OKC Prologue (orientation)	August 14-17, 2023
SCM Prologue (orientation)	August 13-18, 2023
White Coat Ceremony OKC	August 17, 2023
White Coat Ceremony SCM	August 25, 2023
Regular Coursework begins	August 21, 2023
Labor Day	September 4, 2023
Fall Break	TBD
Thanksgiving Break	Nov. 22-26, 2023
Classes end	December 15, 2022
Winter break	Dec. 16, 2023- Jan. 1, 2024

Spring 2024

Classes begin	January 2, 2024
Martin L. King Day	January 15, 2024
Spring Break	March 16-24, 2024 †
Memorial Day	May 27, 2024
Classes end	May 31, 2024 †
Juneteenth	June 19, 2024 ††
Independence Day	July 4, 2024 ††
Classes end (3-year program only)	July 5, 2024 ††

† Not applicable to SCM 3-year program students

†† Only applicable to SCM 3-year program students

Second-Year Students

Fall 2023

November 30, 2022

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Orientation
Classes begin
Labor Day
Fall Break
Thanksgiving Break
Classes end
Winter break

August 7, 2023
August 7, 2023
September 4, 2023
TBD
Nov. 22-26, 2023
Dec. 15, 2023
Dec. 16, 2023-Jan. 1, 2024

Spring 2024
Classes begin
Martin L. King Day
Spring Break
Classes end

January 2, 2024
January 15, 2024
March 16-24, 2024
April 19, 2024

Third-Year Students

Summer and Fall 2023
Classes begin
First Day of Rotations
Independence Day
Labor Day
Fall Break
Thanksgiving Break
Classes end
Winter break
**Beginning at 8:00am*

June 26, 2023
July 3, 2023
July 4, 2023
September 4, 2023
TBD
Nov. 22*-26, 2023
December 15, 2023
Dec. 16, 2023-Jan. 1, 2024

Spring 2024
Classes begin
Martin L. King Day
Memorial Day
Classes end

January 2, 2024
January 15, 2024
May 27, 2024
June 14, 2024

Fourth-Year Students

Summer and Fall 2023
First Day of Rotations
Independence Day
Labor Day
Fall Break
Thanksgiving Break
Classes end
Winter break
**Beginning at 8:00am*

July 3, 2023
July 4, 2023
September 4, 2023
TBD
Nov. 22*-26, 2023
December 15, 2023
Dec. 16, 2023-Jan. 1, 2024

Spring 2024
Classes begin
Martin L. King Day
Match Day (tentative)
Classes end
Commencement

January 2, 2024
January 15, 2024
March 15, 2024
May 17, 2024
May 18, 2024

College of Medicine Third and Fourth Year Clinical Rotations (2, 4, 6 & 8 Week Rotations)

Oklahoma City Physician Associate Program:

Summer 2023: First Year Students

Classes begin	May 30, 2023
Classes end	August 4, 2023

Fall 2023: First Year Students	
Classes begin	August 7, 2023
Classes end	December 15, 2023

Spring 2024: First Year Students	
Classes begin	January 3, 2024
Classes end	May 10, 2024

Summer 2023: Second Year Students	
Classes begin	May 22, 2023
Classes end	August 25, 2023

Fall 2023: Second Year Students	
Classes begin	August 28, 2023
Classes end	December 22, 2023

Spring 2024: Second Year Students (4 week rotations)	
Classes begin	January 2, 2024
Classes end	May 24, 2024

Summer 2023: Third Year Students	
Classes begin	May 30, 2023
Classes end	August 25, 2023

Fall 2023: Third Year Students	
Classes begin	August 28, 2023
Classes end	October 3, 2023

Physician Associate-Second and Third Year Clinical Rotations (4 Week Rotations)

Commencement 2023:	October 3, 2023
Commencement 2024:	October 4, 2024

Tulsa Physician Assistant Program:

Summer 2023: First Year Students	
Orientation	June 1-2, 2023
Classes begin	June 5, 2023
Classes end	July 31, 2023

Summer 2023: Second Year Students	
Classes begin	June 5, 2023
Classes end	July 28, 2023
Intro to Clinical Year:	July 31-August 4, 2023

Summer 2023: Third Year Students	
Clinical Rotations begin	July 3, 2023
Clinical Rotations end	August 25, 2023

Fall 2023: First Year Students	
Classes begin	August 13, 2023

Classes end	December 15, 2023
Fall 2023: Second Year Students Clinical Rotations begin Clinical Rotations end	August 14, 2023 December 15, 2023
Fall 2023: Third Year Students Clinical Rotations begin Graduation	August 28, 2023 December 1, 2023
Spring 2024: First Year Students Classes begin Classes end	January 2, 2024 May 10, 2024
Spring 2024: Second Year Students Clinical Rotations begin Clinical Rotations end	January 2, 2024 June 14, 2024

Physician Assistant-Second and Third Year Clinical Rotations (2, 4, 6, & 8 Week Rotations)

Observed Holidays

July 4, 2023: Independence Day

September 4, 2023: Labor Day

TBD: Fall Break

November 22-26, 2023 Thanksgiving Break

December 16, 2022-January 2, 2024: Winter Break

January 15, 2024: Martin Luther King Jr. Day

March 16-24, 2024: Spring Break (First Year Students Only)

May 27, 2024: Memorial Day

June 19, 2024: Juneteenth Day

Graduate College

Graduate Program in Biomedical Sciences:

Program Start Date

Classes begin

July 31, 2023_____

August 1, 2023_____

Graduate Periodontics Program:

Summer 2023:

Classes begin

Classes end

May 15, 2023_____

August 18, 2023

College of Dentistry-Dentistry and Dental Hygiene Programs:

Summer 2023: First Year Students

Classes begin

Classes end

May 31, 2023

July 28, 2023

Second-Third Year Students

Classes begin

Classes end

June 5, 2023

July 28, 2023

Fall 2023:

Classes begin

Classes end

August 21, 2023

December 15, 2023

Spring 2024:

Classes begin

Classes end

January 8, 2024

May 10, 2024

Commencement:	May 11, 2024
College of Pharmacy PharmD Program:	
Summer 2023 – Second-Third Year Students	
Classes begin	June 5, 2023
Classes end	July 31, 2023
Fall 2023 – First-Third Year Students	
Classes begin	August 21, 2023
Classes end	December 15, 2023
Spring 2024 – First-Third Year Students	
Classes begin	January 16, 2024
Classes end	May 10, 2024
College of Pharmacy Clinical Rotations (Monthly Rotations):	
Summer 2023:	June 1-30, 2023 July 3-31, 2023 August 1-31, 2023
Fall 2023:	September 1-29, 2023 October 2-31, 2023 November 1-30, 2023 December 1-29, 2023
Spring 2024:	January 1-31, 2024 February 1-29, 2024 March 1-29, 2024 April 1-30, 2024 May 1-31, 2024
Pharmacy Commencement 2024:	May 31, 2024
Master of Science in Nursing-Nurse Administration and Management (Online Program)	
Fall 2023 (1 st 8-weeks)	
Classes begin	August 21, 2023
Classes end	October 13, 2023
Final drop date:	August 25, 2023
(2 nd 8-weeks)	
Classes begin	October 16, 2023
Classes end	December 15, 2023
Final drop date:	October 20, 2023
Spring 2024 (1 st 8-weeks)	
Classes begin	January 16, 2024
Classes end	March 8, 2024
Final drop date:	January 22, 2024
(2 nd 8-weeks)	
Classes begin	March 11, 2024
Classes end	May 10, 2024
Final drop date:	March 15, 2024

Spring 2023 International Study Abroad: Arezzo Study Abroad

November 30, 2022

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Classes begin
Classes end

May 15, 2023
June 3, 2023

College of Allied Health:

Dietetic Internship:

Summer 2023 Classes begin
Classes end (OKC Campus)

May 30, 2023
December 15, 2023

Fall 2023 Classes begin
Classes end (OKC Campus)

August 14, 2023
April 12, 2024

MA Nutritional Science Program: 8-week courses (On-line)

Fall 2023 (1st 8-weeks)

Classes begin
Classes end
Final drop date:

August 21, 2023
October 13, 2023
August 25, 2023

(2nd 8-weeks)

Classes begin
Classes end
Final drop date:

October 16, 2023
December 15, 2023
October 20, 2023

Spring 2024 (1st 8-weeks)

Classes begin
Classes end
Final drop date:

January 16, 2024
March 8, 2024
January 22, 2024

(2nd 8-weeks)

Classes begin
Classes end
Final drop date:

March 11, 2024
May 10, 2024
March 15, 2024

Spring 2023 International Study Abroad:

Classes begin
Classes end

May 17, 2023
June 2, 2023

Occupational Therapy:

Summer 2023 Semester:

Class of 2025:

Classes begin
Classes end

May 22, 2023
July 31, 2023

Class 2024:

Classes begin
Classes end

May 18, 2023
June 23, 2023

FW II:

Classes begin
Classes end

June 5, 2023
July 28, 2023

Fall 2023 Semester

Class of 2024:

Classes begin
Classes end

August 21, 2023
October 6, 2023

FW III:

Classes begin
Classes end

October 16, 2023
December 8, 2023

Spring 2024 Class of 2024: FW IV:	
Classes begin	January 8, 2024_____
Classes end	March 1, 2024
OT Class of 2024:	
Classes begin	March 4, 2024
Classes end	May 3, 2024
Physical Therapy:	
Summer 2023 Semester	
Class of 2025:	
Classes begin	May 22, 2023
Classes end	June 30, 2023
CE I:	
Classes begin	July 3, 2023
Classes end	August 11, 2023
Class of 2024:	
Classes begin	May 18, 2023
Classes end	June 23, 2023
CE II:	
Classes begin	June 26, 2023
Classes end	August 18, 2023
Fall 2023 Semester	
Class of 2024:	
Classes begin	August 24, 2023
Classes end	October 6, 2023
CE III:	
Classes begin	October 10, 2022
Classes end	December 16, 2022
Spring 2024	
Class 2025:	
Classes begin	January 9, 2024
Classes end	May 10, 2024
Class of 2024:	
Classes begin	January 8, 2024
Classes end	May 3, 2024_____
CE IV:	
Classes begin	January 15, 2024
Classes end	March 22, 2024

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
Institution: The University of Oklahoma – Online
ACADEMIC CALENDAR FOR 2023-2024

Summer Session (2023):	
Semester begins (first day of classes)	May 15, 2023
8 week session (begins and ends)	May 15 to July 7, 2023
1 st 4-week session (begins and ends)	May 15 / June 9, 2023

2 nd 4-week session (begins and ends)	June 12 / July 7, 2023
3 rd 4-week session (begins and ends)	July 10/ August 4, 2023
Please list dates of all holidays and breaks	
MEMORIAL DAY	May 29, 2023
JUNETEENTH DAY	June 19, 2023
INDEPENDENCE DAY	July 4, 2023
Semester ends (including final exams)	August 18, 2023
Commencement date (graduation ceremony)	N/A
Fall Semester (16 Week) (2023):	
16-week session begins (first day of classes)	August 21, 2023
1 st 8-week session (begins and ends)	Aug 21 / Oct 13, 2023
2 nd 8-week session (begins and ends)	Oct 16 / Dec 8, 2023
Please list dates of all holidays and breaks	
LABOR DAY	September 4, 2023
THANKSGIVING	Nov 23, 2023
16-week session ends (including final exams)	December 8, 2023
Commencement date (graduation ceremony)	N/A
Fall Semester (Winter Session) (2023):	
4-week session begins (first day of classes)	N/A
Please list dates of all holidays and breaks	
CHRISTMAS	N/A
NEW YEAR'S DAY	N/A
Semester ends (including final exams)	N/A
Commencement date (graduation ceremony)	N/A
<i>Spring Semester (Spring 2024):</i>	
16-week session begins (first day of classes)	January 16, 2024
1 st 8-week session (begins and ends)	Jan. 16 - March 8, 2024
2 nd 8-week session (begins and ends)	March 11 - May 3, 2024
Please list dates of all holidays and breaks	
MARTIN LUTHER KING	January 15, 2024
SPRING BREAK	
16-week session ends (including final exams)	May 3, 2024
Commencement date (graduation ceremony)	May 10, 2024
Fall and Spring (if applicable):	
Final add/drop date 16 week/first 8-week classes:	
Fall: 16 weeks add __September 1, 2023, drop __September 1, 2023, 1 st 8-week add _August 23, 2023, drop _August 25, 2023.	
Spring: 16 weeks add _January 26, 2024, drop _January 29, 2024, 1 st 8-week add _January 18, 2024, drop _January 19, 2024.	
Final add/drop date 2 nd 8-week classes:	
Fall: 2 nd 8-week add _October 18, 2023, drop _October 20, 2023,	
Spring: 2 nd 8-week add _March 13, 2024, drop _March 15, 2024.	
Summer (if applicable):	
Final add/drop date 8 week/first 4-week classes	8 week add _May 17, 2023, drop _May 19, 2023
	1 st 4 week add _ May 16, 2023, drop May 17, 2023
Final add/drop date second 4-week classes	2 nd 4 week add _June 13, 2023, drop June 14, 2023

Final add/drop date third 4-week classes

3rd 4 week add _July 11, 2023, drop _July 12, 2023

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

PRINCIPAL GIFTS TO THE UNIVERSITY

The following gifts and commitments have been received by the OU Foundation:

- \$2,025,000 from the Oklahoma City Community Fdn, Inc., on behalf of Ronnie Irani, to support the Ronnie K. Irani Research Support Fund.
- \$3,500,000 from Michael S. Turner LLC to support Oklahoma Biomedical Engineering Center equipment.
- \$3,000,000 planned gift from M. Dewayne Andrews, MD, and Ms. Rebecca M. Andrews to the College of Medicine.
- \$1,000,000 planned gift from an anonymous donor to support undergraduate resources for Dodge Family College of Arts & Sciences.
- \$1,000,000 planned gift from Neva Cochran to support the Mary Green Lovelace Endowed Scholarship Fund.
- \$5,000,000 gift from Jerry Ransom to support golf capital projects.
- \$1,000,000 gift from an anonymous donor to support the Presidential Strategic Initiatives Fund.
- \$1,250,000 gift from JP Morgan Charitable Giving Fund advised by Michael Horton to support OU Football's SOUL Mission development program and Michael D. Horton Real Estate Finance Student Development fund.

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

QUARTERLY REPORT OF PURCHASES – ALL

Section 4.11.7 of the Board of Regents Manual requires that certain purchases “must be reported to the Board of Regents at least quarterly.” The quarterly report is attached hereto as Exhibit F. This report includes a synopsis of contracts entered to acquire goods and services by category and funding source. This data does not include purchasing card purchases or travel costs because such purchases do not fall within University Procurement. Additionally, these do not include certain small-dollar purchases made through the University purchasing platforms like office supplies, lab supplies, and standard IT equipment.

The report is sorted by funding source (Educational & General, Non-Sponsored, Sponsored, *etc.*), then by supplier name, campus, and department. As required by Section 4.11.7, the report identifies sole source purchases.

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 September 30, 2022, and *Statements of Changes in Net Position* for the three months then ended are attached hereto as Exhibit G. The statements are unaudited and are presented for management use only.

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

At 3:53 p.m., there being no further business, the meeting was adjourned.

Tim Rhodes, J.D.
Executive Secretary of the
Board of Regents

CAMERON UNIVERSITY
STATEMENTS OF NET POSITION
SEPTEMBER 30, 2022 AND 2021
UNAUDITED-MANAGEMENT USE ONLY

Assets	9/30/2022	9/30/2021
Unrestricted cash and cash equivalents	\$ 14,177,935	\$ 14,088,866
Restricted cash and cash equivalents	2,794,723	3,883,486
Accounts receivable, net	5,457,511	5,730,694
Leases receivable	457,457	-
Net other post-employment benefits asset	492,695	40,069
Deposits and prepaid expenses	2,144,133	2,252,034
Capital assets, net	57,445,190	56,047,575
Total Assets	<u>82,969,644</u>	<u>82,042,724</u>
Deferred Outflows	<u>6,552,192</u>	<u>12,010,215</u>
Liabilities		
Accounts payable and accrued expenses	477,475	484,060
Post-employment benefits obligation	2,174,868	2,059,325
Accrued compensated absences	421,189	487,259
Net pension liability	19,762,334	38,387,019
Unearned revenue	-	-
Leases payable	317,466	-
Capital lease payable	16,507,855	17,762,221
Deposits held in custody for others	116,845	92,324
Total Liabilities	<u>39,778,032</u>	<u>59,272,208</u>
Deferred Inflows	<u>16,332,343</u>	<u>6,712,503</u>
Net Position		
Net Position	33,411,461	28,068,228
Total Net Position	<u>\$ 33,411,461</u>	<u>\$ 28,068,228</u>

CAMERON UNIVERSITY
STATEMENTS OF REVENUE, EXPENSES AND CHANGES IN NET POSITION
FOR THE THREE MONTHS ENDED SEPTEMBER 30, 2022 AND 2021
UNAUDITED-MANAGEMENT USE ONLY

	9/30/2022	9/30/2021
Operating Revenues		
Student tuition and fees	\$ 11,017,690	\$ 11,709,175
Grants and contracts	1,841,761	1,362,703
Sales and services of educational activities	24,880	29,050
Sales and services of auxiliary enterprises	2,213,148	1,794,071
Other operating revenues	52,507	164,088
Total Operating Revenues	15,149,986	15,059,087
Operating Expenses		
Compensation and benefits	6,172,928	6,151,107
Contractual services	440,772	491,899
Supplies and materials	4,534,419	4,518,651
Depreciation	937,263	984,493
Utilities	453,762	313,240
Communication	38,010	41,904
Scholarships and fellowships	6,791,881	10,772,695
Other operating expenses	496,529	417,540
Total Operating Expenses	19,865,564	23,691,529
Operating loss	(4,715,578)	(8,632,442)
Nonoperating Revenues and (Expenses)		
State appropriations	5,554,153	5,021,312
Grants and contracts	4,295,695	8,258,260
Private gifts	194,998	200,383
Endowment and Investment income	21,129	20,574
Net Nonoperating Revenues and (Expenses)	10,065,975	13,500,529
Income Before Other Revenues, (Expenses), Gains or (Losses)	5,350,397	4,868,087
Other Revenue, Expenses, Gains or Losses		
Private gifts for capital projects	250,000	-
Capital state appropriations	544,584	409,385
Total Other Revenue, (Expenses), Gains and (Losses)	794,584	409,385
Change in Net Position	\$ 6,144,981	\$ 5,277,472

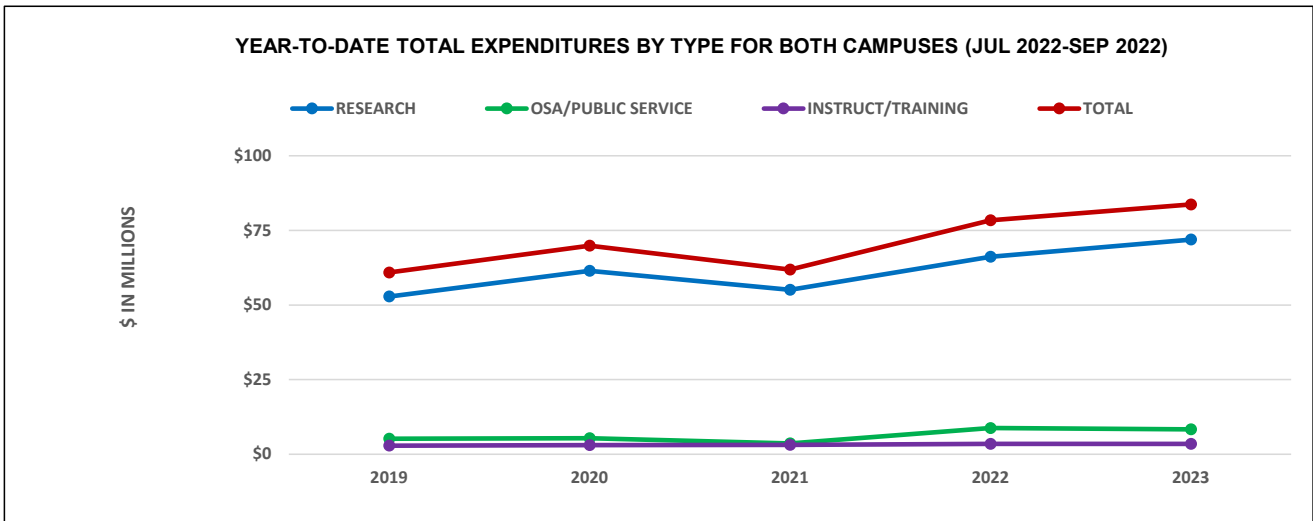
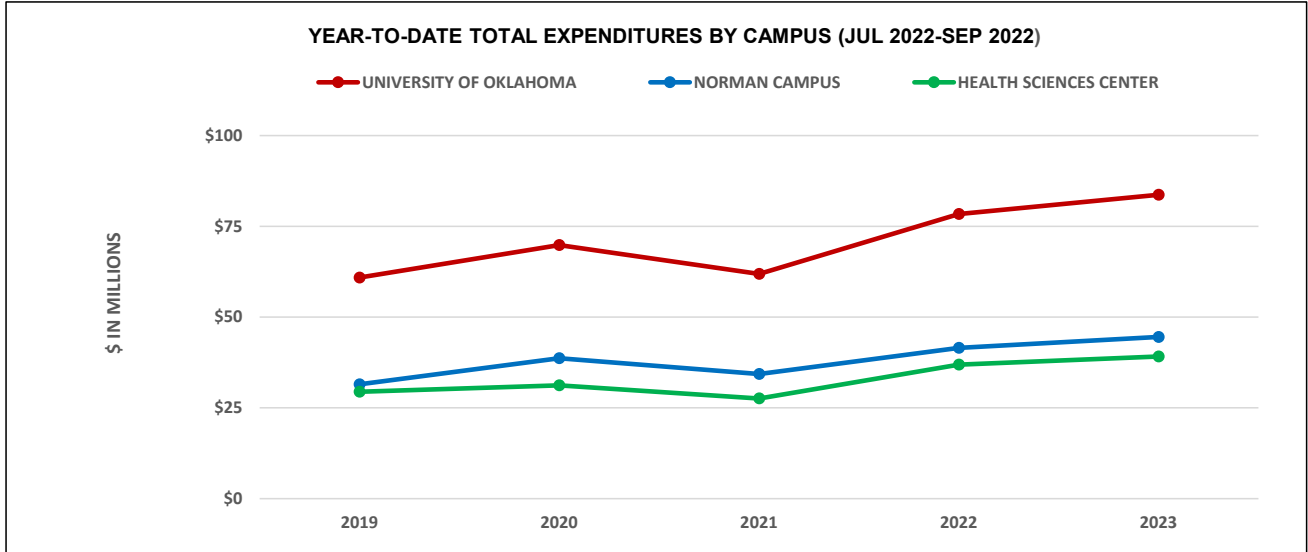
ROGERS STATE UNIVERSITY
STATEMENT OF REVENUES, EXPENSES AND CHANGES TO NET POSITION
FOR THE THREE MONTHS ENDED SEPTEMBER 30, 2022 AND 2021
UNAUDITED - MANAGEMENT USE ONLY

Operating Revenues	9/30/22	9/30/21
Student tuition and fees	\$ 4,915,523	\$ 4,898,068
Federal grants and contacts	804,739	1,132,689
State and private grants and contracts	770,137	753,608
Auxiliary enterprises	2,716,310	2,822,619
Other operating revenues	16,701	160,718
Total Operating Revenue	9,223,411	9,767,701
Operating Expenses		
Compensation and benefits	5,043,248	5,288,488
Contractual services	671,286	478,644
Supplies and materials	2,045,898	2,220,252
Depreciation	828,207	841,238
Utilities	478,433	291,733
Communications	109,745	61,770
Scholarships and fellowships	5,761,858	6,131,664
Other operating expenses	283,148	258,391
Total Operating Expenses	15,221,824	15,572,182
Operating Loss	(5,998,413)	(5,804,480)
Nonoperating Revenues (Expenses)		
State appropriations	3,973,210	3,575,029
Federal and State Grants	2,481,113	2,431,823
Endowment and Investment income	24,331	17,105
Interest expense	(272,032)	(289,807)
Net Nonoperating Revenues	6,206,621	5,734,150
Income Before Other Revenues, (Expenses), Gains or (Losses)	208,209	(70,330)
Other Revenues, Expenses, Gains or Losses		
Capital state appropriations	1,228,965	1,128,564
Capital Grants and Gifts	-	16,325
Total Other Revenue, (Expenses), Gains and (Losses)	1,228,965	1,144,889
Change in Net Position	\$ 1,437,173	\$ 1,074,559

ROGERS STATE UNIVERSITY
STATEMENT OF NET POSITION
September 2022 (FY23)
UNAUDITED - MANAGEMENT USE ONLY

Assets	9/30/22	9/30/21
Unrestricted Cash and cash equivalents	\$ 22,531,953	\$ 21,852,704
Restricted Cash and cash equivalents	4,263,487	3,924,831
Accounts receivable - net	6,602,361	5,094,642
Net other post-employment benefit asset	403,387	29,683
Deposits and prepaid expenses	-	-
Capital assets, net	64,691,923	66,818,359
Total Assets	<u>98,493,110</u>	<u>97,720,218</u>
Deffered Outflows of Resources	<u>5,360,561</u>	<u>9,552,458</u>
Liabilities		
Accounts payable and accrued expenses	842,699	1,499,864
Post-employment benefits obligation	-	19,056
Accrued compensated absences	952,471	1,003,770
Net pension liability	15,084,747	28,848,865
Unearned revenue	7,340,253	7,136,807
Bonds payable	1,938,288	2,082,152
Other financial arrangements	37,306,222	40,197,607
Leases payable	658,865	-
Deposits held in custody for others	223,029	210,425
Total Liabilities	<u>64,346,573</u>	<u>80,998,547</u>
Deferred Inflows	<u>11,329,841</u>	<u>3,611,927</u>
Net Position		-
Net Position	28,177,258	22,662,202
Total Net Position	<u>\$ 28,177,258</u>	<u>\$ 22,662,202</u>

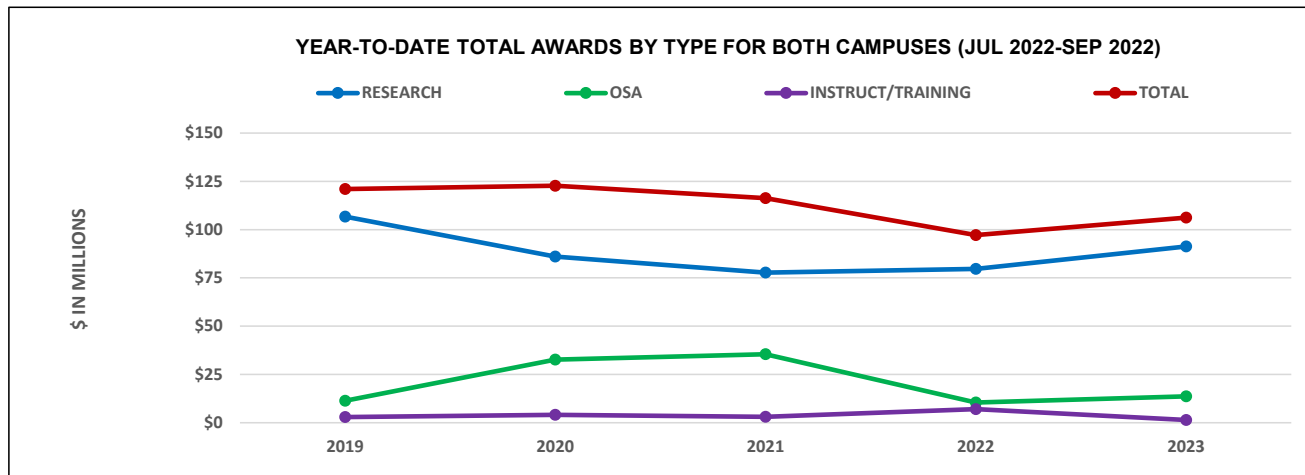
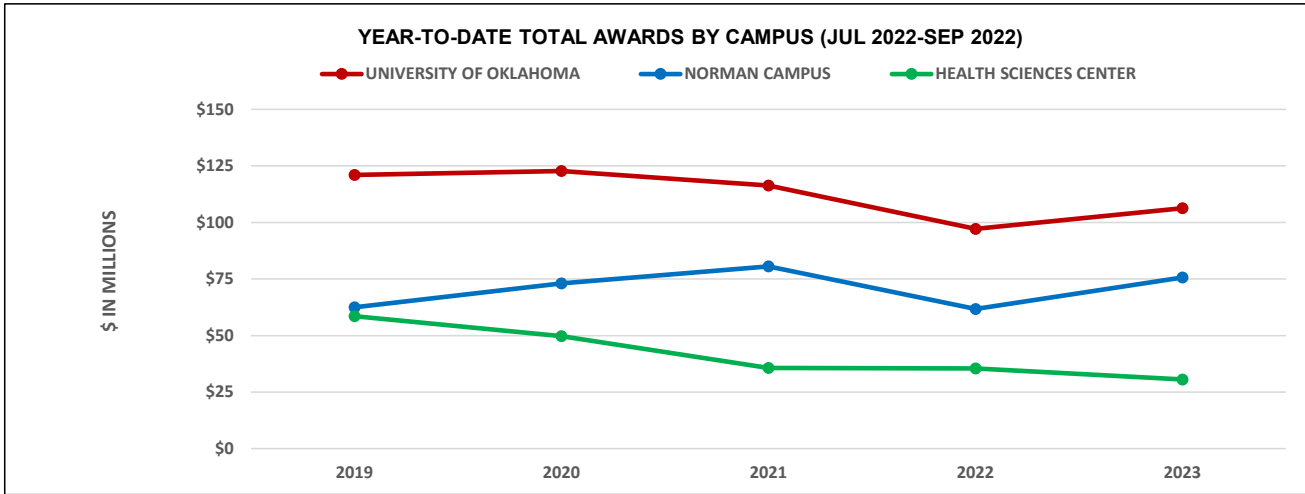
UNIVERSITY OF OKLAHOMA (BOTH CAMPUSES) EXPENDITURES



	FY 2023 Jul 2022-Sep 2022	Jul-Sep %CHANGE	FY 2022 Jul 2021-Sep 2021
RESEARCH	\$ 71,902,588	8.72%	\$ 66,135,899
OSA/PUBLIC SERVICE	\$ 8,322,207	-5.36%	\$ 8,793,137
INSTRUCT/TRAINING	\$ 3,468,775	-0.33%	\$ 3,480,127
TOTAL	\$ 83,693,570	6.74%	\$ 78,409,163

HEALTH SCIENCES CENTER AND NORMAN CAMPUS

UNIVERSITY OF OKLAHOMA (BOTH CAMPUSES) AWARDS



	FY 2023 Jul 2022-Sep 2022	%CHANGE Jul-Sep	FY 2022 Jul 2021-Sep 2021
RESEARCH	\$ 91,214,292	14.50%	\$ 79,663,697
OSA	\$ 13,614,593	30.12%	\$ 10,463,058
INSTRUCT/TRAINING	\$ 1,423,410	-79.80%	\$ 7,046,315
TOTAL	\$ 106,252,295	9.34%	\$ 97,173,070

NORMAN CAMPUS AND HEALTH SCIENCES CENTER

NORMAN CAMPUS & HEALTH SCIENCES CENTER
REPORT OF CONTRACTS AWARDED (OVER \$1M)
July, August, & September 2022

AWD #	AGENCY	TITLE	VALUE RECEIVED	TOTAL ANTICIPATED VALUE	TOTAL PERIOD	PI(s)
20201621	Center for Mental Health Services	SAMHSA's Suicide Prevention Resource Center grant	\$7,586,977	\$38,904,720	60 mo.	Shelby Renee Rowe (Developmental Behavioral Pediatrics)
20182223	National Cancer Institute	PREVENT Cancer Preclinical Drug Development Program Pool: Preclinical Efficacy and Intermediate Endpoint Biomarkers	\$2,183,812	\$2,183,812	60 mo.	Venkateshwar Rao Chinthalapally (Internal Medicine - Hematology)
20220256	Department of Defense	Novel tumor targeted therapeutic strategy for progressive metastatic disease	\$1,785,390	\$1,785,390	48 mo.	Natarajan Aravindan (Radiation Oncology)
20006883	DeepPower Inc	Geothermal Drilling Research of Super Hot Rocks-phase 1	\$1,249,438	\$1,249,438	20 mo.	Saeed Salehi (Petroleum & Geological Engineering)
20182223	National Cancer Institute	PREVENT Cancer Preclinical Drug Development Program Pool: Preclinical Efficacy and Intermediate Endpoint Biomarkers	\$1,046,094	\$8,239,993	68 mo.	Venkateshwar Rao Chinthalapally (Internal Medicine - Hematology)
22000713	W.M. Keck Foundation	Classical to Quantum Transition of Self-Organization	\$1,000,000	\$1,000,000	36 mo.	Doerte Blume (Physics & Astronomy)
20006757	National Science Foundation	RII Track-2 FEC: Cost-effective conversion of natural gas and biomass to hydrogen and performance carbons	\$1,000,000	\$4,000,000	48 mo.	Steven Crossley (Chemical, Biological and Materials Engineering)
7 Total			\$15,851,711	\$57,363,353		

THE UNIVERSITY OF OKLAHOMA

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SUMMARY OF RESEARCH ACTIVITIES AT OU FOR JULY 2022-SEPTEMBER 2022

New awards: Total sponsored awards for the period from July 2022-September 2022 increased \$9.1M (+9.3%) from FY2022. On the Norman campus, new awards increased \$14M (+22.5%) from FY2022 primarily due to GeoCarb (NASA), Department of Education, and National Science Foundation projects. On the Health Sciences Center campus, new awards decreased \$4.8M (-13.6%) from the previous fiscal year.

Expenditures: The total expenditures from July 2022-September 2022 increased \$5.3M (+6.7%) from FY2022. On the Norman campus, expenditures increased \$3M (+7.3%). On the Health Sciences Center campus, expenditures increased \$2.3M (+6.2%).

The following are significant grants and activities during the time from July 2022-current, organized into thematic areas of research:

Advanced Manufacturing

- A theoretical study led by Bin Wang, Ph.D., associate professor in the School of Chemical, Biological and Materials Engineering in the Gallogly College of Engineering at the University of Oklahoma, is modeling how carbon dioxide could be combined with ethylene, the most common industrial chemical, to make acrylic acid, a common component of many household industrial products. The three-year project, “Computational Design of Heterogeneous Catalysts for Coupling CO₂ and Ethylene to Manufacture Acrylic Acid Derivatives,” is funded by a \$677,925 award from the Department of Energy through the Chemical and Materials Sciences to Advance Clean Energy Technologies and Low-Carbon Manufacturing funding opportunity. This funding is part of a \$540 million DOE initiative to “Reduce Climate Impacts of Energy Technologies and Manufacturing.”
- Madalina Furis, Ph.D. and researchers with the Center for Quantum Research and Technology at the University of Oklahoma, will collaborate with the University of Vermont, as well as Yamagata University and Osaka University in Japan, to investigate harvesting, storing, and transferring energy in soft electronic materials. The three-year study is the focus of a \$1.5 million grant from the National Science Foundation’s Partnerships for International Research and Education (PIRE) program.

Biotechnology

- The University of Oklahoma is leading four of six initiatives that comprise the Oklahoma Biotech Innovation Cluster Initiative (OBIC), a coalition spearheaded by the Greater Oklahoma City Chamber alongside primary coalition partners including OU and OU Health, and with industry leadership and vision from Echo Investment Capital. OBIC was

THE UNIVERSITY OF OKLAHOMA

November 2022

selected for a total \$35 million award through the Build Back Better Regional Challenge of the U.S. Economic Development Administration. The OU-led projects, totaling \$24.9 million, will fund:

- **The University of Oklahoma Biotech Core Facility:** a new facility with state-of-the-art high-throughput, advanced bioprocessing equipment and services.
- **Oklahoma Biotech Startup Program:** supportive programming to build a vibrant regional biotech startup pipeline led by the University of Oklahoma.
- **OU Health Stephenson Cancer Center for Therapeutics - Translational Research Labs:** development of 10 translational research labs dedicated to drug discovery within the SCC.
- **OU Health Stephenson Cancer Center Early Phase Clinical Trial Network:** an initiative to double the size of the existing clinical trial program at SCC, commensurate with the demand for Phase I trials created through accompanying translational science investments and industry growth.

Cancer

- In August 2022, Pankaj Singh, Ph.D., Professor in the Department of Oncological Sciences, College of Medicine, received a new five-year \$2,153,020 award. Dr. Singh has discovered that loss of a particular enzyme, ME2, leads to poor prognosis of pancreatic cancer. Loss of this protein occurs in ~30% of patients with pancreatic cancer. By utilizing a series of unbiased high-throughput screening approaches, he has identified novel signaling alterations in pancreatic cancer cells due to ME2 loss. Here they will investigate the effectiveness of blocking these signaling pathways induced by the ME2 loss that facilitate aggressiveness in pancreatic cancer. Such mechanisms potentially regulate tumor cell growth and invasiveness of low ME2-expressing pancreatic cancer cells. These studies will facilitate the development of new and more effective treatments for pancreatic cancer.
- In July 2022, Natarajan Aravindan, Ph.D., Associate Professor in the Department of Radiation Oncology, College of Medicine, received a four-year \$1,785,390 award. Metastasis, the final frontier in cancer, constitutes the primary cause of death for >90% of patients with cancer. Clinically, tumor progression is branded with metastasis and frequent relapses, with a rapidly decreasing time-line before next recurrence, and reflects the ongoing acquisition of genetic and molecular rearrangements in the resistant cells that mediate tumor progression. Dr. Aravindan has discovered that loss of a protein, RD3, will lead to a metastatic neuroblastoma, an aggressive childhood cancer. In this grant, he is exploring how RD3 is regulated and why the loss of RD3 promotes metastatic disease. Results of these studies will define the prognostic significance, function, and mechanisms of RD3 loss in disease progression and allow us to develop new, improved, targeted therapy for patients with metastatic disease.

THE UNIVERSITY OF OKLAHOMA

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- In August 2022, Chinthalapally Rao, Ph.D., Professor in the Department of Medicine, College of Medicine, received a two-year \$1,046,094 award. Bladder cancer (BC) is the second-most common cancer of the genitourinary tract and also the major cause of death in patients. Preventing BC is highly desirable to reduce recurrence and mortality and improve quality of life. Preclinical and clinical data indicate the potential role of androgen receptor (AR) signaling in different stages of BC. In view of the strong link between androgen receptor signals and bladder cancer progression, apalutamide, an FDA-approved next-generation AR antagonist, could provide a preventive strategy to stop the progression of bladder cancer. The overall objective of this study is to determine the efficacy of apalutamide against N-butyl-N(4-hydroxybutyl) nitrosamine (BBN) induced urinary bladder cancers. Results will provide preclinical data for future human clinical trials.
- In September 2022, Chinthalapally Rao, Ph.D., Professor in the Department of Medicine, College of Medicine, received a three-year \$1,201,101 award. There are two major histopathological types of lung cancer: small-cell lung cancer (SCLC) and non-small cell lung cancer (NSCLC). NSCLC includes adenocarcinoma (AC) and squamous cell carcinoma (SCC). The prognosis for lung cancer patients is still poor, with a five-year survival rate of only ~19%. Chemoprevention focuses on targeting early-stage cancer and is a potentially important approach to reduce the incidence of lung cancer. Honokiol (HNK) is a key bioactive compound in Magnolia bark extracts and has been used for centuries in China, South Korea, and Japan to treat gastrointestinal disorders, cough, anxiety, stroke, and allergic diseases. HNK has high bioavailability and has shown no toxic effects in animal models of cancer. Magnolia bark extract is nontoxic in both short-term and chronic toxicity studies. Dr. Rao has modified HNK into MitoHNK, and initial studies show that is a significantly more potent chemopreventive agent of lung carcinogenesis than HNK. This project will systematically determine the efficacy of Mito-HNK on two major subtypes of lung cancer.

Cancer Research

- The National Cancer Institute of the National Institutes of Health has awarded the University of Oklahoma an expected \$2 million over five years to develop a program to improve representation of Oklahoma American Indian students in biomedical and cancer research. The research team is led by Cecil M. Lewis, professor of anthropology in the Dodge Family College of Arts and Sciences with collaborators Cara Monroe, research scientist for OU's Center for the Ethics of Indigenous Genomics Research; Rajagopal Ramesh, professor of pathology in the OU College of Medicine, and associate director for education and training at the OU Health Stephenson Cancer Center; and Kent Smith, (Comanche/Chickasaw), professor of anatomy and cell biology at the Oklahoma State University Center for Health Sciences and associate dean for the Office of American Indians in Medicine and Science that serves both the OSU-CHS Tulsa campus and the OSU College of Osteopathic Medicine at the Cherokee Nation.

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Chagas Disease

- Laura-Isobel McCall, an assistant professor in the Department of Chemistry and Biochemistry, Dodge Family College of Arts and Sciences, working with researchers at Baylor College of Medicine, is leading new research funded by an R01 award from the National Institutes of Health that is investigating a potential treatment for Chagas disease. Chagas disease affects as many as 8 million people in the U.S. and Latin America and is a leading cause of heart failure. The disease is responsible for an estimated \$7 billion annually in health care costs and economic impact. Chagas disease has been identified as a research priority by the World Health Organization, the World Heart Federation, and the Inter-American Society of Cardiology.

Diabetes

- In July 2022, Weidong Wang, Ph.D., Associate Professor in the Department of Internal Medicine, College of Medicine, received a 5-year \$1,932,260 grant. There are over three hundred million diabetes patients globally. Previous research has established that pancreatic β -cells play a pivotal role in the development and progression of diabetes. It is in the β -cells that proinsulin, which is later synthesized into insulin, is produced. All forms of diabetes are characterized by progressive dysfunction and death of pancreatic β -cells. Even in the case of Type 2 diabetes, which typically develops in insulin-resistant and obese patients, β -cell function is reduced by 50-80% at the time of diagnosis. Dr. Wang has discovered that beta cell stress causes insulin to be misfolded and destroyed instead of secreted, and that a protein, PTTD, can prevent the misfolding and improve diabetes in models of diabetes. In this grant, he will design improved PTTD proteins and test them for beta-cell protection and improved insulin secretion. Results of these studies will provide preclinical studies defining a new therapeutic target for treatment of diabetes.

Energy

- The University of Oklahoma received a \$2 million gift from OU alumnus Ronnie K. Irani to promote research and commercialization of emerging energy technologies at OU. His gift, the first of its kind at OU, will allow the university to make “risk-free” investments in promising energy technologies with all potential future proceeds from commercialization targeted for reinvestment in OU’s energy-related enterprises.

Environment

- Researchers at the University of Oklahoma, with collaborators at Iowa State University, have received an expected \$4 million over four-years from the National Science Foundation, to explore better ways to produce hydrogen energy. The research is led by Steven P. Crossley, the Sam A. Wilson Professor in the School of Chemical, Biological and Materials Engineering, Gallogly College of Engineering, and an energy research

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fellow at the OU Institute for Resilient Environmental and Energy Systems. The researchers will also investigate the potential byproducts and related applications of solid carbon that might result from effectively generating carbon neutral or carbon negative hydrogen energy. This project is an outgrowth of the OVPRP-sponsored Big Idea Challenge project team Carbon-free H₂ Energy Production and Storage (CHEPS).

Geroscience

- In August 2022, Andriy Yabluchanskiy, M.D., Ph.D., Assistant Professor in the Department of Neurosurgery, College of Medicine, received a new five-year \$3,190,101 grant. As we age, our blood vessels in our brains become impaired, leading to declines in cognition. Dr. Yabluchanskiy will determine whether a supplement, nicotinamide riboside (NR), given to adults 60-85 years of age, will improve cognitive function compared with placebo. This randomized, placebo-controlled, double-blinded study is designed to assess a clinically relevant intervention to improve blood vessel endothelial function and neurovascular coupling responses in community-dwelling older adults to prevent and, potentially to treat, age-related cognitive decline. Results of this study will provide strong evidence for the continued use of this supplement to prevent cognitive decline as we age.
- In July 2022, Mohiuddin Ahmad, Ph.D., Assistant Professor in the Department of Cell Biology, College of Medicine, received a new five-year \$1,812,500 award. Autism spectrum disorder and neuropsychiatric diseases have a prominent feature of social deficits. Dr. Ahmad has discovered that the critical brain regulations of social behavior can be modulated by oxytocin. Oxytocin has been well studied in labor and lactation, and recent work reveals a role in enhancing neuronal communication needed for understanding social behavior. These studies will further investigate the role and specific pathways needed for oxytocin to couple neuronal mechanisms underlying social behavior. Outcomes are likely to lead to new targets to alleviate social deficits in neuropsychiatric diseases.

Pharmaceutical Science

- In September 2022, Wei Yue, Ph.D., Associate Professor in the Department of Pharmaceutical Sciences in the College of Pharmacy, received a four-year \$1,160,000 grant. Dr. Yue's lab focuses on understanding how toxins, chemotherapies, and drugs are taken up by the liver, often leading to liver toxicity. The knowledge gained from these studies will be invaluable toward the rational design of novel drugs and inhibitors to optimize drug therapy while avoiding unwanted drug interactions.

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U.S. Defense

- The University of Oklahoma entered in an academic partnership with the 448th Supply Chain Management Wing, the first ever such partnership for the 448 SCMW. Led by OU's Data Institute for Societal Challenges (DISC), with OU's Oklahoma Aerospace and Defense Innovation Institute (OADII) the partnership will advance supply chain risk management analytics for the U.S. Air Force.

REVISIONS TO THE FACULTY HANDBOOK – HSC

SECTION 3 - Revisions

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

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 approved external entity affiliated institution such as OU Health Partners, Inc., the Veterans Affairs Medical Center, or the Oklahoma Medical Research Foundation.

Dual employees/appointees are members of the General Faculty and may also be considered full-time, Regular Faculty, as more fully described in Section 3.2 below.

Dual employees, dually-employed, and dual employment shall mean those faculty who hold a paid academic appointment at HSC.

Dual appointees, dually-appointed, or dual appointment shall mean those faculty who hold an unpaid (0.0 FTE) academic appointment at HSC.

References to "dual employee/appointee," "dually-employed/appointed," or "dual employment/appointment" shall apply to both paid and unpaid members of the General Faculty.

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, 3-9-22)

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.

For purposes of this Section 3, full-time FTE equivalent shall include those faculty whose combined HSC and approved external entity appointments total 1.0, as well as those faculty who hold a 1.0 FTE at OUH/OUHPI and an academic appointment at HSC without an assigned FTE or remuneration. Dually-appointed faculty hired on or after January 1, 2023, may hold a consecutive term, tenure track, or limited term appointment, at the discretion of the department and college and subject to the proscribed appointment approval processes.

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 through dual employment/appointments at approved external entities 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) **Dually-Employed/Appointed Faculty** - These faculty in paid or unpaid faculty appointments may have the following titles:
- 1) Regular Faculty Appointments - Assistant Professor, Associate Professor, and Professor
 - 2) Limited Term Faculty Appointments - Instructor, Clinical Instructor, Clinical Assistant Professor, Clinical Associate Professor, Clinical Professor, Instructional Assistant Professor, Instructional Associate Professor and Instructional Professor or similar, as approved by the Senior Vice President and Provost.
- (d) **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, 9-14-17,3-9-22)

- (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, dual employee/appointee, or volunteer faculty title upon the retirement of limited term, dual employee/appointee, 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, as well as for dual employees/appointees who no longer hold an appointment with OU Health or the approved external entity. 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 appointments~~employment/appointments 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, 3-9-22)

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 service¹ 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, ~~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, including reference to dual employment/appointments. It is separate from offers made by approved external entities/affiliated institutions. The official offer of faculty appointment shall include information to access an on-line copy of the *Faculty Handbook* and contact information for 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/employees~~ receive from approved external entities/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, 3-9-22)

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,

¹ College of Medicine – OKC dual ~~employees/employees~~ appointees/employees' clinical service responsibilities are outlined in the OUHP/ approved external entity/affiliate employment agreement.

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 or consecutive term faculty member's written 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 for tenure, and under what conditions.

(Regents, 12-7-12, 9-14-17,3-9-22)

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. For clarity, faculty with a dual employment/appointment are considered part-time when their combined FTE is less than 1.0.
- (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 a dual employment employment/appointment must maintain an appointment at the University and the approved external entity/affiliated institution totaling 1.0 FTE; 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, 9-14-17,3-9-22)

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. In accordance with the letter of offer, dual employment/appointments at HSC are contingent on maintaining an employment/appointment with OU Health or an approved external entity; no further notice of non-renewal or termination is required when a dual employee/appointee no longer holds an appointment at OU Health or the approved external entity.

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 365th 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.

*These provisions apply to dual employees only to the extent they retain an appointment with OU Health or an approved external entity and are being non-renewed or terminated from the University during that appointment. These provisions do not apply to dual appointees.

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.

- (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 and, if applicable, the Senior Vice President and Provost.

(Regents 12-7-12, 9-14-17,3-9-22)

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/employment/appointment 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:

(Regents 3-9-22)

"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(Regents 12-7-12, 9-14-17,3-9-22)

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-Faculty~~ who accept full-time employment at the University, including through dual ~~employment~~ employment/appointment with an ~~affiliated institution~~ approved external entity, owe their first faculty 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~~ employment/appointment 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 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 Plan may result in sanctions and disciplinary actions. See Section 3.16 (e).

*Work performed by dually ~~employed~~ employed/appointed faculty at ~~the an approved external entity~~ affiliated institution is not considered to be outside work, so long as the work is within the duties for which the ~~affiliated institution~~ approved external entity 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 and being available to 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 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, ~~Regents~~ 12-7-12, 9-14-17, 3-9-22)

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, 3-9-22)

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 development and use of 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 and compensation 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/Compensation Plan 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 PPPPlan, 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/comply 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 for retention.

* NOTE: Dual ~~employment~~ employment/appointment 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; Regents 3-9-22)

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, ~~and/or~~ administrative responsibilities, as well as on the faculty member's clinical service contributions based on the College's Professional Practice or Compensation ~~P~~lan 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.
- (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, 3-9-22)

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.

(Regents, 3-9-22)

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 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 ~~approved external entity 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.

(Regents, 3-9-22)

- (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 for this purpose either establish the full college as the academic unit or establish an *ad hoc* tenure review committee by selecting a sufficient number of tenured University faculty from both within and outside of the college to constitute a total of five members to serve as the candidate's academic unit tenure review committee. In the latter instance, all eligible tenured faculty from the college must be included before looking outside the college.

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. In addition, Campus Tenure Committee members may vote at only one stage in the process – either at their academic level or at the Campus Tenure Committee level; when the member's academic unit needs the member to vote at the academic level to meet the minimum five tenured faculty requirement, the Campus Tenure Committee member shall vote at the academic level and recuse from voting at the Campus Tenure Committee level.
- (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 for this purpose either establish the entire college as the academic unit or establish an ad hoc promotion review committee by selecting a sufficient number of University faculty from both within and outside the college who are 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. In the latter instance, all eligible tenured faculty from the college must be included before looking outside the college.

- (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 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~~-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.

(Regents, 3-9-22)

(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 **full-time** dual employment at **approved external entities**~~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.

(Regents, 3-9-22)

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 evaluator 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 (or a full-time FTE combined appointment with OU Health): 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, 12-2-21)

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 (or a full-time FTE combined appointment with OU Health), 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, 12-2-21)

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 approved external entities/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.

(Regents, 3-9-22)

(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 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 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 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 evaluator 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 approved external entity 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.

(Regents, 3-9-22)

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 evaluator 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-appointment-employment~~ at approved external entity 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.

(Regents, 3-9-22)

(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 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~~number 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~~
~~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 policies, 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.

(Regents, 3-9-22)

(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. (For appeals related to prohibited discrimination, included sexual and racial harassment, refer to section 3.20.) 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 provided, however, that a faculty member may not appeal a prior finding of a violation of University policy by a University administrative officer or body when such finding has already been appealed under that policy;
- (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~~relate 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, loss or suspension of prescribing authority, 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, those who now spend their time primarily in clinical practice or practice-related activities, or those employed that are employed primarily by an approved external entity 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.*
- (h)(i) Loss or resignation of a dual employment/appointment at an approved external entity; provided, however, that the University may elect, at its option, to offer to extend the faculty member's University employment/appointment and tenure.

* 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, 3-9-22)

3.17 FACULTY APPEALS AND BOARD APPEALS-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~~ Faculty Appeals Board shall consider eligible appeals ~~based upon 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 Faculty Appeals Board 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. It is also the appropriate appeal process for abrogation of tenure, termination of employment actions, severe sanctions, and summary suspension- (Section 3.19).

~~The Faculty Appeals Board is not the appropriate body to hear appeals based on findings of discrimination or harassment, the result of which is a recommendation for a severe sanction. Refer to Section xxx. The University's Non-Discrimination Policy and the Grievance Procedures for Formal Complaints of Sexual Harassment and Misconduct sets forth the policies and procedures for all grievances and appeals related to any form of discrimination or harassment prohibited by University policy. Appendix H2 V and Appendix J, VII B-E.~~

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, nor may dual employees/appointees who are removed from their University appointments due to no longer being employed and/or holding an appointment at an approved external entity appeal the removal of their University employment/appointment.

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)).

~~**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)~~

- ~~(a) **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 Faculty Appeals Board Hearing

- (a) **Request for a Faculty Appeals Board 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, as described in Section 3.17 above, 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 period 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 University business days after he/she became or should have become aware of the alleged violation.

(Regents, 3-9-22)

- (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, as described in Section 3.17 above, 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 Faculty Appeals Board Hearing Procedure

To initiate the Faculty Appeals Board 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 appealable 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 Faculty Appeals Board 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)~~~~(k)~~ The University shall not be liable for any costs whatsoever incurred by the appealing faculty member except as set forth in this section.

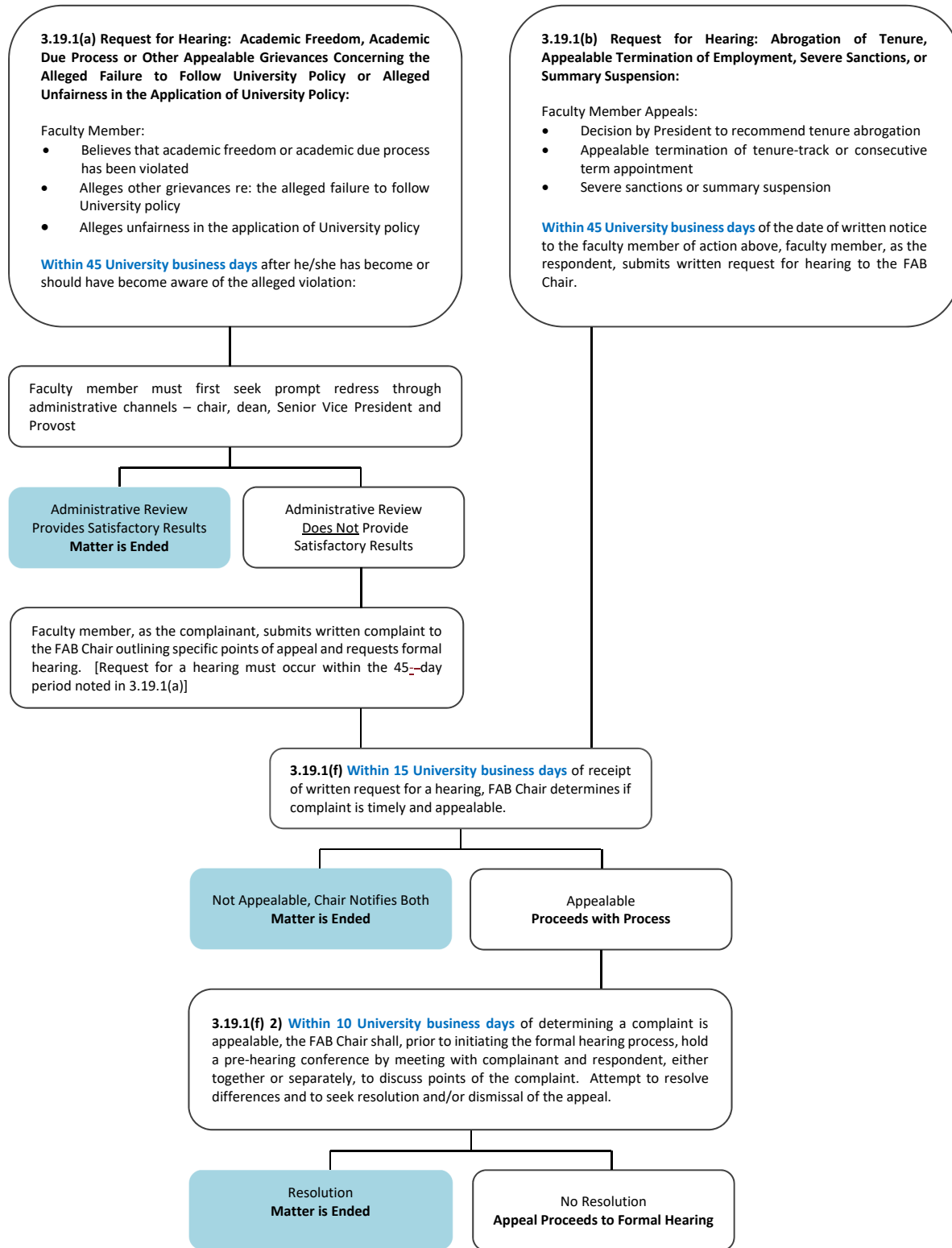
3.19.4 Disposition of Charges

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.

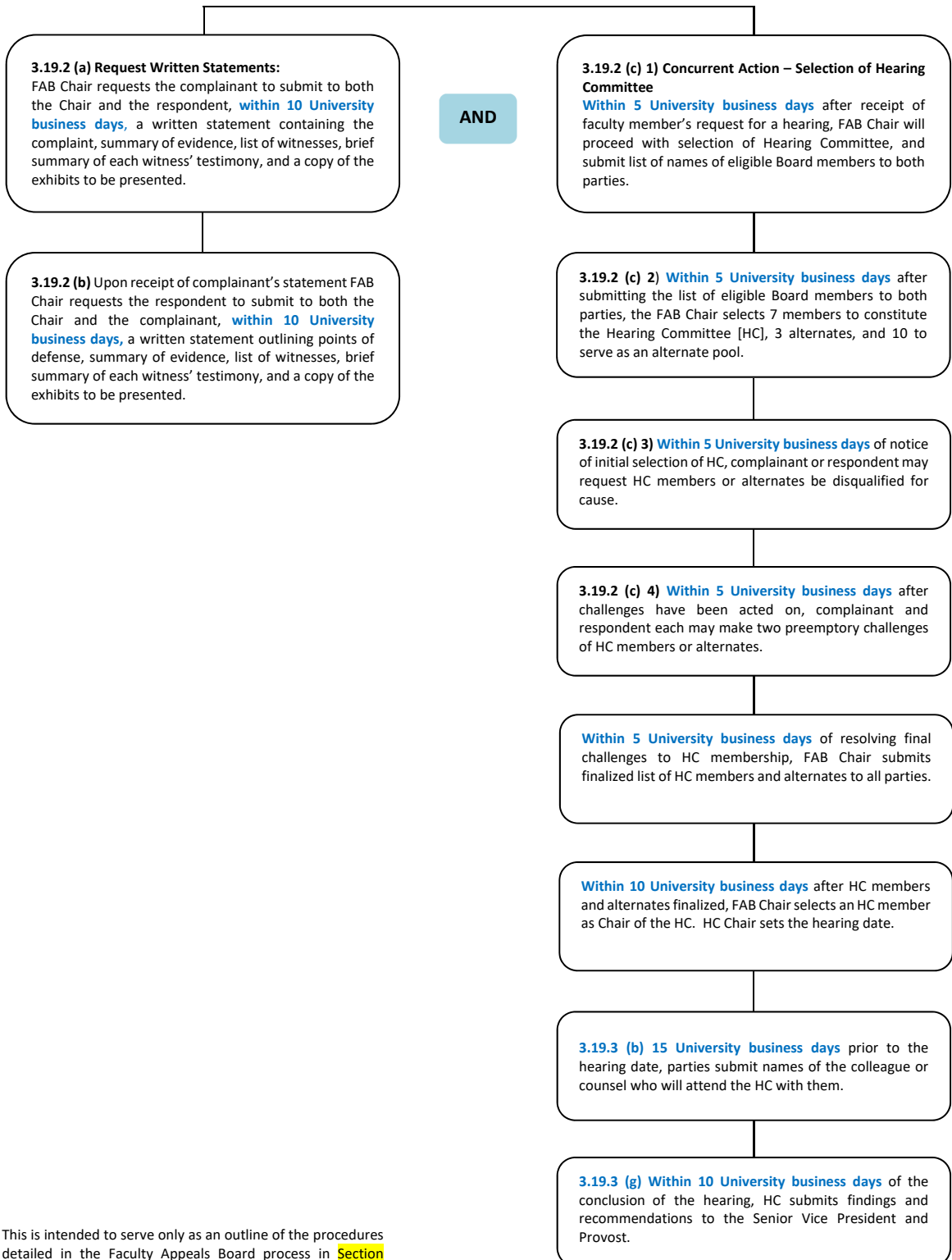
(Regents, 1-26-99, 12-3-02, 6-25-08, 12-7-12, 9-14-17)

FACULTY APPEALS BOARD INITIATION OF APPEAL AND REQUEST FOR HEARING (3.19.1)



Formal Hearing Procedure (see next page) →

**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 H1 and H2 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 H1 and H2 and J](#) ~~and J~~ for a more detailed explanation of the University's ~~Institutional Equity Office's Equal Opportunity Non-Discrimination~~ policies and procedures and ~~Institutional Equity and Title IX Sexual Misconduct, Discrimination, and Harassment~~ policies and ~~Grievance Procedures for Formal Complaints~~. ~~Or~~, contact the ~~Equal Opportunity and Title IX Institutional Equity~~ Office on the Health Sciences Center campus directly at: (405) 271-2110.

The investigative process, findings, ~~and appeals processes~~ for claims brought under the Non-Discrimination Policy and/or the [Grievance Procedures for Formal Complaints brought under the Sexual Misconduct, Discrimination and Harassment Policy](#), are ~~handled managed by through~~ the University's ~~Offices of Equal Opportunity and Institutional Equity Office and Title IX~~. [Appeals from the Grievance Procedures for Formal Complaints brought under the Sexual Misconduct, Discrimination and Harassment Policy are addressed in Appendix H2 V\(E\). Appeals from the Non-Discrimination Policy as addressed in Appendix J VII \(E\).](#) ~~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 Committee² 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:

² 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.

- 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.
- 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 appropriate plan 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, 3-9-22)

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

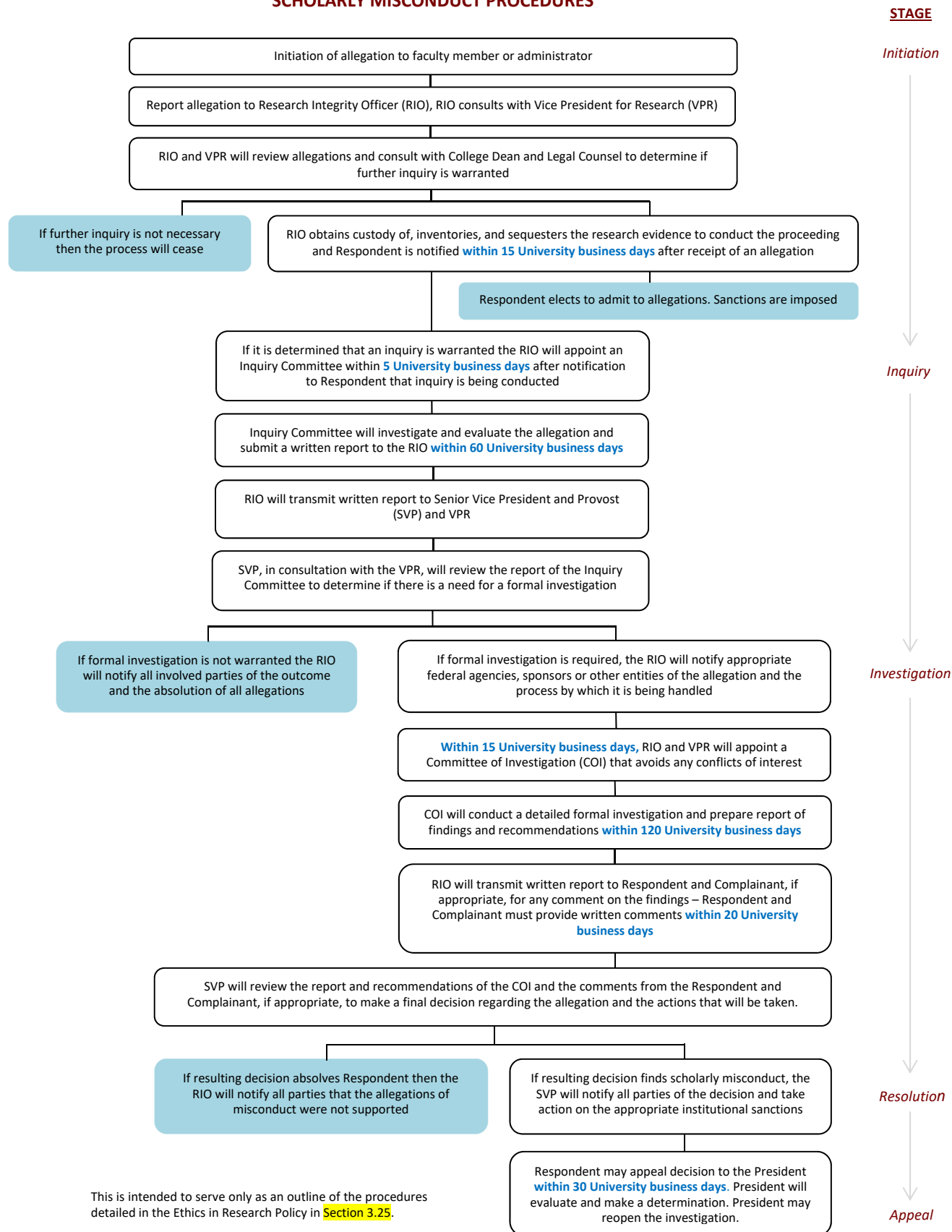
(c)(8) **Appeal**

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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)

SCHOLARLY MISCONDUCT PROCEDURES



REVISIONS TO THE FACULTY HANDBOOK – HSC

APPENDIX H 1 - Revisions

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

17. APPENDIX H

H.1 SEXUAL MISCONDUCT, DISCRIMINATION AND HARASSMENT POLICY

H.2 INVESTIGATIVE PROCESS FOR INTERNAL COMPLAINTS INVOLVING SEXUAL MISCONDUCT, DISCRIMINATION AND HARASSMENT

The University is committed to creating and maintaining a community where all persons who participate in University programs and activities can work and learn together in an atmosphere free from ~~all forms of discrimination and harassment, exploitation, or intimidation.~~ The University ~~condemns/prohibits~~ discrimination based on sex or gender, ~~sexual harassment, sexual assault, sexual orientation discrimination, which includes~~ discrimination ~~based and harassment on the basis of pregnancy, sexual orientation, gender identity or expression, and all forms of sexual misconduct~~ harassment, including but not limited to sexual assault, dating violence, domestic violence, and stalking. Any such activity committed by a member of the University community may subject the individual to University sanctions as well as civil and criminal penalties.

~~Persons who have complaints alleging~~ The Office of Institutional Equity is charged with oversight responsibilities and investigation of sex discrimination ~~based upon sex or gender, which may include and sexual harassment, sexual assault, sexual orientation discrimination, discrimination based on gender identity or gender expression, and as defined by this policy and in compliance with applicable federal laws, including Title IX of the Education Amendments Act of 1972, Title VII of the Civil Rights Act of 1964, the Violence Against Women Act of 1994 (as reauthorized), and applicable Oklahoma laws.~~ In addition, the Office of Institutional Equity is charged with investigating sexual misconduct ~~may file their complaints with the University's Equal Opportunity that constitutes Workplace Harassment, Employee Sexual Misconduct, and Prohibited Conduct under the University of Oklahoma Student Rights and Responsibilities Code.~~ The Office of Institutional Equity is also responsible for investigations of conduct in violation of the Consensual Sexual Relationships Policy.

Through its Institutional Equity Officer ~~/Institutional Equity and Title IX Coordinator or,~~ the University's Sexual Misconduct Officer identified below. The University reserves the right to independently address known concerns falling under this policy, ~~regardless of whether a complaint has been filed,~~ in order to ~~end the~~ stop sex discrimination and sexual harassment, prevent its recurrence, and remedy its effects. The term "Title IX Coordinator" refers to the Institutional Equity Officer and Title IX Coordinator who oversees the implementation of the University's Sexual Misconduct, Discrimination and Harassment Policy, as well as the University's Non-Discrimination Policy and Affirmative Action Plan. The Title IX Coordinator has the primary responsibility for coordinating the University's efforts related to the intake, investigation, resolution, and implementation of supportive measures to stop, remediate, and prevent discrimination, harassment, and retaliation prohibited under these policies.

The Title IX Coordinator manages the Title IX Team and acts with independence and authority free from bias and conflicts of interest. The Title IX Coordinator oversees all resolutions under this policy and procedure. The Title IX Coordinator requires training for all Office of Institutional Equity staff, including investigators, as well as for Decision-makers and Informal Resolution Facilitators. These individuals are trained to ensure they are not biased for or against any party in a specific case, or for against Complainants and/or Respondents, generally. To raise any concern involving bias or conflict of interest, or reports of misconduct or discrimination by the Title IX Coordinator, contact President Joseph Harroz, Jr. at 660 Parrington Oval, Evans Hall, Room 110, Norman, OK 73019, (405) 325-3916, ouharroz@ou.edu. Concerns of bias or potential conflict of interest or reports of misconduct or discrimination by any other Title IX Team member should be raised with the Title IX Coordinator.

The term "Title IX Coordinator" as used herein may also include an Associate Title IX Coordinator or other member of the Title IX Team under the supervision of the Title IX Coordinator. For the purposes of this policy, the term "Complainant" means any individual who is alleged to be the victim of conduct that could constitute Prohibited Conduct. The term "Respondent" means any individual who is reported or alleged to be the perpetrator of conduct that could constitute Prohibited Conduct.

Any person seeking to invoke the protections of this policy may do so solely by providing notice to the Title IX Coordinator as provided herein; notice to other members of the University community will not be imputed to the Title IX Coordinator. ~~This policy covers unwelcome conduct of a sexual or gender-based nature, whether committed on-campus, or off-campus where the University has control over the perpetrator or the context of the harassment. Consensual romantic relationships between members of the University community are subject to other University policies, but alleged violations of such policy are investigated under this process and procedure. See Section 5.23 of~~

~~the Staff Handbook (<http://hr.ou.edu/documents/files/handbook.pdf>), and Section 3.2.7 of the Regents' Policy Manual, as well as the respective campuses Faculty Handbooks.~~

I. ADMINISTRATIVE CONTACT INFORMATION

Complaints or notice of alleged policy violations, or inquiries about or concerns regarding this policy and procedures, may be made internally to:

Christine Taylor
Title IX Coordinator
Office of Institutional Equity
660 Parrington Oval, Evans Hall – Room 102
Norman, OK 73019
(405) 325-3546
christine.taylor@ou.edu

II. PRESUMPTION OF INNOCENCE

A Respondent who is alleged to have engaged in Prohibited Conduct, as defined below, shall be presumed innocent during the pendency of any grievance proceedings.

III. PROHIBITED CONDUCT

~~Conduct prohibited under the University's policy include, but are not limited to sex discrimination (including sexual orientation discrimination and gender identify or gender expression discrimination), sexual harassment, non-consensual sexual intercourse (or attempts to commit same), non-consensual sexual contact (or attempts to commit same), dating violence, domestic violence, stalking, sexual exploitation, retaliation, and any attempts to commit the same.~~

The following conduct, or attempted conduct (in the case of conduct prohibited in subsections C and E below), is prohibited, and constitutes "Prohibited Conduct" for purposes of this Policy:

- A. Sex Discrimination:** ~~Includes sexual harassment and is defined as conduct~~Conduct directed at a specific individual or a group of identifiable individuals that subjects the individual or group to treatment that adversely affects their employment or education, or institutional benefits, on account of sex or gender (including sexual orientation, gender identity, and gender expression discrimination). It may include acts of verbal, nonverbal, or physical aggression, intimidation, or hostility based on sex or sex-stereotyping, even if those acts do not involve conduct of a sexual nature.
- B. Pregnancy Discrimination:** ~~The University prohibits discrimination~~Discrimination on the basis of pregnancy, childbirth, false pregnancy, termination of pregnancy or recovery therefrom. Discrimination on the basis of pregnancy should be reported in accordance with this policy. Employees with questions regarding accommodations during pregnancy are encouraged to contact the Office of Human Resources (<http://hr.ou.edu>), students and visitors with questions regarding accommodations during pregnancy are encouraged to contact the ~~Disability Resource Center~~ (<http://www.ou.edu/drc/home.html>). ~~For complaints arising under this policy, please report to the EOO or the Sexual Misconduct Officer, Accessibility and Disability Resource Center~~ (<https://www.ou.edu/adrc>).
- C. Title IX Sexual Harassment** ~~is a~~is a specific form of sex discrimination. ~~Sexual-~~Title IX Sexual Harassment includes the following types of Prohibited Conduct when they occur in the context of the University's educational programs or activities, and within the United States.

For the purposes of this policy, "educational program or activity" includes locations, events, or circumstances over which the University exercised substantial control over both the Respondent and the context in which the sexual harassment occurs, and also includes any building owned or controlled

by an officially recognized or registered student organization. Under Title IX, Sexual Harassment means conduct on the basis of sex that satisfies one or more of the following:

~~1) **Hostile Environment Harassment**, which is unwelcome and discriminatory speech or conduct undertaken because of an individual's gender or is sexual in nature and is conduct determined by a reasonable person to be so severe, pervasive, or persistent, and objectively and subjectively offensive that it effectively denies a person equal access to the University's education program or activity;~~

~~1)2) **Quid Pro Quo Sexual Harassment** has the systematic effect of unreasonably interfering with or depriving someone of educational, institutional, or employment access, benefits, activities, or opportunities. Students, employees, and visitors who are subject to or who witnesses, where an employee of the University is conditioning the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome conduct of a sexual nature are encouraged to report the incident(s);~~ or

~~2) **Hostile Environment Sexual Harassment** includes conduct that is sufficiently severe, pervasive, or persistent, objectively and subjectively offensive that it alters the conditions of education or employment or institutional benefits of a reasonable person with the same characteristics of the victim of the harassing conduct. Whether conduct is harassing is based upon examining a totality of circumstances, including but not limited to:~~

~~(a) the frequency of the conduct;~~

~~(b) the nature and severity of the conduct;~~

~~(c) whether the conduct was physically threatening;~~

~~(d) whether the conduct was deliberate, repeated humiliation based upon sex;~~

~~(e) the effect of the conduct on the alleged victim's mental or emotional state from the perspective of a reasonable person;~~

~~(f) whether the conduct was directed at more than one person;~~

~~(g) whether the conduct arose in the context of other discriminatory conduct;~~

~~(h) continued or repeated verbal abuse of a sexual nature, such as gratuitous suggestive comments and sexually explicit jokes; and~~

~~3) whether the speech or conduct deserves constitutional protections.~~**Sexual Assault, Dating Violence, Domestic Violence, or Stalking** as defined below in accordance with applicable law:

a. **Sexual Assault** includes:

i. **Rape** - penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim;

ii. **Fondling** - The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim;

iii. **Incest** - Non-Forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law; and

iv. **Statutory Rape** - sexual intercourse with a person who is under the statutory age of consent.

Dating Violence, which

~~3) **Quid Pro Quo Sexual Harassment** exists when individuals in positions of authority over the reporting party:~~

- ~~(a) make unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature; and~~
- ~~(b) indicate, explicitly or implicitly, that failure to submit to or the rejection of such conduct will result in adverse educational or employment action or where participation in an educational program or institutional activity or benefit is conditioned upon the reporting party's submission to such activity.~~

Examples of Harassment:

- A professor insists that a student have sex with him or her in exchange for a good grade. This is harassment regardless of whether the student accedes to the request.
- A student repeatedly sends sexually orientated jokes in a group text to numerous other students even when asked to stop, causing one recipient to avoid the sender on campus.
- Explicit sexual pictures are displayed on an exterior door or on a computer monitor in a public place.
- Two supervisors frequently "rate" several employees and comment on their appearance within their earshot.
- A professor engages students in discussions in class about their past sexual experiences, yet the conversation is not in any way relevant to the subject matter of the class.
- An ex-girlfriend widely spreads false stories about the sex life of her former boyfriend to his clear discomfort, making him a social outcast on campus.

~~C. **Sexual Violence** means physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent. A number of acts fall into the category of sexual violence, including rape, sexual assault, sexual battery, and sexual coercion.~~

- ~~**Non-Consensual Sexual Intercourse** is defined as any sexual intercourse or penetration of the anal, oral, vaginal, genital opening of the victim, including sexual intercourse or penetration by any part of a person's body or by the use of an object, however slight, by one person to another without consent or against the victim's will.~~
- ~~**Non-Consensual Sexual Contact** is any intentional touching, however slight, whether clothed or unclothed, of the victim's intimate body parts (primarily genital area, groin, inner thigh, buttock or breast) with any object or body part, without consent and/or by force. It also includes the touching of any part of a victim's body using the perpetrator's genitalia and/or forcing the victim to touch the intimate areas of the perpetrator or any contact in a sexual manner even if not involving contact of or by breasts, buttocks, groin, genitals, mouth or other orifice.~~
- ~~**Sexual Coercion** is unreasonable pressure for sexual activity by using pressure (including physical or emotional pressure, intimidation, or threats), alcohol, medications, drugs, or force to have sexual contact against someone's will or with someone who has already refused. This includes rape, sexual assault, sexual exploitation and sexual misconduct.~~

~~D. **Sexual Exploitation** occurs when a person takes non-consensual, unjust or abusive sexual advantage of another for his or her own advantage or benefit, or to benefit or advantage anyone other than the one being exploited, and that behavior may not otherwise constitute one of the other sexual misconduct offenses.~~

~~Examples of Sexual Exploitation include, but are not limited to:~~

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- ~~• non-consensual video or audio taping of any form of sexual activity going beyond the boundaries of consent (such as letting a person or people hide in the closet to watch you having consensual sex without your partner's knowledge or consent);~~
- ~~• engaging in non-consensual voyeurism, such as observing sexual acts or body parts of another from a secret vantage point;~~
- ~~• knowingly transmitting a sexually transmitted disease or illness to another;~~
- ~~• exposing one's genitals in a non-consensual circumstance, or inducing another to expose his or her genitals;~~
- ~~• prostituting another person;~~
- ~~• other forms of invasion of sexual privacy.~~

~~F. Relationship Violence~~ includes assault, battery or other physical abuse between those in an intimate, dating, or romantic relationship with each other

4) ~~1) Dating violence~~ is violence between individuals in the following circumstances:

- a. The party is or has been in a social relationship of a romantic or intimate nature with the victim; and
- b. The existence of such a relationship shall be determined based on a consideration of the following factors:
 - i. ~~Length~~length of the relationship;
 - ii. ~~Type~~type of relationship;
 - iii. ~~Frequency~~frequency of interaction between the persons involved in the relationship

~~2) Domestic violence~~ means violence committed by:

- ~~(a) Current~~Violence, which is an assault and battery against: a current or former spouse; a present spouse of the victim;
- ~~(b) A former spouse; a former spouse of a present spouse; parents; a foster parent; a child; a person otherwise related by blood or marriage; a person with whom the victim shares a child~~Respondent is or was in common;
- ~~(c) A dating relationship; an individual with whom the Respondent has had a child; a person who is cohabitating with or has cohabitated with~~formerly lived in the victim's same household as a spouse;
- ~~(d) A person similarly situated to a spouse of the victim under Oklahoma domestic or family violence laws;~~

5) ~~Any other~~Respondent; or a person against an adult or youth victim who is protected from that person's acts under Oklahoma domestic or family violence lawsliving in the same household

6) ~~G. Stalking, which is defined as engaging in~~ a course of conduct directed at a specific person that would cause a reasonable person to:

- a. Fear for the person's safety or the safety of others, or
- b. Suffer substantial emotional distress

~~For the purposes of this definition,~~

~~Course of Conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens or communicates to or about a person or interferes with a person's property.~~

~~Emotional Distress means significant mental suffering or distress that may, but does not necessarily require, medical or other professional treatment or counseling.~~

~~H. Other Misconduct~~

- ~~0) Other forms of misconduct based on one's gender also constitute violations of this policy including: threatening or causing physical harm, extreme verbal abuse, or other conduct which threatens or endangers the health or safety of any person;~~
- ~~0) Discrimination, defined as actions that deprive other members of the community of educational or employment access, benefits or opportunities on the basis of gender;~~
- ~~0) Harassment, defined as unwelcome and discriminatory speech or conduct undertaken because of an individual's gender or that is sexual in nature that has the systematic effect of unreasonably interfering with or depriving someone of educational, institutional, or employment access, benefits, activities, or opportunities.~~
- ~~0) Gender-based intimidation, defined as implied threats or acts that cause an unreasonable fear of harm in another;~~
- ~~0) Gender-based hazing, defined as acts likely to cause physical or psychological harm or social ostracism to any person within the University community, when related to the admission, initiation, pledging, joining or other group affiliation activity (as defined further in the Student Conduct Hazing Policy);~~
- ~~0) Gender-based bullying, defined as repeated and/or severe aggressive behavior likely to intimidate or intentionally hurt, control or diminish another person, physically or mentally (that is not speech or conduct otherwise protected by the First Amendment);~~

~~D. I. Workplace Harassment: Unwelcome conduct that is based on sex (including pregnancy), and (1) enduring the offensive conduct becomes a condition of continued employment, or (2) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive.~~

~~E. Employee Sexual Misconduct: Employee conduct that occurs outside the context of the educational program or outside the United States, but where the conduct otherwise meets one or more definitions of Sexual Harassment set forth in Section C, above. The Office of Institutional Equity is authorized to investigate Prohibited Conduct under this section with written approval from the University's Chief Human Resources Officer.~~

~~F. Sexual Misconduct- Student Code Violation: Student conduct that occurs outside the context of the educational program or outside the United States, but otherwise meets one or more definitions of Sexual Harassment set forth in Section C, above. The Office of Institutional Equity is authorized to investigate Prohibited Conduct under this section with written approval from the Director of Student Conduct stating the Prohibited Conduct, as alleged, is within the University's jurisdiction as defined in the Student Code of Rights and Responsibilities.~~

~~V.G. Retaliation is any: Any attempt to penalize or take an adverse employment, educational or institutional benefit action, including but not limited to making threats, intimidation, reprisals, interference with an individual's protected rights, or other adverse action, against a person because of participation or non-participation in a complaint or the report, investigation, or grievance process of discrimination, sexual harassment or sexual misconduct. Prohibited Conduct.~~

H. False Reporting: Knowingly making a materially false statement in bad faith or knowingly submitting materially false information during the grievance process is prohibited. False reporting does not include accidental or inadvertent false statements, immaterial inaccuracies, or statements made outside the context of making a report, filing a grievance, participating in a grievance procedure, or during the grievance process.

I. Violation of Consensual Sexual Relationships Policy: The Consensual Sexual Relationships Policy may be found here: <https://www.ou.edu/eoo/policies>.

IV. DIRECT ADMINISTRATIVE ACTION

A. Administrative Review: Subject to the limitations of applicable law, the Title IX Coordinator reserves the right to address an incident of Prohibited Conduct on campus even if no Formal Complaint of Title IX Sexual Harassment or other Complaint alleging other Prohibited Conduct is filed, and may take unilateral action to remedy the effects of sexual harassment. In undertaking a unilateral administrative action, however, the Title IX Coordinator may not impose any disciplinary sanction or unduly burden a Respondent.

B. Emergency Removal – Students: Discrimination on the basis of pregnancy, childbirth, false pregnancy, termination of pregnancy or recovery therefrom. Discrimination on the basis of pregnancy should be reported in accordance with this policy. Employees with questions regarding accommodations during pregnancy are encouraged to contact the Office of Human Resources (<http://hr.ou.edu>), students and visitors with questions regarding accommodations during pregnancy are encouraged to contact the Accessibility and Disability Resource Center (<https://www.ou.edu/adrc>).

C. Emergency Removal/Administrative Leave – Non-student employees: With respect to employees (other than student employees), upon a determination at any stage in the grievance procedure that the continued performance of either party's regular duties or University responsibilities would not be in the best interest of the University, the executive officer over the area may, with the concurrence of the Chief Human Resources Officer, suspend or reassign an employee's duties or responsibilities, or place the individual on an administrative leave of absence pending the completion of the grievance procedure.

D. Emergency Removal/Administrative Leave – Non-student employees: With respect to employees (other than student employees), upon a determination at any stage in the grievance procedure that the continued performance of either party's regular duties or University responsibilities would not be in the best interest of the University, the executive officer over the area may, with the concurrence of the Chief Human Resources Officer, suspend or reassign an employee's duties or responsibilities, or place the individual on an administrative leave of absence pending the completion of the grievance procedure.

V. REPORTING PROHIBITED CONDUCT

Upon receiving a report of Prohibited Conduct, the Title IX Coordinator will promptly provide a Complainant with important information about options for filing a Formal Complaint of Sexual Harassment, if applicable, a Complaint of Employee Sexual Misconduct or Sexual Misconduct (Student Code Violation), or other appropriate grievance as set forth below. The Title IX Coordinator will offer information about supportive measures that are available without regard to whether any grievance is filed.

A. Duty to Report Prohibited Conduct: Supervisors, managers and faculty members with administrative duties or student supervisory duties are responsible for taking all appropriate action to prevent sex discrimination and harassment, and to stop and correct it when it occurs, and are expected to report it to the Institutional Equity Officer and Title IX Coordinator or any of the University's Associate Title IX Coordinators at (405) 325-3546. Others' knowledge of alleged misconduct will not trigger University obligations or liability; it is, however, the policy of the University of Oklahoma that all employees who are aware of allegations of Prohibited Conduct are expected to promptly report the matter to the Title IX Coordinator.

B. Immunity Policy: The safety of students, employees, and the campus community are of utmost importance to the University. In order to encourage reporting of incidents of Prohibited Conduct, no Complainant, Respondent, or witness will be referred for disciplinary action solely for engaging in the unlawful or prohibited use of alcohol and/or drugs when the reported incident occurred. Provided, nothing prohibits an investigator or decision-maker from inquiring into alcohol and/or drug use if a party or witness's use of alcohol or drugs is relevant in the grievance process.

C. Confidential Reporting Resources: Requests for confidentiality or anonymity may limit or preclude the University's ability to conduct an investigation of allegations of Prohibited Conduct. A request for confidentiality will be respected unless the Title IX Coordinator determines it is necessary to conduct an investigation.

These on-campus resources can offer options and advice without the obligation to inform University officials, including the Title IX Coordinator, unless the Complainant requests that the information be shared. Parties wishing to report confidentially may do so by contacting:

- OU Advocates: HSC/Norman (405) 615-0013 - provides referral and support; Tulsa OU Advocates (8 a.m. – 5 p.m.): (918) 660-3163 (after hours: 918-743-5763)
- Employee Assistance Program: (800) 327-5043 (Norman / HSC); (918) 587-9471 (Tulsa) – provides counseling services and referrals for University faculty/staff
- HSC Student Counseling Services: (405) 271-7336 - provides counseling services
- OU-Tulsa Student Counseling: (918) 660-3109 - provides counseling services

D. Timing of Complaints: There is no time limitation on reporting an incident to the Title IX Coordinator or for filing a Formal Complaint of Title IX Sexual Harassment or Complaint of other Prohibited Conduct. However, if the Respondent is no longer subject to the University's jurisdiction for disciplinary sanctions and/or significant time has passed, the ability to investigate, respond, and provide remedies may be more limited or impossible. In cases where significant time has lapsed since the reported incident, the Title IX Coordinator shall offer supportive measures. If a Formal Complaint of Title IX Sexual Harassment, Complaint of Employee Sexual Misconduct, or Sexual Misconduct (Student Code Violation) is dismissed because passage of time renders investigation not reasonably practicable, the parties will be afforded the right to appeal the decision in accordance with the Grievance Procedures for Title IX Sexual Harassment and Sexual Misconduct.

E. Intake Process: Upon receiving a report or Formal Complaint of Title IX Sexual Harassment or Complaint of other Prohibited Conduct, the Office of Institutional Equity staff and/or the Title IX Coordinator will promptly communicate with a Complainant to discuss the availability of supportive measures, provide information about the investigative process, and discuss the process for filing a Formal Complaint of Title IX Sexual Harassment or a Complaint of other Prohibited Conduct. Where applicable, Complainants will also be advised on the preservation of evidence that may be relevant to a University or other proceeding and their right to seek a court-issued order of protection. Complainants will be informed of the right to report an incident to law enforcement authorities and will be offered assistance in reporting to law enforcement if requested.

F. Supportive Measures: The Title IX Coordinator promptly makes supportive measures available to the parties upon receiving notice or a complaint. Supportive measures are non-disciplinary, non-punitive, individualized services offered without fee or charge to either party before or after the filing of a Formal Complaint of Title IX Sexual Harassment or Complaint of other Prohibited Conduct, or where none is filed. Supportive measures are designed to restore or preserve equal access to the University's education program or activity without unreasonably burdening the other party. Supportive measures may include a range of options such as counseling, course-related adjustments, modifications of work or class schedules, campus services, mutual restrictions on contact between the parties, changes in work or housing locations, and other similar measures. A mutual restriction on contact between the parties is referred to as a "no contact order," which is enforceable through student and employee conduct processes.

At the time that supportive measures are offered, the Office of Institutional Equity will inform the

Complainant, in writing, of the option to file a Formal Complaint with the Office of Institutional Equity either at that time or in the future, if the Complainant has not done so already. The Title IX Coordinator works with the Complainant and will take the Complainant's wishes into account with respect to the supportive measures that are planned and implemented. The University will maintain the privacy of the supportive measures, provided that privacy does not impair the University's ability to provide the supportive measures.

G. Confidentiality: The University will keep confidential the identity of any individual who has made a report or complaint of Prohibited Conduct, any Complainant, any individual who has been reported to be the perpetrator of sex discrimination, any Respondent, and any witness (unless permitted by FERPA, or required under law, or as necessary to conduct proceedings under Title IX or to carry out the purposes of the Title IX regulations to conduct any investigation, hearing, or judicial proceeding arising thereunder, which includes a grievance process).

VI. FORMAL COMPLAINT OF TITLE IX SEXUAL HARASSMENT OR SEXUAL MISCONDUCT

A Complainant may choose whether to proceed with filing a Formal Complaint of Title IX Sexual Harassment or Complaint of Employee Sexual Misconduct or Sexual Misconduct (Student Code Violation). In certain instances, such as those which indicate a pattern, predation, threat, weapons and/or ongoing violence, or when an employee is alleged to have sexually harassed a student, the Title IX Coordinator may initiate an investigation.

A. Promptness: The Office of Institutional Equity will respond promptly to reports of Title IX Sexual Harassment, Employee Sexual Misconduct and Sexual Misconduct (Student Code Violation). Formal Complaints may take 60-90 business days to resolve, typically. The Office of Institutional Equity will work to avoid undue delays within its control, but in some cases timelines may need to be extended. Any time the general timeframes for resolution outlined in the Office of Institutional Equity's procedures will be delayed, the Office of Institutional Equity will provide written notice to the parties of the delay, the cause of the delay, and an estimate of the anticipated additional time that will be needed as a result of the delay.

B. Process summary: The Grievance Procedures for Formal Complaints Involving Title IX Sexual Harassment and Sexual Misconduct are designed to provide the parties with an impartial investigation, decision-making, equitable resolution, and appellate process. While individual proceedings may vary depending upon the specific facts and circumstances, a grievance will follow the following format:

- a. Formal Complaint
- b. Written Notice to Parties
- c. Investigation of Formal Complaint
- d. Parties' Review and Response to Evidence
- e. Investigative Report
- f. Live Hearing
- g. Determination
- h. Appeal by Either Party
- i. Sanctions and Other Remedies Implemented (if warranted)
- j. Informal Resolution (under certain circumstances, at any time prior to a Determination by agreement of the parties)

C. Filing a Formal Complaint of Title IX Sexual Harassment or Sexual Misconduct:

- a. Title IX Sexual Harassment:

A Formal Complaint is a document or electronic submission (such as by electronic mail, through an online portal provided for this purpose by the University, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report) that contains the Complainant's digital or physical signature, or otherwise indicates that the Complainant is the person filing the formal complaint (or, in some cases, signed by the Title IX Coordinator) alleging sexual harassment against a Respondent about conduct within the

University's education program or activity and requesting that the University investigate the allegation. At the time of filing a Formal Complaint, a Complainant must be participating in or attempting to participate in the University's education program or University-related activity.

A Formal Complaint may be filed with the Title IX Coordinator (or any Associate Equity Officer or Associate Title IX Coordinator, all of whom constitute the Title IX Coordinator for purposes of this Policy). The Formal Complaint may be filed in person, by mail, or by electronic mail at any time of day, including during non-business hours, using the contact information listed for the Title IX Coordinator. Generally, a Formal Complaint should be filed as quickly as possible to facilitate the ability to gather facts and evidence; however, every Formal Complaint will be reviewed regardless of when an incident occurred. The Office of Institutional Equity encourages the use of its in-office form for filing a Formal Complaint; however, no particular form is required as long as it (1) is signed, (2) alleges sexual harassment, against a Respondent, and (3) requests an investigation.

Where the Title IX Coordinator signs a Formal Complaint, the Title IX Coordinator is not a Complainant or party during a grievance process and will comply with the requirements for Title IX personnel to be free from conflicts and bias.

b. Employee Sexual Misconduct or Sexual Misconduct (Student Code Violation):

The process for a filing a Complaint of Employee Sexual Misconduct or Sexual Misconduct (Student Code Violation) is the same as the process for filing a Formal Complaint of Title IX Sexual Harassment above, except that prior to initiating an investigation into the alleged conduct, the Title IX Coordinator must first request authorization to investigate from the Chief Human Resources Officer or Director of Student Conduct, who will determine whether the University has disciplinary jurisdiction over the Respondent pursuant to the applicable Staff and Faculty Handbook provisions or Student Code of Rights and Responsibilities. Once a Complaint is filed, the Complaint procedures will follow the same procedure for a Formal Complaint of Title IX Sexual Harassment except where specifically noted herein or in the Grievance Procedures for Formal Complaints of Title IX Sexual Harassment or Sexual Misconduct.

VII. REPORTING AND FILING A COMPLAINT OF GENDER-BASED DISCRIMINATION, RETALIATION, OR FALSE REPORTING

Students or employees who have experienced adverse effects to their employment or education, or institutional benefits, on account of sex or gender (including pregnancy, sexual orientation, gender identity, and gender expression discrimination) may trigger the protections of this policy by filing a Complaint with the Office of Institutional Equity. A Complaint filed under this section should state with specificity the person(s) responsible for the discriminatory conduct, the adverse effect it has caused to the Complainant's employment, education, or institutional benefits, and a statement of the relief requested.

Complaints of Gender-Based Discrimination, Workplace Harassment (other than Title IX Sexual Harassment or Sexual Misconduct), Retaliation, and False Reporting will be investigated in accordance with the Investigative Procedures for Gender-Based Discrimination.

VIII. REMEDIES AND DISCIPLINARY SANCTIONS

If (1) upon conclusion of an investigation and adjudicatory proceedings, or (2) pursuant to voluntary participation in an Informal Resolution process, a Respondent is found to be responsible for engaging in Prohibited Conduct, the Title IX Coordinator may recommend appropriate remedies and disciplinary sanctions. Remedies are designed to restore or preserve equal access to the University's education program or activity, and include measures such as academic support, counseling, and other supportive measures (whether burdensome, punitive, or disciplinary to the Respondent). The Title IX Coordinator will be responsible for the effective implementation of remedies.

EXHIBIT D

The range of possible disciplinary sanctions include:

<u>PROHIBITED CONDUCT*</u>	<u>EMPLOYEE DISCIPLINARY SANCTION</u>		<u>STUDENT DISCIPLINARY SANCTION</u>	
<u>SEXUAL HARASSMENT – HOSTILE ENVIRONMENT</u>	<u>MIN.</u>	<u>WRITTEN REPRIMAND</u>	<u>MIN.</u>	<u>DISCIPLINARY PROBATION</u>
	<u>MAX.</u>	<u>TERMINATION</u>	<u>MAX.</u>	<u>SUSPENSION/DELAYED DEGREE</u>
<u>SEXUAL HARASSMENT- QUID PRO QUO</u>	<u>MIN.</u>	<u>SUSPENSION WITHOUT PAY</u>	<u>MIN.</u>	<u>SUSPENSION</u>
	<u>MAX.</u>	<u>TERMINATION</u>	<u>MAX.</u>	<u>EXPULSION/ DELAYED DEGREE</u>
<u>SEXUAL ASSAULT</u>	<u>MIN.</u>	<u>TERMINATION</u>	<u>MIN.</u>	<u>SUSPENSION</u>
	<u>MAX.</u>	<u>TERMINATION</u>	<u>MAX.</u>	<u>EXPULSION/DELAYED DEGREE</u>
<u>DATING VIOLENCE OR DOMESTIC VIOLENCE</u>	<u>MIN.</u>	<u>SUSPENSION WITHOUT PAY</u>	<u>MIN.</u>	<u>DISCIPLINARY PROBATION</u>
	<u>MAX.</u>	<u>TERMINATION</u>	<u>MAX.</u>	<u>EXPULSION/DELAYED DEGREE</u>
<u>STALKING</u>	<u>MIN.</u>	<u>SUSPENSION WITHOUT PAY</u>	<u>MIN.</u>	<u>DISCIPLINARY PROBATION</u>
	<u>MAX.</u>	<u>TERMINATION</u>	<u>MAX.</u>	<u>EXPULSION/DELAYED DEGREE</u>
<u>OTHER PROHIBITED CONDUCT</u>	<u>SANCTIONS FOR ALL OTHER PROHIBITED CONDUCT MAY RANGE FROM WRITTEN REPRIMAND TO TERMINATION AND SUSPENSION AND/OR EXPULSION, DEPENDING UPON THE TOTALITY OF THE CIRCUMSTANCES.</u>			
<u>*SANCTIONS UNDER THIS SECTION APPLICABLE TO PROHIBITED CONDUCT THAT AMOUNTS TO TITLE IX SEXUAL HARASSMENT, EMPLOYEE SEXUAL MISCONDUCT OR SEXUAL MISCONDUCT (STUDENT CODE VIOLATION)</u>				

H.IX. DEFINITION OF CONSENT

Consent is the act of willingly agreeing to engage in sexual contact or conduct. Individuals who consent to sex must be able to understand what they are doing. ~~Under this policy, “No” always means “No,” and the absence of “No” may not mean “Yes”.~~

- Consent is informed, knowing and voluntary. Consent is active, not passive. Silence, in and of itself, cannot be interpreted as consent. Consent can be given by words or actions, as long as those words or actions create mutually understandable permission regarding the conditions of sexual activity.
- Consent to one form of sexual activity cannot imply consent to other forms of sexual activity.
- Previous relationships or consent does not imply consent to future sexual acts.
- Consent cannot be procured by use of physical force, compelling threats, intimidating behavior, or coercion.

~~Use of alcohol, medications, or other drugs will not excuse behavior that violates this policy.~~ Examples of when a person should know the other is incapacitated and may be unable to give valid consent include, but are not limited to:

- the amount of alcohol, medication or drugs consumed
- imbalance or stumbling
- slurred speech
- lack of consciousness or inability to control bodily functions or movements
- vomiting

- o legal incapacity, such as in the case of a minor and/or persons under legal guardianship

X. FREE SPEECH AND ACADEMIC FREEDOM

Members of the University community enjoy significant free speech protections guaranteed by the First Amendment of the United States Constitution. This policy is intended to protect members of the University community from discrimination and is not designed to regulate protected speech. No provision of this policy shall be interpreted to prohibit conduct that is legitimately related to course content, teaching methods, scholarship, or public commentary of an individual faculty member or the educational, political, artistic or literary expression of students in classrooms and public forums. However, freedom of speech and academic freedom are not limitless and do not protect speech or expressive conduct that violates federal or state anti-discrimination laws.

XI. RECORDS

The Office of Institutional Equity will retain records in accordance with the requirements of applicable local, state, and federal law. Records of all Title IX reports, complaints, investigations, determinations, disciplinary sanctions, remedies, supportive measures, hearing materials (including audio/audiovisual recordings/transcripts of a live hearing), appeals, informal resolutions, and materials used to train coordinators, investigators, and decision-makers with regard to sexual harassment will be retained for a minimum of seven (7) years.

The University disseminates a public Annual Security Report (ASR) to employees and students every October 1st. The ASR includes statistics of campus crime for the preceding 3 calendar years, plus details about efforts taken to improve campus safety. The report includes: definitions of sexual harassment, resources and reporting for a person who is victimized, support services, on and off campus resources, preventive measures and the sex offender registration. Additionally, there are policy statements regarding crime reporting, campus facility security and access, incidences of alcohol and drug use, and the prevention of/response to sexual assault, domestic and dating violence, and stalking.

XII. AVAILABILITY OF OTHER COMPLAINT PROCEDURES

In addition to seeking criminal charges through local law enforcement, members of the University community may also file complaints with the following entities irrespective of whether they choose to file a Formal Complaint or other grievance under this procedure:

Office of Civil Rights:

- Kansas City Field Office:
OCR.KansasCity@ed.gov | 1-816-268-0550
- Washington D.C.:
OCR@ed.gov | 1-800-421-3481

Equal Employment Opportunity Commission:

- Oklahoma City Field Office:
1-800-669-4000
- Washington D.C.:
1-800-669-4000 | <https://www.eeoc.gov/contact/>

State of Oklahoma Attorney General's Office:

- Office of Civil Rights Enforcement:
OCRE@oag.gov | 405-521-2029

Federal funding agencies

- e.g. Use of alcohol, medications, or other drugs will not excuse behavior that violates this policy.

III. SANCTIONS

~~Students and employees who have been deemed to have violated the Sexual Misconduct, Discrimination, and Harassment Policy, are subject to in accordance with this policy, as well as the Student Code of Rights and Responsibilities found at www.ou.edu/studentconduct and the Faculty and Staff Handbooks. The following are typical sanctions that may be imposed.~~

~~Sanctions for students can include verbal warning, written warning, disciplinary probation, educational sanctions, restitution, administrative fee, University-owned housing reassignment or termination, administrative trespass, suspension, expulsion, restriction or denial of University services, or delayed conferral of degree. Sanctions not listed may be used when deemed appropriate by the University.~~

~~Sanctions for employees can include verbal/written reprimands, required counseling/training, community service, administrative leave with or without pay, removal of supervisory or other roles/duties, conduct agreements, other sanctions as deemed appropriate, up to and including abrogation of tenure and termination of employment.~~

- ~~IV~~ ~~LEP@NASA.gov | NASA:1-866-654-1440~~

~~III~~XIII. STATE LAW DEFINITIONS

In accordance with the Violence Against Women Reauthorization Act of 2013, please be advised that the following definitions are applicable should you wish to pursue Oklahoma state criminal or civil actions. These definitions may differ from the University's administrative policy definitions noted above. The University's administrative system and disciplinary procedures are separate and distinct from those available to someone in a state civil or criminal action. Individuals may seek administrative remedies in accordance with this policy and also may seek state or federal civil or criminal remedies for the same incident through the applicable systems. The definitions set forth below are reviewed and verified annually; for a more frequently updated resource, please consult Oklahoma's State Court Network: site: <http://www.oscn.net>.

Consent

The term "**consent**" means the affirmative, unambiguous and voluntary agreement to engage in a specific sexual activity during a sexual encounter which can be revoked at any time. **Consent** cannot be:

1. Given by an individual who:
 - (a) is asleep or is mentally or physically incapacitated either through the effect of drugs or alcohol or for any other reason, or
 - (b) is under duress, threat, coercion or force; or
2. Inferred under circumstances in which consent is not clear including, but not limited to:
 - (a) the absence of an individual saying "no" or "stop", or
 - (b) the existence of a prior or current relationship or sexual activity.

21. O.S. § 113 (effective June 6, 2016)

Sexual Assault

- (a) rape, or rape by instrumentation, as defined in ~~Section~~SectionS 1111,1111.1 and 1114 of this title, or
- (b) forcible sodomy, as defined in Section 888 of this title

21. O.S. § 142.20

Rape

- (a) Rape is an act of sexual intercourse involving vaginal or anal penetration accomplished with a male or female who is not the spouse of the perpetrator and who may be of the same or the opposite sex as the perpetrator under any of the following circumstances:
- 1) Where the victim is under sixteen (16) years of age;
 - 2) Where the victim is incapable through mental illness or any other unsoundness of mind, whether temporary or permanent, of giving legal consent;
 - 3) Where force or violence is used or threatened, accompanied by apparent power of execution to the victim or to another person;
 - 4) Where the victim is intoxicated by a narcotic or anesthetic agent, administered by or with the privity of the accused as a means of forcing the victim to submit;
 - 5) Where the victim is at the time unconscious of the nature of the act and this fact is known to the accused;
 - 6) Where the victim submits to sexual intercourse under the belief that the person committing the act is a spouse, and this belief is induced by artifice, pretense, or concealment practiced by the accused or by the accused in collusion with the spouse with intent to induce that belief. In all cases of collusion between the accused and the spouse to accomplish such act, both the spouse and the accused, upon conviction, shall be deemed guilty of rape;
 - 7) Where the victim is under the legal custody or supervision of a state agency, a federal agency, a county, a municipality or a political subdivision and engages in sexual intercourse with a state, federal, county, municipal or political subdivision employee or an employee of a contractor of the state, the federal government, a county, a municipality or a political subdivision that exercises authority over the victim;
 - 8) Where the victim is at least sixteen (16) years of age and is less than twenty (20) years of age and is a student, or under the legal custody or supervision of any public or private elementary or secondary school, junior high or high school, or public vocational school, and engages in sexual intercourse with a person who is eighteen (18) years of age or older and is an employee of the same school system.
 - 9) Where the victim is nineteen (19) years of age or younger and is in the legal custody of a state agency, federal agency or tribal court and engages in sexual intercourse with a foster parent or foster parent applicant.
- (b) Rape is an act of sexual intercourse accomplished with a male or female who is the spouse of the perpetrator if force or violence is used or threatened, accompanied by apparent power of execution to the victim or to another person.

21. O.S. § 1111

Rape by Instrumentation

- (a) Rape by instrumentation is an act within or without the bonds of matrimony in which any inanimate object or any part of the human body, not amounting to sexual intercourse is used in the carnal knowledge of another person without his or her consent and penetration of the anus or vagina occurs to that person.
- (b) Provided, further, that at least one of the circumstances specified in Section 1111 of this title has been met; further, where the victim is at least sixteen (16) years of age and is less than twenty (20) years of age and is a student, or under the legal custody or supervision of any public or private elementary or secondary school, junior high or high school, or public vocational school, and engages in conduct prohibited by this section of law with a person who is eighteen

(18) years of age or older and is an employee of the same school system, or where the victim is under the legal custody or supervision of a state or federal agency, county, municipal or a political subdivision and engages in conduct prohibited by this section of law with a federal, state, county, municipal or political subdivision employee or an employee of a contractor of the state, the federal government, a county, a municipality or a political subdivision that exercises authority over the victim, consent shall not be an element of the crime.

- (c) Provided, further, that at least one of the circumstances specified in Section 1111 of this title has been met; further, where the victim is nineteen (19) years of age or younger and in the legal custody of a state agency, federal agency or tribal court and engages in conduct prohibited by this section of law with a foster parent or foster parent applicant.

21. O.S. § 1111.1

Rape in First Degree – Second Degree

- (a) Rape in the first degree shall include:
- 1) rape committed by a person over eighteen (18) years of age upon a person under fourteen (14) years of age; or
 - 2) rape committed upon a person incapable through mental illness or any unsoundness of mind of giving legal consent regardless of the age of the person committing the crime; or
 - 3) rape accomplished where the victim is intoxicated by a narcotic or anesthetic agent, administered by or with the privity of the accused as a means of forcing the victim to submit; or
 - 4) rape accomplished where the victim is at the time unconscious of the nature of the act and this fact is known to the accused; or
 - 5) rape accomplished with any person by means of force, violence, or threats of force or violence accompanied by apparent power of execution regardless of the age of the person committing the crime; or
 - 6) rape by instrumentation resulting in bodily harm is rape by instrumentation in the first degree regardless of the age of the person committing the crime or
 - 7) rape by instrumentation committed upon a person under fourteen (14) years of age.
- (b) In all other cases, rape or rape by instrumentation is rape in the second degree

21. O.S. § 1114

Forcible Sodomy

- (b) The crime of forcible sodomy shall include:
- 1) Sodomy committed by a person over eighteen (18) years of age upon a person under sixteen (16) years of age;
 - 2) Sodomy committed upon a person incapable through mental illness or any unsoundness of mind of giving legal consent regardless of the age of the person committing the crime;
 - 3) Sodomy accomplished with any person by means of force, violence, or threats of force or violence accompanied by apparent power of execution regardless of the age of the victim or the person committing the crime;

- 4) Sodomy committed by a state, county, municipal or political subdivision employee or a contractor or an employee of a contractor of the state, a county, a municipality or political subdivision of this state upon a person who is under the legal custody, supervision or authority of a state agency, a county, a municipality or a political subdivision of this state;
- 5) Sodomy committed upon a person who is at least sixteen (16) years of age but less than twenty (20) years of age and is a student of any public or private secondary school, junior high or high school, or public vocational school, with a person who is eighteen (18) years of age or older and is employed by the same school system;
- 6) Sodomy committed upon a person who is at the time unconscious of the nature of the act, and this fact should be known to the accused; or
- 7) Sodomy committed upon a person where the person is intoxicated by a narcotic or anesthetic agent administered by or with the privity of the accused as a means of forcing the person to submit.

21. O.S. § 888

Dating Violence

Dating violence is not defined under Oklahoma law; however, the law does provide that any act of physical harm, or the threat of imminent physical harm against a person with whom a perpetrator was or is in a dating relationship is considered domestic violence, which defined below. The law defines dating relationship as: a courtship or engagement relationship. For purposes of this act, a casual acquaintance or ordinary fraternization between persons in a business or social context shall not constitute a dating relationship.

22. O.S. § 60.1 (1), (5)

Domestic Violence

Domestic violence is not defined under Oklahoma law; however, the law does provide that: any person who commits any assault and battery against a current or former spouse, a present spouse of a former spouse, a former spouse of a present spouse, parents, a foster parent, a child, a person otherwise related by blood or marriage, a person with whom the defendant is or was in a dating relationship as defined by Section 60.1 of Title 22 of the Oklahoma Statutes, an individual with whom the defendant has had a child, a person who formerly lived in the same household as the defendant, or a person living in the same household as the defendant shall be guilty of domestic abuse.

21 O.S. § 644 (C)

Stalking

Any person who willfully, maliciously, and repeatedly follows or harasses another person in a manner that:

- 1) Would cause a reasonable person or a member of the immediate family of that person to feel frightened, intimidated, threatened, harassed, or molested; and
- 2) Actually causes the person being followed or harassed to feel terrorized, frightened, intimidated, threatened, harassed, or molested.

For purposes of this section:

- 1) "Harasses" means a pattern or course of conduct directed toward another individual that includes, but is not limited to, repeated or continuing unconsented contact, that would cause a reasonable person to suffer emotional distress, and that actually causes emotional distress to the victim. Harassment shall include harassing or obscene phone calls as prohibited by Section 1172 of this title and conduct prohibited by Section 850 of this title. Harassment does

not include constitutionally protected activity or conduct that serves a legitimate purpose;

- 2) "Course of conduct" means a pattern of conduct composed of a series of two or more separate acts over a period of time, however short, evidencing a continuity of purpose. Constitutionally protected activity is not included within the meaning of "course of conduct";
- 3) "Emotional distress" means significant mental suffering or distress that may, but does not necessarily require, medical or other professional treatment or counseling
- 4) "Unconsented contact" means any contact with another individual that is initiated or continued without the consent of the individual, or in disregard of that individual's expressed desire that the contact be avoided or discontinued. Constitutionally protected activity is not included within the meaning of unconsented contact. Unconsented contact includes but is not limited to any of the following:
 - (a) following or appearing within the sight of that individual,
 - (b) approaching or confronting that individual in a public place or on private property,
 - (c) appearing at the workplace or residence of that individual,
 - (d) entering onto or remaining on property owned, leased, or occupied by that individual,
 - (e) contacting that individual by telephone,
 - (f) sending mail or electronic communications to that individual, and
 - (g) placing an object on, or delivering an object to, property owned, leased, or occupied by that individual; and
- 5) "Member of the immediate family", for the purposes of this section, means any spouse, parent, child, person related within the third degree of consanguinity or affinity or any other person who regularly resides in the household or who regularly resided in the household within the prior six (6) months.

21 O.S. § 1173

~~V. RISK REDUCTION TIPS~~

~~With no intention to blame victims, and with recognition that only those who commit sexual violence are responsible for those actions, these suggestions may nevertheless help reduce the risk of experiencing a non-consensual sexual act:~~

- ~~• Trust your intuition. If you feel a person or a situation is unsafe, act on those feelings and leave the situation or person. You are probably right.~~
- ~~• ~~When~~ you attend parties, bring your own drinks and don't accept drinks from someone you don't know well and trust.~~
- ~~• Avoid drinking pre-made punches; they often contain high amounts of alcohol.~~
- ~~• Use the buddy system when going out. Make sure someone in your group is sober and keeping track of others.~~
- ~~• Take affirmative responsibility for your alcohol intake/drug use and acknowledge that alcohol/drugs lower your sexual inhibitions and may make you vulnerable to someone who views a drunk or high person as a sexual opportunity.~~
- ~~• Take care of your friends or colleagues and ask that they take care of you. A good friend will step in when they see potentially risky situations.~~

- Utilize a mobile safety app such as the OU Crimson Guardian app: <http://www.ou.edu/web/news-events/articles/news-2016/crimson-guardian-app.html>

If you find yourself in the position of being the initiator of sexual behavior, you owe sexual respect to your potential partner. These suggestions may help you reduce your risk for being accused of sexual misconduct:

- Clearly communicate your intentions to your sexual partner and give them a chance to clearly relate their intentions to you.
- Understand and respect personal boundaries.
- DON'T MAKE ASSUMPTIONS about consent; about someone's sexual availability; about whether they are attracted to you; about how far you can go; or about whether they are physically and/or mentally able to consent. If there are any questions or ambiguity, then you DO NOT have consent.
- Mixed messages from your partner are a clear indication that you should stop, defuse any sexual tension and communicate better. You may be misreading them. You must respect the timeline for sexual behaviors with which they are comfortable.
- Don't take advantage of someone's drunkenness or drugged state, even if they did it to themselves.
- Realize that your potential partner could be intimidated by you, or fearful. You may have a power advantage simply because of your gender or size. Don't abuse that power.
- Understand that consent to one form of sexual behavior does not automatically imply consent to other forms of sexual behavior.
- Silence and passivity cannot be interpreted as an indication of consent. Read your potential partner carefully, paying attention to verbal and non-verbal communication and body language.

VI. REPORTING SEXUAL MISCONDUCT, DISCRIMINATION, AND HARASSMENT

A. Filing a Complaint

The Sexual Misconduct Officer has primary responsibility for investigations, education and training associated with this Policy and for such other duties as assigned by the Title IX Coordinator, and reports directly to the Title IX Coordinator. Persons who have complaints alleging violations of this policy may file their complaints with the Sexual Misconduct Officer, the Title IX Coordinator or an Associate Title IX Coordinator. Generally, complaints should be filed as quickly as possible to facilitate the ability to gather facts and evidence; however, all complaints will be reviewed regardless of when an incident occurred. Complaints concerning actions governed by this Policy can be submitted using the online form found at:

https://cm.maxient.com/reportingform.php?UnivofOklahoma&layout_id=10

Online complaints can be made anonymously.

For the Norman campus or Norman campus based programs, contact:

- Sexual Misconduct Officer, (405) 325-2215, Four Partners Place, 301 David L. Boren Blvd., Suite 1000, Norman, Oklahoma 73019, or smo@nu.edu

For Oklahoma City Health Sciences Center based programs, contact:

- Associate Equal Opportunity and Title IX Officer, Faustina Layne, (405) 271-2110, 1105 N. Stonewall Avenue, LIB 164H, Oklahoma City, OK 73117, faustina.layne@ouhsc.edu

* ~~Associate Title IX Coordinator — Student Affairs, Kate Stanton, (405) 271-2416, David L. Boren Student Union, Ste. 300, 1106 Stonewall Avenue, Oklahoma City, Oklahoma, 73117, Kate.Stanton@ouhsc.edu;~~

* ~~or the Sexual Misconduct Officer, (405) 325-2215 or smo@ou.edu~~

For Tulsa programs, contact:

* ~~Associate Equal Opportunity and Title IX Officer, Faustina Layne, (405) 271-2110, 1105 N. Stonewall Avenue, LIB 164H, Oklahoma City, OK 73117, faustina.layne@ouhsc.edu;~~

* ~~Associate Title IX Coordinator — Student Affairs, Josh Davis, (918) 660-3107, 4505 E. 41st Street IC76, Founders Student Center, Tulsa, Oklahoma 74135 or jmdavis@ou.edu~~

* ~~or the Sexual Misconduct Officer, (405) 325-2215 or smo@ou.edu.~~

Alternatively, for all campuses, any person may contact Bobby Mason, Title IX Coordinator, (405) 325-3546, 660 Parrington Oval, Evans Hall 102, Norman, Oklahoma 73019, or bjm@ouhsc.edu

Depending on the nature of the issues involved, the Sexual Misconduct Officer or other designated official will advise the reporting party about the applicable investigative process and disciplinary procedures. Details regarding the investigative process and disciplinary procedures are found in the *Investigative Process for Internal Complaints under the Sexual Misconduct, Discrimination, Harassment Policy*. All reporting parties will be informed of their options for reporting or not reporting an incident to law enforcement. Reporting parties are not required to report an incident to law enforcement (campus or local), but have the right to report to either, both, or neither. Campus authorities will also assist a reporting party in making a report with local law enforcement if he or she wishes to do so. Where applicable, reporting parties will also be advised on the preservation of evidence that may be useful to a criminal proceeding and their right to seek a court-issued order of protection.

Reporting parties will also be advised about interim measures, as well as the University's policies regarding maintaining confidentiality of a reporting party's identity and/or the reported incident.

A reporting party has the right, and can expect, to have reports taken seriously by the University when formally reported, and to have those incidents investigated and properly resolved through these procedures. The University's ability to investigate and take action to address discriminatory conduct may be limited if a reporting party insists his or her name not be disclosed to the alleged perpetrator. The University must weigh such requests for privacy against its duty to provide a safe and nondiscriminatory environment. In cases indicating pattern, predation, threat, weapons and/or violence, the University will likely be unable to honor a request for confidentiality. In cases where the victim requests confidentiality and the circumstances allow the University to honor that request, the University will offer interim supports and remedies to the victim and the community, but will not otherwise pursue formal action.

B. Interim Measures

Complaining parties may request certain interim measures from the Sexual Misconduct Officer or the Title IX Coordinator. No formal complaint or investigation, civil or criminal, need occur before these options are available. The University will maintain confidentiality to the fullest extent possible in implementing these measures. Examples of interim measures include:

- ~~Assistance in filing a complaint with the University and/or appropriate law enforcement agencies~~
- ~~Assistance in filing for an Emergency Protective Order~~
- ~~No-Contact Order~~
- ~~Change of class schedules and academic support~~
- ~~Alternate housing arrangements~~
- ~~Transportation arrangements and campus escorts~~
- ~~OU Advocates~~

- ~~Counseling services~~
- ~~Blocking emails~~
- ~~Other measures, as discussed~~

~~C. Confidential Reporting~~

~~On campus, some resources may maintain confidentiality with regard to reports of sexual harassment or discrimination. These resources can offer options and advice without an obligation to inform University officials unless you request that the information be shared. Parties wishing to report confidentially, may do so by contacting:~~

- ~~OU Advocates: HSC/Norman (405) 615-0013 provides referral and support; Tulsa OU Advocates (8 a.m. – 5 p.m.); (918) 660-3163 (after hours: 918-743-5763)~~
- ~~Goddard Health Center: (405) 325-2911 provides counseling/medical services~~
- ~~OU Psychology Clinic: (405) 325-2914 provides counseling services~~
- ~~Employee Assistant Program: (800) 327-2513 (Norman/HSC); (918)587-9471 (Tulsa) provides counseling services and referrals for University faculty/staff~~
- ~~HSC Student Counseling Services: (405) 271-7336 provides counseling services~~
- ~~OU Tulsa Counseling: (918) 660-3109 provides counseling services~~
- ~~University of Oklahoma Ombudsperson: Gloria White (405) 325-3297 provides referral and resource information for University faculty/staff~~

~~D. Mandatory Reporting~~

~~With limited exceptions, every university employee **must** report conduct that could constitute sexual misconduct, discrimination, harassment, or other prohibited conduct under this policy. Attorneys, clergy members, licensed counselors or physicians who are engaged in such capacity may keep such reports confidential.~~

~~Supervisors, managers and faculty members with administrative duties or student supervisory duties are responsible for taking all appropriate action to prevent sexual misconduct, discrimination and harassment, to correct it when it occurs, and **must** promptly report it to the Sexual Misconduct Officer, (405) 325-2215 or other appropriate University official (e.g. the Title IX Coordinator/Equal Opportunity Officer, Bobby Mason, (405) 325-3546 or any of the University's Associate Title IX Coordinators).~~

~~The Sexual Misconduct Officer has primary responsibility for investigations, education and training associated with this Policy and for such other duties as assigned by the Title IX Coordinator, and reports directly to the Title IX Coordinator. Persons who have complaints alleging violations of this policy may file their complaints in writing with the Sexual Misconduct Officer, the Institutional Equity and Title IX Coordinator or an Associate Title IX Coordinator. Generally, complaints should be filed within 365 calendar days of the act of alleged sexual discrimination, harassment or misconduct to facilitate the ability to gather facts and evidence; however, complaints which exceed this time frame will be reviewed as well. Complaints concerning actions governed by this Policy can be submitted online at <http://ou.edu/eoo/policies> or in person to the following:~~

~~E. Reports Concerning Minors~~

~~Members of the University community should be aware that the University often has minors on its campus for a variety of reasons, including field trips, tours, course credit, and camps. There are specific best practices with respect to hosting minors on campus: <http://www.ou.edu/web/landing/policy.html>.~~

~~Should you have a reasonable suspicion of any abuse or neglect of a minor while on University property, or where the minor is in your care at a University-related event, but the abuse may have occurred off-campus, irrespective of whether you are a mandatory reporter for Title IX purposes, you have an independent obligation under Oklahoma state law to notify the Oklahoma Department of Human Services immediately (1-800-522-3511) and local law enforcement and/or OUPD (405-325-1911), OUHSC PD (405-271-4911), or OU-Tulsa Police Department (918-660-3900). If any incidents also involve violations of the Sexual Misconduct, Discrimination and Harassment policy, you must contact DHS, law enforcement, and the University's Sexual Misconduct Office (405-325-2215).~~

~~F. Immunity Policy~~

~~The safety of students, employees, and the campus community are of utmost importance to the University. In order to encourage reporting of incidents of sexual assault, dating violence, domestic violence, stalking or other sexual misconduct, no reporting party or witness will be referred for disciplinary action if they engaged in the unlawful or prohibited use of alcohol and/or drugs when the reported incident occurred. Responding parties will not be referred for disciplinary action if they personally engaged in the unlawful or prohibited use of alcohol or drugs during the incident where an alleged policy violation occurred. Provided however, that a responding party may be held responsible for providing alcohol or drugs to the reporting party as a means of facilitating an alleged violation. Additionally, the use of alcohol or drugs will not excuse behavior by a responding party that constitutes a policy violation.~~

~~CXXV-XIV. VII. EDUCATION, TRAINING, AND RESOURCES~~

~~The University requires volunteers who will be providing volunteer services for (four) 4 or more days within a calendar year to take the following educational training courses on an annual basis, and all other employees must take the course at least once.~~

~~Employees must take an approved training course every 2 years during their career, usually within the initial training in their first 30 days of service at the University (<https://onpoint.ou.edu>). Employees may be required to be recertified on demand. Failure to have a certification of this required training may result in appropriate disciplinary action. Additional in-person trainings are also offered periodically and on request. Where University employees are also students, they will be required to also take the mandatory online training provided to students. For those without access to a computer or in need of additional assistance, please contact the University's Human Resources Department to take the training in an alternate format. Please see the types of training offered below. For more information on training resources or to view copies of training resources, visit the Office of Institutional Equity website.~~

~~A. For students, the University offers:~~

- ~~• Mandatory online training for students through <http://onpoint.ou.edu>. Where students are also University employees, they will be required to take both the ~~faculty/staff/employee~~ training and the student online training.~~
- ~~• Training on sexual harassment/discrimination/violence is included in the University's mandatory alcohol training program (in-person and online).~~
- ~~• In-person training for student groups and students through courses, ~~orientation~~ orientations, and other meetings.~~
- ~~• In-person training for Active Bystander Intervention skills: www.ou.edu/notonourcampus/ <https://ou.edu/gec/trainings>.~~
- ~~• On-going campus campaigns and information at a variety of events concerning the policy and appropriate behaviors regarding sexual assault, dating violence, domestic violence, stalking, and other sexual misconduct.~~
- ~~• Informational website and brochures devoted to educating students at <https://www.ou.edu/content/eoo/policies.html>.~~
- ~~• In-person training (Step In, Speak Out and LGBTQ Ally) prevention workshops: <https://www.ou.edu/gec/>.~~
- ~~• OU Advocates available 24/7 to discuss all available resources on and off campus: (405)-615-0013. For Tulsa-based programs (8 a.m. – 5 p.m.) (918) 660-3163; after hours: (918) 743-5763.~~

B. ~~B.~~ For employees, the University offers:

- Mandatory online training for employees through:
~~http://onpoint.ou.edu~~ <http://onpoint.ouhsc.edu>
- In-person training on sexual harassment/discrimination/violence and mandatory reporting through new employee orientations, foundations in management, and other periodic training opportunities and upon request.
- ~~In-person training for Active Bystander Intervention skills: www.ou.edu/notonourcampus/~~
- Ongoing campus campaigns and information at a variety of events, concerning the policy and appropriate behaviors, regarding sexual assault, dating violence, domestic violence, stalking, and other sexual misconduct.
- Informational website and brochures devoted to educating employees at:
~~www.ou.edu/sexualmisconduct~~ www.ou.edu/eoo.
- In person training (LGBTQ Ally) prevention workshops.
- OU Advocates available 24/7 to discuss all available resources on and off campus confidentially: 405-615-0013. For Tulsa-based programs (8 a.m. – 5 p.m.): (918) 660-3163; ~~or~~ after hours: (918) 743-5763.
- University Ombudsperson: ~~Gloria White~~ (405) 325-~~32974137~~ Email: ombuds@ou.edu to discuss available resources and options for faculty/staff confidentially

~~C.~~

C. Other resources available to the University community:

- OU Advocates (24/7): ~~(405) 615-0013~~ - provides ~~free~~ advocates and referrals to other resources on-campus and off-campus. For Tulsa-based programs (8 a.m. – 5 p.m.) (918) 660-3163; after hours: (918) 743-5763
- Gender + Equality Center: ~~(405) 325-4929~~ ~~—~~ provides information and referrals
- OUPD: -emergencies ~~(405-)~~ 325-1911; non-emergencies (405) 325-2864 –provides law enforcement support
- Goddard Health Center: ~~(405) 325-2911~~ - provides confidential counseling/medical services on the Norman campus
- ~~OU Psychology Clinic: (405) 325-2914 provides confidential counseling services on the Norman campus~~
- Employee Assistance Program: ~~(800) 327-2513~~ 5043 - confidential resources for HSC and Norman employees; (918) 587-9471 ~~provides confidential resources for for OU-Tulsa employees~~
- Norman Police Department: -911 for emergencies; (405) 321-1600 non-emergencies - provides law enforcement support
- Norman Rape Crisis Center-Women’s Resource Center: ~~(405) 701-5660~~ - confidential off-campus resource
- Norman Domestic Violence Crisis Line: ~~(405) 701-5540~~ ~~—~~ provides confidential resources off campus
- ~~OUHSC-PD: (405) 271-4300 - provides law enforcement support~~
- ~~HSC Student Counseling Services: (405) 271-7336 - provides confidential counseling services on the HSC campus~~
- OKC Rape Crisis/YWCA: ~~(405) 943-7273~~ - provides confidential resources off campus
- OKC Police Department: -911 for emergencies; (405) 231-2121 non-emergencies
- Call Rape/Tulsa Rape Crisis: ~~(918) 585-3143~~ - provides confidential resources off-campus
- OU Tulsa Counseling: ~~(918) 660-3109~~ - provides confidential counseling services on the Tulsa campus
- Tulsa Police Department: -911 for emergencies; (918) 596-9222 for non-emergencies ~~provides law enforcement support~~
- Tulsa 211 Helpline: ~~(918) 836-4357~~
- Oklahoma Coalition Against Domestic Violence and Sexual Assault: ~~(405) 524-0700~~ - provides confidential resources off campus
- Oklahoma Safeline: ~~(800) 522-7233~~ - provides confidential resources off campus

EXHIBIT D

- Heartline Health: ~~1-(800-)~~273-TALK - provides referral and support
- University Ombudsperson: (405) 325-~~3297~~4137 Email: ombuds@ou.edu - provides confidential guidance and referrals for University faculty/staff

~~D. Bystander Intervention~~

~~Bystander intervention is encouraged through safe and positive intervention techniques and by empowering third-party intervention and prevention. If you witness a policy violation, or behaviors that may lead to a policy violation, there are a variety of things you can do as a bystander, such as:~~

- ~~Divert the intended victim (e.g. “help me out of here; I don’t feel well”)~~
- ~~Distract the perpetrator (e.g. “looks like your car is being towed”)~~
- ~~Confront the perpetrator (e.g. “don’t speak to him/her in that manner; you are going to get yourself into trouble”)~~
- ~~Call for law enforcement assistance~~
 - ~~Emergencies-911~~
 - ~~Non-emergencies-~~
 - * ~~OUPD (405) 325 2864~~
 - * ~~OUHSCPD (405) 271 4300~~
 - * ~~OU-Tulsa PD (918) 660 3900~~
- ~~Educate your community (www.ou.edu/notonourcampus/)~~
- ~~Attend bystander intervention work shops for students through the Gender + Equality Center or for employees through the Institutional Equity and Title IX Office / Sexual Misconduct Office~~

~~VIII. INTENTIONALLY FALSE REPORTS~~

~~Individuals who make reports that are later found to have been intentionally false or made maliciously without regard for truth may be subject to disciplinary action up to and including termination or expulsion. This provision does not apply to reports made in good faith, even if the facts alleged in the report cannot be substantiated by an investigation.~~

~~CXXVII. IX. FREE SPEECH AND ACADEMIC FREEDOM~~

~~Members of the University community enjoy significant free speech protections guaranteed by the First Amendment of the United States Constitution. This policy is intended to protect members of the University community from discrimination and is not designed to regulate protected speech. No provision of this policy shall be interpreted to prohibit conduct that is legitimately related to course content, teaching methods, scholarship, or public commentary of an individual faculty member or the educational, political, artistic or literary expression of students in classrooms and public forums. However, freedom of speech and academic freedom are not limitless and do not protect speech or expressive conduct that violates federal or state anti-discrimination laws.~~

~~X. AVAILABILITY OF OTHER COMPLAINT PROCEDURES~~

~~In addition to seeking criminal charges through local law enforcement, members of the University community may also file complaints with the following entities irrespective of whether they choose to file a complaint under this procedure:~~

- ~~Office of Civil Rights:~~
- ~~Kansas City Field Office: OCR.KansasCity@ed.gov~~
- ~~1-816-268-0550~~
- ~~Washington, D.C.: OCR@ed.gov~~
- ~~1-800-421-3481~~
- ~~Equal Employment Opportunity Commission:~~

~~Oklahoma City Field Office: 1-800-669-4000~~

~~Washington, DC: 1-800-669-4000
eeoc.gov/contact/~~

~~State of Oklahoma Attorney General's Office:~~

~~Office of Civil Rights Enforcement: 405-521-2029
OCRE@aag.gov~~

~~Federal Funding Agencies:~~

~~e.g. NASA 1-866-654-1440
LEP@NASA.gov~~

~~*Definitions taken, in part, from the model policy of NCHERM: www.ncherm.org~~

(Regents, 3-8-2017)

REVISIONS TO THE FACULTY HANDBOOK – HSC

APPENDIX H 2 - Revisions

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

H.2 INVESTIGATIVE PROCESS FOR INTERNAL FORMAL COMPLAINTS UNDER THE OF SEXUAL MISCONDUCT, DISCRIMINATION AND HARASSMENT POLICY AND MISCONDUCT

I. Who May Utilize this Procedure

~~_____ Grievances concerning sexual harassment, sex/gender discrimination, sexual assault/misconduct or violations of the Consensual Sexual Relationship Policy should be filed with the Sexual Misconduct Officer. Additionally, such claims may also be filed with the Institutional Equity Officer/Title IX Officer or his/her designee or with the University's Equal Opportunity Officer Associate/Title IX Coordinators (collectively referred to as the "Sexual Misconduct Officer"). This procedure is available to any person who, at the time of the acts complained of was employed by the University of Oklahoma, or is or was an applicant for employment or was enrolled as a student or an applicant for admission at the University, and the University has control over either the alleged perpetrator or the facility, or context of the event (whether on or off campus). The Sexual Misconduct Officer may, in his or her discretion, dismiss a grievance if he/she determines the person filing the complaint is not entitled to use this procedure. _____ This procedure may be used by any member of the University community who is participating in or attempting to participate in the University's education program or a University-related activity. It is applicable to Formal Complaints concerning Title IX Sexual Harassment (which includes Hostile Environment Harassment, Quid Pro Quo Harassment, Sexual Assault, Domestic Violence, and Dating Violence). This procedure may also be used by any member of the University community who wishes to file a Complaint of Employee Sexual Misconduct, and Sexual Misconduct (Student Code Violation) as set forth in the Sexual Misconduct, Discrimination, and Harassment Policy.~~

~~_____ The University =~~

II. Filing of Complaint

~~_____ Persons who have complaints alleging sex/gender discrimination, sexual orientation discrimination, discrimination based on gender identity or gender expression, sexual harassment, sexual assault/misconduct or under the Consensual Sexual Relationships Policy may file their complaints in writing with the Sexual Misconduct Officer or his/her designee.~~

~~_____ Complainants who exercise their right to use this procedure agree to accept its conditions as outlined. Where multiple issues exist (i.e. sexual harassment and violation of due process or grade appeal), the complainant must specify all of the grounds of the grievance that the complainant should have reasonably known about at the time of filing. A grievance filed under this procedure may normally not be filed under any other University grievance procedure. Depending on the nature of the issues involved, the Sexual Misconduct Officer will advise the complainant about the appropriate procedure(s) to follow (e.g. applicable disciplinary policies and procedures for that campus). Parties to the complaint, including the respondent and/or the complainant may obtain the advice of any advisor/attorney at his/her own expense. Advisors and attorneys may be present during any meetings or hearings, but the witnesses and parties are to participate directly in the process, not the advisors/attorneys.~~

~~_____ The Sexual Misconduct Officer in consultation with the Institutional Equity and Title IX Officer may modify these procedures at any time as deemed appropriate for compliance with applicable federal, state, and local law ~~or applicable and~~ guidance.~~

~~_____ If a Formal Complaint or Complaint triggers this Procedure but also includes Timing allegations that could constitute a separate violation of the Student Code of Rights and Responsibilities or other applicable policy, this Procedure may be modified as reasonably necessary to fully investigate the matter and to avoid duplicative investigations. Prior to initiating any such additional investigation into misconduct under the Student Code of Rights and Responsibilities or employee misconduct, the Title IX Coordinator shall obtain written authorization from the Director of Student Conduct or the Chief Human Resources Officer.~~

II. Filing of Formal Complaint of Title IX Sexual Harassment

~~_____ This Grievance Procedure is initiated with a Formal Complaint of Title IX Sexual Harassment or Complaint of Employee Sexual Misconduct or Sexual Misconduct (Student Code Violation).~~

A Formal Complaint must be filed with the Title IX Coordinator (or any Associate Equity Officer or Associate Title IX Coordinator, all of whom constitute the Title IX Coordinator for purposes of this Policy). The Formal Complaint may be filed in person, by mail, or by electronic mail at any time of day, including during non-business hours, using the contact information listed for the Title IX Coordinator. Generally, a Formal Complaint should be filed as quickly as possible to facilitate the ability to gather facts and evidence; however, every Formal Complaint will be reviewed regardless of when an incident occurred. The Office of Institutional Equity encourages the use of its in-office form for filing a Formal Complaint; however, no particular form is required as long as it (1) is signed, (2) alleges sexual harassment, against a Respondent, and (3) requests an investigation.

Where the Title IX Coordinator signs a Formal Complaint, the Title IX Coordinator is not a Complainant or party during a grievance process and will comply with the requirements for Title IX personnel to be free from conflicts and bias.

The Title IX Coordinator may consolidate Formal Complaints as to allegations of Title IX Sexual Harassment against more than one Respondent, or by more than one Complainant against one or more Respondents, or by one party against the other party, where the allegations arise out of the same facts or circumstances. Where a grievance process involves more than one Complainant or more than one Respondent, references in this section to the singular "party," "Complainant," or "Respondent" include the plural, as applicable.

III. Filing a Complaint of Employee Sexual Misconduct or Sexual Misconduct (Student Code Violation)

The process for a filing a Complaint of Employee Sexual Misconduct or Sexual Misconduct (Student Code Violation) is the same as the process for filing a Formal Complaint of Title IX Sexual Harassment above, except that prior to initiating an investigation into the alleged conduct, the Title IX Coordinator must first request authorization to investigate from the Chief Human Resources Officer or Director of Student Conduct, who will determine whether the University has jurisdictional authority to impose disciplinary sanctions on the Respondent pursuant to the applicable Staff and Faculty Handbook provisions or Student Code of Rights and Responsibilities, as applicable. Once a Complaint is filed, the Complaint procedures will follow the same procedures for Formal Complaints of Title IX Sexual Harassment except where specifically noted herein or in the Grievance Procedures for Formal Complaints of Title IX Sexual Harassment or Sexual Misconduct.

III. Dismissal of Complaint

~~Generally, to aid in a proper investigation, complaints should be filed with the Sexual Misconduct Officer within 365 calendar days of the act of alleged sexual discrimination, harassment or misconduct to facilitate the ability to gather facts and evidence. However, complaints which exceed this time frame will be reviewed as well. Individuals are counseled that claims filed after lengthy lapses in time may be more difficult to investigate. The Sexual Misconduct Officer may reasonably extend this and all other time periods, and may, in his or her discretion, dismiss a grievance if the person is not entitled to use this procedure. Nothing herein should be construed to extend or restrict a person's right to file charges, lawsuits or claims with any other agency, law enforcement, or court, and individuals are encouraged to ensure their rights have not expired through these other avenues. Further, to the extent the complainant's allegations involve criminal activity, the Sexual Misconduct Officer may refer such matters to local law enforcement.~~

IV. or Withdrawal of a Complaint

a. Mandatory Dismissal of Formal Complaint of Title IX Sexual Harassment

Either upon the initial review of a Formal Complaint or during the course of an investigation, the Title IX Coordinator or Investigator shall dismiss a Formal Complaint of Title IX Sexual Harassment if:

- The conduct, as alleged, does not meet the definition of Title IX Sexual Harassment even if proved;
- The alleged conduct did not occur in the University's education program or activity; or
- The alleged conduct did not occur against a person in the United States.

If a Formal Complaint is dismissed for any of the above reasons, the Complainant and Respondent will be provided a written notice of the dismissal and the reason(s) for dismissal.

Dismissal of the Formal Complaint of Title IX Sexual Harassment does not preclude action under other policies or codes of conduct of the University. If the conduct, as alleged, would constitute Employee Sexual Misconduct or Sexual Misconduct (Student Code Violation), the grievance process may continue in accordance with these procedures. After a dismissal, the Title IX Coordinator shall issue a Written Notice to Parties reflecting the dismissal, the correct charge, if any, and any changes to disciplinary procedures without requiring further action by either party.

b. Discretionary Dismissal

The Title IX Coordinator or Investigator may dismiss a Formal Complaint of Title IX Sexual Harassment, or a Complaint of Employee Sexual Misconduct/Sexual Misconduct (Student Code Violation) if:

- The Complainant requests in writing to withdraw or dismiss a Formal Complaint or any allegations therein;
- The Respondent is no longer enrolled in or employed by the University; or
- Any specific circumstances exist which would prevent the University from gathering evidence sufficient to reach a determination regarding responsibility.

After a dismissal under this section, the Title IX Coordinator shall issue a Written Notice to Parties reflecting the correct charge, if any, and any changes to disciplinary procedures without requiring further action by either party.

c. Appeal of Dismissal

Either party may appeal a dismissal of a Formal Complaint of Title IX Sexual Harassment or a Complaint of Employee Sexual Misconduct/Sexual Misconduct (Student Code Violation), or any allegations therein. Such appeals may only be made on the following bases:

- A procedural irregularity affected the outcome of the matter;
- New evidence that was not reasonably available at the time the determination of dismissal, that could reasonably affect the decision, and;
- The Title IX Coordinator or Investigator had a conflict of interest or bias for or against complainants or respondents (generally or individually) that affected the outcome.

APPEAL OF A DISMISSAL IN WHICH THE RESPONDENT IS A STUDENT WILL BE EVALUATED BY THE

VI. ~~Administrative Action~~

- ~~A. The University recognizes its obligation to address incidents of sexual assault, discrimination and harassment on campus when it becomes aware of their existence even if no complaints are filed; therefore, the University reserves the right to take appropriate action unilaterally under this procedure, including but not limited to altering housing arrangements, issuing no contact orders, modification of course schedules, etc.~~
- ~~B. With respect to students, the University VICE PRESIDENT FOR STUDENT AFFAIRS and Dean of Students or other appropriate persons in authority may take immediate administrative or disciplinary action deemed necessary for the welfare or safety of the University community.~~
- ~~C. With respect to employees, upon a determination at any stage in the investigation or grievance procedure that the continued performance of either party's regular duties or University responsibilities would be inappropriate, the proper executive officer may suspend or reassign said duties or responsibilities or place the individual on leave of absence pending the completion of the investigation or grievance procedure.~~

VII. ~~Withdrawal of Complaint~~

~~The complainant may withdraw the complaint at any point during the investigation; however, the Sexual Misconduct Officer may determine in his or her discretion that the issues raised warrant further investigation despite the complainant's desire to withdraw the complaint.~~

VIII. ~~Privacy of Proceedings and Records~~

~~Individuals wishing to make legally confidential reports have the option of reporting those matters to the OU Advocates, the University Ombudsperson (for faculty/staff) licensed counselors, health professionals, clergy and attorneys to the extent the complainant engages them in such private capacity.~~

~~Although University officials will maintain an individual's privacy to the best of his or her ability, individuals should know that University officials (outside the context of licensed counselors and health professionals hired in their private capacity) may not be able to maintain legal confidentiality of the complainant, but will maintain his or her privacy as noted herein. The University's ability to investigate may be limited if a complainant insists his or her name not be disclosed to the alleged perpetrator. The University must weigh such requests for privacy against its duty to provide a safe and nondiscriminatory environment. Investigators and those involved with the investigation are individually charged to preserve privacy with respect to any matter investigated or heard. A breach of the duty to preserve privacy is considered a serious offense and may subject the offender to appropriate disciplinary action. Parties and witnesses are also admonished to maintain privacy with regard to these proceedings, and if they are University employees, failure to maintain said privacy may result in appropriate disciplinary action. Furthermore, federal law prohibits retaliation against those who file complaints, and the University will take responsive action if such retaliation occurs, up to and including termination and/or expulsion.~~

~~Except with respect to hearings before the Faculty Appeals Board or an applicable student disciplinary procedure, all records involving discrimination or harassment, upon disposition of a complaint, shall be transmitted to and maintained by the Institutional Equity Office as confidential records except to the extent disclosure is permissible or required by applicable law or University policy. It should be noted that under the Family Educational Rights to Privacy Act and the Clery Act that final disciplinary actions as well as the rationale and sanctions shall be reported to the complainant as well as reported in accordance with the Clery Act reporting requirements, where appropriate, to the extent the sanctions directly relate to the complainant. The University shall inform complainants if it is unable to ensure privacy.~~

IX. ~~Proceedings~~**A. ~~Investigation~~**

~~Upon receipt of a complaint, the Sexual Misconduct Officer will notify complainant of the receipt of the complaint, and the officer is empowered to investigate the charge, to interview the complainant and any relevant witnesses identified by the complainant or the Sexual Misconduct Officer. Once sufficient information is gathered, the Sexual Misconduct Officer will then notify the charged individual of the allegations. With permission from the complainant, the Sexual Misconduct Officer shall advise the charged individual of the name of the complainant. Where a complainant does not wish to be identified, the extent of the investigation may be limited; however, some form of limited investigation will be attempted while maintaining confidentiality of the complainant's identity. The Sexual Misconduct Officer will interview the charged individual and any witnesses the officer or charged individual identifies as relevant.~~

~~Additional evidence may be sought from any relevant party or witness, including but not limited to, email communications, social media postings, text messages, etc. Parties are expected to cooperate and provide this information. Failure to cooperate with an investigation may result in separate disciplinary proceedings. Parties should be aware that as members of the University community, their access to University resources has very limited privacy rights, and the University may obtain~~

information through the University's resources and informational technology system with or without the individual's cooperation. The investigation and findings generally should be completed within 60 calendar days of receipt of the complaint, preferably sooner as practical.

Once the Sexual Misconduct Officer has gathered the information, he/she shall discuss his/her findings, where appropriate, with the Title IX Officer and/or the Equal Opportunity Officer or Associate Title IX Officer for a determination whether sufficient grounds exist to issue a finding of impropriety and/or to refer the matter to the appropriate administrative official.

At all times, through the proceedings, the original complainant shall have all rights afforded to the charged individual.

B. Finding

After the joint Title IX consultation, the Sexual Misconduct Officer shall render a finding based on the evidence as a whole, the totality of the circumstances, and the context in which the alleged incident(s) occurred, utilizing a preponderance of the evidence standard, i.e. the facts complained of are more likely true than not.

Upon completion of the investigation, the Sexual Misconduct Officer is authorized to take the following actions:

- 1. Satisfactory Resolution** — The matter is resolved to the satisfaction of all parties. Provided, however, there, WHO WILL BE no direct mediation between the parties. If a resolution satisfactory to the parties is reached, the Sexual Misconduct Officer may prepare AFFORDED UP TO FIVE (5) UNIVERSITY BUSINESS DAYS TO SUBMIT A WRITTEN STATEMENT or other applicable document indicating the resolution (e.g. issuing a no contact order). At that time, the investigation and the record shall be closed.

IN RESPONSE:

~~**Dismissal**~~ — The Sexual Misconduct Officer finds that no policy violation occurred and dismisses the complaint, giving written notice of said dismissal to each party involved. Within five (5) University business days of the date of the notice of dismissal, the complainant may, in writing, ask the Title IX Officer or his/her designee to reconsider the finding. The request for reconsideration of the finding must indicate how and why the finding was inaccurate. If after reconsideration, the Title IX Officer determines that additional evidence not available at the time of the report would materially alter the findings, he/she may remand the matter to the Sexual Misconduct Officer for additional investigation and report or may take appropriate action. If no appeal is filed within the five (5) University business-day period or the Title IX Officer does not act on the appeal within five (5) University business days, the case is considered closed and the Sexual Misconduct Officer's findings are final. All appropriate administrative officials and parties shall be notified in writing that the matter is closed receiving the written statement, the Vice President for Student Affairs or Chief Human Resources Officer will issue a written decision including the rationale for the decision and provide it simultaneously to the parties.

If an appeal of a dismissal is granted, the Formal Complaint will be reinstated.

If an appeal of a dismissal is denied, all appropriate administrative officials and parties shall be notified in writing that the matter is closed, except in cases where a dismissal of a Formal Complaint of Title IX Sexual Harassment allegations will be investigated as a charge of Employee Sexual Misconduct or Sexual Misconduct (Student Code Violation).

- 0. Grievance Determination of Impropriety** — The Sexual Misconduct Officer makes a finding of impropriety and notifies the parties and appropriate administrative officer of the finding and may recommend actions to be taken.

- 1. Referral of Faculty Appeals Board** — In the case of a complaint against a faculty member, the Sexual Misconduct Officer in consultation with the Provost, may determine that the evidence is sufficiently clear and serious, warranting the immediate commencement of formal

~~proceedings as provided in the Abrogation of Tenure, Dismissal before Expiration of a Term Appointment, and Severe Sanctions sections of the respective campuses *Faculty Handbook*.~~

~~Norman Campus: <http://apps.hr.ou.edu/FacultyHandbook/>~~

~~HSC Campus: <http://www.ouhsc.edu/provost/documents/FacultyHandbookOUHSC.pdf>~~

~~If the President concurs with the finding of the Sexual Misconduct Officer and Provost, the case may be removed from the grievance proceedings contained herein and further action in the case shall be governed by the Abrogation of Tenure, Dismissal before Expiration of a Term Appointment, and Severe Sanctions section in the *Faculty Handbook*.~~

B. Appeal of the Sexual Misconduct Officer's Findings

0. Appropriate Appellate Procedures

(-) Findings of Impropriety Against Students

~~Where the Sexual Misconduct Officer determines a student has violated the Sexual Misconduct Policy, he/she shall refer the finding and the matter to the Student Conduct process. Any appeal of the finding shall be heard through the Student Conduct process. See www.judicial.ou.edu.~~

(-) Findings of Impropriety Against Faculty Members

i. Severe Sanctions

~~Where the Sexual Misconduct Officer determines a faculty member has violated the Sexual Misconduct Policy and based on consultations with the appropriate administrative officials, a severe sanction of abrogation of tenure, dismissal or summary suspension is imposed or recommended as noted in the respective faculty handbooks:~~

~~Norman Campus: <http://apps.hr.ou.edu/FacultyHandbook/>~~

~~HSC Campus: <http://www.ouhsc.edu/provost/documents/FacultyHandbookOUHSC.pdf>~~

ii. Other than Severe Sanctions

~~Where the Sexual Misconduct Officer determines a faculty member has violated the Sexual Misconduct Policy and based on consultations with the appropriate administrative official, a sanction less than abrogation of tenure, summary suspension or dismissal is recommended or imposed, the faculty member only may appeal the finding and sanction through the process noted in the applicable faculty handbooks. No additional complaints or grievances regarding the same subject matter may be filed with the Faculty Appeals Board.~~

(-) Findings of Impropriety Against Employees

~~Where the Sexual Misconduct Officer determines an employee has violated the Sexual Misconduct Policy, the employee may appeal the finding and recommended or imposed sanction through this appellate process.~~

(-) Findings of Impropriety Against Third Parties

~~Where the Sexual Misconduct Officer determines a third party has violated the Sexual Misconduct Policy, the third party may request the Title IX Officer or his/her designee in consultation with the appropriate executive officer over the area reconsider the~~

findings. If after reconsideration, the officers determine a remand is warranted, the matter will be referred to the Sexual Misconduct Officer for further investigation or modification. If the officers determine the findings are appropriate, the findings shall be final and binding on the third party without further appeal.

L.V. Request for an Appeal Through This Process

- (a) ~~Where the matter is not otherwise referred to other University procedures for review and action (e.g., Student Conduct process or Faculty Appeals Board process for severe sanctions), and if the appeal is permissible as noted above, the party accused of impropriety may appeal the finding in writing to the Equal Opportunity Office staff within five (5) University business days of the finding.~~
- (b) ~~The request for appeal must contain the particular facts upon which the appeal is based. The Equal Opportunity Office staff or the University's designee, shall provide a copy of the request to the proper respondent(s) and the original complainant, and request a written response from the respondent.~~
- (c) ~~Generally, the respondent will be the Sexual Misconduct Officer, and the initial complainant shall be a witness in the appellate proceedings, rather than a "respondent". In this type of appeal, all references to "respondent" in the appellate procedures shall refer to the Sexual Misconduct Officer and/or relevant members of the University administration. Provided, however, the initial complainant shall be entitled to all rights and procedures available to any party during the appellate process and shall be included in the definition of parties.~~
- (d) ~~An appropriate University official/employee may be identified by the administration to manage the appeals process if the Equal Opportunity Office staff is also involved as the respondent along with the Sexual Misconduct Officer, where appropriate.~~

Response to Request Once a Complainant has been informed of the applicable policies and procedures and available Supportive Measures, and a Formal Complaint has been filed, the grievance process will follow the following general format:

a. Initial Information and Required Notices

- i. Initial Intake - An initial interview with the Complainant to gather information about the Formal Complaint, if needed.
- ii. Written Notice to Parties - Upon receipt of a Formal Complaint, the University will provide Written Notice to the Complainant and Respondent(s) identified in the Formal Complaint. A Written Notice to Parties will include:
 - A meaningful summary of all of allegations,
 - The identity of the involved parties (if known),
 - The precise misconduct being alleged,
 - The date and location of the alleged incident(s) (if known),
 - The specific policies implicated,
 - A description of the applicable procedures,
 - A statement of the potential sanctions/responsive actions that could result,
 - A statement that the University presumes the Respondent is not responsible for the reported misconduct unless and until the evidence supports a different determination,
 - A statement that determinations of responsibility are made at the conclusion of the process and that the parties will be given an opportunity to inspect and review all directly related and/or relevant evidence obtained during the review and comment period,
 - A statement about the University's policy on retaliation,
 - Information about the privacy of the process,
 - Information on the need for each party to have an Advisor of their choosing and suggestions for ways to identify an Advisor,

- A statement informing the parties that University policy prohibits knowingly making false statements, including knowingly submitting false information during the resolution process.
- Detail on how the party may request disability accommodations during the interview process.
- A link to the University's VAWA Brochure.
- The name(s) of the Investigator(s), along with a process to identify, in advance of the interview process, to the Title IX Coordinator any conflict of interest that the Investigator(s) may have, and
- An instruction to preserve any evidence that is directly related to the allegations.

Amendments and updates to the written notice may be made as the investigation progresses and more information becomes available regarding the addition or dismissal of various charges. Notice will be made in writing and may be delivered by one or more of the following methods: in person, mailed to the local or permanent address(es) of the parties as indicated in official University records, or emailed to the parties' University-issued email or designated accounts. Once mailed, emailed, and/or received in-person, notice will be presumptively delivered.

b. Investigation

i. Gathering Evidence -

The Title IX Coordinator will assign the matter to an impartial Investigator. If, during the course of gathering evidence, the Investigator uncovers additional allegations of Prohibited Conduct, the Investigator will promptly supplement the Written Notice to Parties to include them.

The Investigator will provide an equal opportunity for the parties to present witnesses, including fact witnesses and expert witnesses, and other evidence. The Investigator may conduct interviews, collect statements, collect documents or electronic evidence, and medical evidence from the parties or if deemed necessary by the Investigator. However, in the case of medical records (records made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting or assisting in that capacity) made or maintained in connection with the provision of treatment to a party, the Investigator must obtain that party's voluntary written consent prior to accessing, using, considering, or disclosing the records.

Information that is protected by a legal privilege such as attorney-client or doctor- patient cannot be used during an investigation unless the individual holding that privilege has waived it. Neither the Investigator nor either party is allowed to seek or permit questions about or allow the introduction of evidence that is protected by a legally recognized privilege. Individuals may opt to waive their own privileges if they want but they do not have to.

The Investigator will not consider evidence that is not relevant. Irrelevant evidence may include: (1) incidents not directly related to the possible violation, unless they evidence a pattern; (2) improper character evidence concerning the parties; or (3) questions and evidence about the Complainant's sexual predisposition or prior sexual behavior, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.

ii. Gathering Evidence -

Prior to completion of the investigative report, the Investigator will provide the parties and their advisor(s), if any, with an electronic or hard copy of all evidence that is directly related to the allegations for their review and inspection. Evidence that is not directly related to the allegations, evidence that is known to have been obtained illegally (e.g., unlawfully obtained recordings), evidence known to be protected by a legally recognized privilege (e.g., attorney client privilege, doctor patient privilege), and/or medical records obtained without the party's consent will be redacted or withheld. The parties and their advisors, if any, may not make the evidence available to any third party except as reasonably necessary in connection with the grievance. The parties

will have ten (10) University business days to review the evidence obtained as part of the investigation that is directly related to the Complainant's allegations and prepare a written response that may propose corrections, provide context, and identify missing evidence. The Investigator shall consider the written responses, if any, and conduct any further investigation or correction that may be warranted prior to completion of the investigation report.

iii. Investigative Report -

At least ten (10) University business days prior to a hearing, the Investigator will fairly summarize the relevant evidence and send an electronic or hard copy of the investigative report to the parties and advisor(s) for their review and written response. Relevant evidence for the purposes of this grievance procedure is evidence that is pertinent to proving whether facts material to the allegations under investigation are true. Relevant evidence does not include illegally obtained evidence, evidence known to be protected by a legally recognized privilege, and/or medical records obtained without the party's consent.

c. Live Hearing

The parties will present relevant evidence at a Live Hearing before a panel of independent Decision-makers. Decision-makers are contracted by the University and do not report to the Title IX Coordinator or Investigators; however, the Office of Institutional Equity may provide administrative support for the Live Hearing by facilitating scheduling, reserving space, and similar tasks. The Live Hearing Procedures are attached hereto as Section IX.

d. Determination regarding responsibility

At the conclusion of the Live Hearing, the Decision-maker(s) will reach a conclusion regarding responsibility. If the Respondent is found responsible, previous disciplinary action of any kind involving the Respondent may be considered in determining an appropriate disciplinary sanction. This information is only considered at the sanction stage of the process. The parties may each submit a written impact statement for the consideration of the Decision-maker(s) in sanctioning, which will not be reviewed until a conclusion regarding responsibility has been reached. The Decisionmaker(s) will enter a Determination regarding responsibility ("Determination"), which shall include:

1. Identification of the allegations potentially constituting Sexual Harassment;
2. A description of the procedural steps taken from the receipt of the Formal Complaint through the Determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
3. Findings of fact supporting the Determination;
4. Conclusions regarding the application of the Sexual Misconduct, Discrimination, and Harassment Policy to the facts;
5. A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions recommended to be imposed on the Respondent, and whether remedies designed to restore or preserve equal access to the University's education program or activity will be provided to the Complainant; and
6. The University's procedures and bases for the parties to appeal the Determination.

The Determination will be provided to the parties simultaneously, and the Determination will become final either on the date that a written determination of the result of the appeal is provided to the parties, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.

The Title IX Coordinator is responsible for effective implementation of any remedies.

e. Appeals, Sanctions, and Remedies

i. Grounds for Appeal

Either party may appeal a Determination. Appeals may only be made on the following grounds:

- a procedural irregularity affected the outcome of the matter;
- new evidence that was not reasonably available at the time the Determination was made,

- that could affect the outcome of the matter; or
- the Title IX Coordinator, Investigator, or Decision-makers had a conflict of interest or bias for or against complainants or respondents (generally or individually) that affected the outcome of the matter.

ii. Procedure for Appeal

Either party may appeal a Determination with the Title IX Coordinator within five (5) University business days of receiving the written Determination. Both parties shall receive notice of the Appeal. The non-appealing party will be afforded up to five additional (5) University business days to submit a written Response to the Notice of Appeal. The Title IX Coordinator shall provide the Appeal and Response to the appropriate Appellate Decisionmaker. The Appellate Decisionmaker shall enter a Decision of Appeal within ten (10) University business days after the parties' statements, if any, are received. As set forth below, the appellate Decision-maker is not the same person as the Decision-maker entering the Determination, the Title IX Coordinator, or the Investigator.

1. Students - In all cases in which the Respondent is a student, the Vice President for Student Affairs will determine the appeal. If the Vice President for Student Affairs grants the appeal, the matter will be overturned or remanded for further investigation. If denied, and if sanctions are recommended, the Vice President for Student Affairs will make a written determination to accept the proposed sanctions or impose a more or less severe sanction against a student who has been found responsible.
2. Staff members - In all cases in which Respondent is a staff member, the Chief Human Resources Officer, in conjunction with the executive officer over the area, will determine the appeal. If the Chief Human Resources Officer, in conjunction with the executive officer over the area, grants the appeal, the matter will be overturned or remanded for further investigation. If denied, and if sanctions are recommended, the Chief Human Resources Officer, in conjunction with the executive officer over the area, will make a written determination to accept the proposed sanctions or impose a more or less severe sanction against a staff member who has been found responsible.
3. Faculty members - In cases in which the Respondent is a faculty member, a committee of the Faculty Senate for the Respondent's home campus will determine the appeal. If appeal is granted, the matter will be overturned or remanded for further investigation. If denied, and if sanctions are recommended, the committee may prepare a written opinion confirming the appropriateness of the recommended sanction, which will be forwarded to the Provost of the appropriate campus and the University President.

Alternatively, before forwarding an opinion regarding the sanctions, the Faculty Senate may refer the matter to Faculty Appeals Board for the sole purpose of evaluating the proposed sanction. The Faculty Appeals Board may conduct additional inquiry in accordance with its sanctioning procedures; provided, however, the underlying findings of the Decision-makers may not be disturbed and the Faculty Appeals Board shall not elicit further evidence or testimony regarding the same. The University President will provide a written statement accepting the recommended sanction or imposing a more or less severe sanction. The decision of the University President shall be final, unless the sanction requires Board of Regents' action. If so required, the Board of Regents will review the findings and written recommendations of the Decision-makers, the appellate body, and the University President and enter a decision.

VI. Informal Resolution

At any time after the filing of a Formal Complaint but not less than ten (10) University business days prior to a Live Hearing, either party may request that the University facilitate an informal resolution. Informal resolution is an available option when both parties voluntarily agree to participate in writing and if the Title IX Coordinator agrees that informal resolution is appropriate given the nature of the allegations and the relationship of the parties. Informal resolution will not be facilitated in cases involving a student Complainant and employee Respondent. To allow the parties to participate without concern for how their statements

may affect the outcome of an investigation, the Title IX Coordinator and Office of Institutional Equity staff will not participate in informal resolution.

If the parties reach agreement during the informal resolution process, the facilitator will reduce the agreement to writing and present it to the Title IX Coordinator, who may approve or disapprove the agreement. An approved informal resolution agreement will be recognized as a binding agreement between the parties enforceable by the University. Once the parties have entered into an approved informal resolution agreement, the grievance will be deemed resolved and may not be re-opened.

At any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the grievance process with respect to the Formal Complaint. If any party declines to participate in the informal resolution process chooses to withdraw from participation, or if informal resolution is not successful, the grievance process continues.

VII. Conflicts of Interest

Any individual materially involved in the administration of the grievance process (including the Title IX Coordinator, Investigator(s), and Decision-maker(s)) may neither have nor demonstrate a conflict of interest or bias for a party generally, or for a specific Complainant or Respondent. These individuals have been trained to meet the requirements under the Title IX regulations. Training information can be found on the Title IX website at: www.ou.edu/eoo.

The Title IX Coordinator will vet the assigned Investigator(s) and Decision-maker(s) to ensure impartiality by ensuring there are no actual or apparent conflicts of interest or disqualifying biases. The parties may, at any time during the grievance process, raise a concern regarding bias or conflict of interest, and the Title IX Coordinator will determine whether the concern is reasonable and supportable. If so, another member will be assigned and the impact of the bias or conflict, if any, will be remedied. If the source of the conflict of interest or bias is the Title IX Coordinator, concerns should be raised with President of the University.

IV.VIII. Timing

If the Respondent is a graduating student, a hold may be placed on graduation and/or official transcripts until a matter is fully resolved (including any appeal).

Hearings for possible violations that occur near or after the end of an academic term that are unable to be resolved prior to the end of term will typically be held immediately after the end of the term or during the summer, as needed, to meet the resolution timeline followed by the Recipient and remain within the 60-90 business day goal for resolution.

IX. Timing Live Hearing Procedures for Title IX Sexual Harassment, Including Hearing Process for Employee Sexual Misconduct and Sexual Misconduct (Student Code Violation)¹

~~WHEN~~ If a hearing is requested, the respondent's written response to the request for a hearing must be sent to the Equal Opportunity Office's staff or the University's designee within five (5) University business days of receiving notice that a hearing has been requested. The Equal Opportunity Office's staff shall provide a copy of the response to the party requesting the hearing. The initial complainant may likewise provide a written response within this timeline if he/she desires.

1. Selection of a Hearing Panel

~~Within two (2) University business days following receipt of the written request for a hearing, the Equal Opportunity Office's staff or the University's designee shall contact the parties informally and initiate the process to determine the members of the Hearing Panel.~~

(a) Panel

¹ Sections IX, X, and XI are adopted with permission of Marquette University for institutional use.

A five (5) member hearing panel will be chosen by the parties to the complaint from the following groups:

-
- ~~* on the Health Sciences Center campus and for HSC based programs at the Tulsa campus, the 24 member Committee on Discrimination and Harassment. Provided, however, students may not sit on the hearing panels.~~
 - ~~* on the Norman campus and for Norman based programs on the Tulsa campus, from the 16 member Committee on Discrimination and Harassment with faculty representation from the 50 member Faculty Appeals Board. Provided, however, students may not sit on these hearing panels~~the Formal Complaint alleges Sexual Harassment and is not dismissed as described in Section IV or informally resolved as described in Section VI, the Formal Complaint will be resolved through the Hearing Process. This section explains the Hearing Process by describing: (1) the appointment of a Hearing Officer; (2) the scope of the Hearing; (3) the notice of the Hearing to the Parties, (4) what will occur before the Hearing, (5) the pre-Hearing conference, (6) the logistics for the Hearing; (7) what will occur during the Hearing, (8) what will occur after the Hearing, and (9) when the outcome of the Hearing is final.
1. Appointment of a Hearing Officer. The Title IX Coordinator will appoint a Hearing Officer to hear the case and determine the outcome.
 - a. The Title IX Coordinator may serve as an administrative facilitator of the Hearing for procedural efficiency.
 - b. The Title IX Coordinator will coordinate with the Hearing Officer and the Parties to schedule a date and time for the Hearing.
 2. Scope of the Hearing. The Hearing Officer has the authority to hear and make determinations on all allegations of Sexual Harassment and may also hear and make determinations on any additional alleged violations of this Policy that would otherwise be subject to the Prompt and Equitable Resolution Process when those alleged violations occurred in concert with the Sexual Harassment.
 3. Notice of Hearing to the Parties. At least 10 days university business days before the Hearing, the Parties will receive a Notice of Hearing that will inform them of date, time, location, and the participants (including the Witnesses who will be requested to testify) in the Hearing. The Notice of Hearing will also include the name of the Hearing Officer the Hearing Rules and Procedures; potential Sanctions; and the purpose of the Hearing, which is to adjudicate the allegations, determine Responsibility, and issue an appropriate Sanction, if applicable.
 - a. Challenging the Hearing Officer for Perceived Bias or Conflict of Interest. Within 1 university business day of receipt of the Notice of Hearing, either Party may assert to the Title IX Coordinator, in writing, that the Hearing Officer has a perceived bias or conflict of interest. If the Title IX Coordinator determines that such a bias or conflict exists, the Title IX Coordinator will replace the Hearing Officer with an alternate. The Title IX Coordinator's determination is final.
 - b. Party Choice to Participate in the Hearing. The Parties are not required to participate in or submit to Cross-Examination in the Hearing Process and cannot be forced to do so.
 - c. Virtual or In-Person Hearing. The Title IX Coordinator will choose whether to hold the Hearing in-person or virtually. A Party may request that the Hearing occur with the Parties located in separate rooms or entirely virtually, with technology enabling the Hearing Officer and Parties to simultaneously see and hear the Party or the Witness answering questions.
 - d. Participants with Disabilities. The University will ensure that individuals with disabilities have equal access to the resolution process. Anyone needing such accommodations or support should contact the Accessibility and Disability Resource Center Director, who will review the request and, in consultation with the person requesting the accommodation and the Title IX Coordinator, determine which accommodations are appropriate and necessary for participation in the process.
 4. Before the Hearing.
 - a. Hearing Officer to Review Investigative Report and Relevant Evidence. The Hearing Officer will review the Investigative Report and Investigative File before the Hearing. The Hearing Officer

- will specifically review and focus on the Investigative Report and the Relevant Evidence relied upon therein. The Hearing Officer will review evidence determined not relevant by the Investigator only if the Parties wish to challenge that determination at the Hearing.
- b. Notice to Witnesses. The Parties have equal opportunity to present Witnesses at the Hearing. The Hearing Officer may also request the presence of Witnesses that it deems necessary, even if those Witnesses are not presented by the Parties. The Title IX Coordinator will notify each Witness in writing of the request to participate in the Hearing.
 - c. Unavailability of Witnesses. Witnesses are not required to participate in the Hearing and cannot be forced to do so. Any Witness who agrees to participate but cannot attend the Hearing must let the Title IX Coordinator know at least five (5) university business days prior to the Hearing so that appropriate arrangements can be made.
5. Pre-Hearing Conference. The Title IX Coordinator may coordinate an in-person or virtual pre-Hearing conference with the Parties and their Advisors with the Hearing Officer. The pre-Hearing conference will be audio recorded. The purposes of the pre-Hearing conference are to:
- a. Ensure that the Parties and their Advisors understand the Hearing Process and receive answers to any Hearing Process-related questions;
 - b. Have the Hearing Officer hear and rule on any evidentiary challenges raised by the Parties;²
 - c. Provide the opportunity for the Parties and their Advisors to seek a pre-determination of relevance for questions the Advisors intend to ask the other Party and Witnesses (optional);
 - d. Conduct an overview of the Hearing Rules and Procedures;
 - e. Test the technology to be used at the Hearing, and
 - f. Address any other pre-Hearing matter.
6. Logistics of the Hearing. This section covers the logistics of the Hearing, including how the Parties will be physically separated for in-person Hearings, the use of technology in Hearings, rules for Advisors, handling of Witnesses (including the Investigator as a Witness), and what will happen if Parties or Witnesses fail to appear at the Hearing.
- a. Location of In-Person Hearing. If held in person, the Hearing will take place on the appropriate university campus as determined by the Hearing Officer.
 - b. Separation of Parties and Witnesses During an In-Person Hearing and Use of Technology. If the Hearing is in person, the Parties and Witnesses are generally not permitted to be in the same room; video of the Hearing will be streamed in real time. The technology will enable each Party and the Hearing Officer to simultaneously see and hear (or, if hearing impaired, to access through auxiliary aids or services) the Party or Witness answering questions. The Officer must be able to see the Parties and Witnesses as they are speaking. The use of technology does not compromise the fairness of the Hearing.
 - c. Virtual Hearings. Hearings may be conducted with all Parties physically present in the same geographic location or, at the University's discretion, any or all Parties, Witnesses, and other participants may appear at the Hearing virtually with technology enabling the participants to simultaneously see and hear each other.
 - d. Closed to Public. Hearings are closed to the public. All participants involved in a Hearing are expected to respect the seriousness of the matter and the privacy of the individuals involved. The University's expectation of privacy during the Hearing process should not be understood to limit any legal rights of the Parties during or after the resolution. The University may not, by federal law, prohibit the Parties from disclosing the final outcome of a Formal Complaint process (after any appeals are concluded). The University's obligations regarding disclosure are governed by the Family Educational Rights and Privacy Act (FERPA) and any other applicable privacy laws.
 - e. Audio Recording. Hearings are audio-recorded and will be made available to either Party by request.
 - f. Cross-Examination. At the Hearing, each Party's Advisor must be permitted to ask the other Party and Witnesses all relevant questions and follow-up questions, including those challenging credibility. This type of questioning is referred to as Cross-Examination. Party Advisors conduct all questioning on behalf of their Parties.

² For example, the Hearing Chair will consider arguments that evidence identified as relevant in the final Investigative Report is, in fact, not relevant. Similarly, evidence identified by the Investigator as directly related but not relevant may be argued to be relevant.

- g. Rules for Advisors. The Parties *must* have an Advisor accompany them to the Hearing or to appear on their behalf if they do not attend the Hearing. *See Appendix B.* The Complainant and the Respondent are prohibited from questioning each other and Witnesses directly; rather, they must do so through their Advisors. An Advisor's role in the Hearing Process is limited as follows:
- i. The Advisor's role is to pose questions to the other Party and Witnesses on their Party's behalf.
 - ii. The Advisor cannot respond to questions from the Hearing Officer or the other Advisor that are directed to their Party.
 1. Complainants and Respondents are expected to respond to questions from the Hearing Officer and from the other Party's Advisor on their own behalf.
 - iii. Upon request to the Hearing Officer, the Advisor may consult with their Party in private during the Hearing but not while a question is pending.
- h. Witnesses. The Hearing Officer will call the relevant Witnesses named in the Investigative Report. The Investigator may also serve as a Witness. Witnesses (other than the Investigator) are not allowed to be present to hear the testimony of the Parties or of other Witnesses.
- i. "New" Witnesses and Evidence. The Hearing Officer may decide whether or how to place limits on evidence introduced at a Hearing that was not gathered and presented before the Hearing. If, at the Hearing, the name of a Witness arises, and that Witness was not previously disclosed during the Investigative Process, or if a Witness who was identified during the Investigative Process but who chose not to participate now desires to participate, the Hearing Officer may:
 1. Temporarily adjourn the Hearing and request that the Investigator interview the Witness and provide the interview transcript or summary to the Parties before reconvening the Hearing, or
 2. Continue the Hearing and invite the Witness to appear and submit to questions from the Hearing Officer and the Parties' Advisors.
 - i. No-Show Parties or Witnesses. If the Complainant, the Respondent, or Witnesses fail to appear and/or participate, the Hearing will continue as scheduled unless the Hearing Officer determines there is Good Cause to suspend the Hearing.
 - j. The Investigator. The Investigator may be present for the entire Hearing.
7. Hearing. The Hearing Rules and Procedures will be provided to the Parties in advance of the Hearing and will provide more specifics about how the Hearing will be conducted and the rules within the Hearing, including rules of decorum. The Hearing Rules and Procedures apply equally to both Parties. The Hearing is not intended to be a repeat of the Investigation. In general, the Hearing will proceed as follows:
- a. To begin the Hearing, the Hearing Officer will provide to the Parties and their Advisors a brief overview of the Hearing Process and the expectations for participants' conduct. The Parties and their Advisors must agree to abide by those expectations or risk removal from the Hearing. If an Advisor is removed for failure to abide by the Hearing rules, the Hearing will continue after a new Advisor is selected by the Party or appointed by the University.
 - b. The Hearing Officer shall:
 - i. Exclude non-relevant questions and testimony;
 - a. Questions about the Complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and/or evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.
 - ii. Observe recognized legal privileges, and
 - iii. Take reasonable steps to maintain order and decorum.
 - c. The Hearing Officer will question the Complainant, the Respondent, and Witnesses directly.
 - d. The Hearing Officer and the Advisors may question the Investigator as a Witness.
 - e. Advisors must ask only relevant questions and follow-up questions to the other Party and Witnesses. Generally, Advisors will ask questions in the following manner:
 - i. Advisors will pose each question verbally to the Hearing Officer, who will determine whether the question is relevant.

EXHIBIT D

- ii. If the Hearing Officer deems the question relevant, the Hearing Officer will instruct the Party or Witness to answer the question.
 - iii. If the Hearing Officer deems the question not relevant, the Hearing Officer will explain the rationale for the determination and instruct the Party or Witness not to answer.
 - iv. The Hearing Officer may ask Advisors to frame why, from the Advisor's perspective, a question is or is not relevant, but the Hearing Officer will not entertain argument from the Advisors on relevance once the Hearing Officer has ruled on a question.
 - v. The Hearing Officer's decision on whether a question is relevant is final.
- f. The Hearing Officer may consider relevant statements made by Parties or Witnesses, even if those Parties or Witnesses do not submit to Cross-Examination at the Hearing, in reaching a determination on responsibility. This includes, but is not limited to, relevant statements made by the Parties and Witnesses during the Investigation, emails or text exchanges between the Parties leading up to or following the alleged Prohibited Conduct, and other statements from witnesses about or related to the alleged Prohibited Conduct. Also subject to Hearing Officer consideration are statements contained in police reports, sexual assault nurse examiner documents, medical reports, and other documents even if those statements are made by a Party or Witness who is not Cross-Examined at the Hearing. The Hearing Officer may consider certain types of statements by a Party where the statement itself is the alleged Prohibited Conduct, even if the Party does not submit to Cross-Examination. These statements can appear in text messages, e-mails, social media postings, audio or video recordings, or other documents or digital media created and sent by a Party as a form of alleged Sexual Harassment, or as part of an alleged course of conduct that constitutes Stalking.
- g. The Hearing Officer cannot draw an inference about Responsibility based solely on a Party's absence from the Hearing or refusal to answer Cross-Examination or other questions posed by an Advisor or the Hearing Officer.
- h. Typically, the questioning at the Hearing proceeds as follows:
- i. The Hearing Officer will first question the Complainant.
 - ii. Respondent's Advisor may then question the Complainant.
 - iii. The Hearing Officer will question each Witness.
 - a. After the Hearing Officer questions a Witness, the Complainant's Advisor, then the Respondent's Advisor, may question that Witness.
 - iv. The Hearing Officer will next question the Respondent.
 - v. The Complainant's Advisor may then question the Respondent.
- i. If necessary, the Hearing Officer may re-call the Complainant, the Respondent, or any Witness for further questioning. If any Party or Witnesses are re-called, the Parties' Advisors may ask follow-up questions.
8. After the Hearing. Following the close of the Hearing, the Hearing Officer will determine Responsibility. The Hearing Officer will draft a written determination, including Sanctions and Remedies if the Respondent is found Responsible, within 5 (five) university business days, and the Title IX Coordinator will contemporaneously inform the Parties of the outcome.
- a. Determination of Responsibility. The Hearing Officer will determine whether the Respondent is either Not Responsible or Responsible.
 - i. Not Responsible. The Respondent will be found Not Responsible when the Hearing Officer determines that it is more likely than not that the alleged behavior did not occur, that the evidence was inconclusive to determine whether it is more likely than not that the alleged behavior occurred, or that the alleged behavior occurred but did not violate this Policy.
 - ii. Responsible. The Respondent will be found Responsible when the Hearing Officer determines that it is more likely than not that the alleged behavior did occur and that the behavior violated this Policy.
 - b. Written Determination. The Hearing Officer will draft a written determination ("Notice of Outcome Following Hearing") that will include:
 - i. Identification of the allegations potentially constituting Sexual Harassment;

- ii. A description of the procedural steps taken from the receipt of the Formal Complaint through the determination of Responsibility, including any notices to the Parties, interviews with Parties and Witnesses, site visits, methods used to gather evidence, and Hearings held;
- iii. Findings of fact supporting the determination;
- iv. Conclusions regarding the application of this Policy to the facts;
- v. A statement of, and rationale for, the result as to each allegation, and
 - 1. Where credibility of the Parties is an issue in determining Preponderance of the Evidence, the rationale will include an explanation of how the Hearing Officer resolved questions of credibility. Credibility determinations will not be based upon a person's status as Complainant or Respondent.
- vi. The procedures and permissible bases for appeal.
- c. Sanctions and Remedies. If the Respondent is found Responsible, the Hearing Officer will include an appropriate Sanction within the Notice of Outcome Following Hearing. The Hearing Officer will also issue Remedies for the Complainant to preserve or restore the Complainant's equal education access.
- d. Notice of Outcome to Parties. The Title IX Coordinator will contemporaneously inform the Complainant and the Respondent of the Hearing Officer's determination by issuing a Decision Notification Letter, attaching the Hearing Officer's Notice of Outcome Following Hearing.
- 9. Finality of Outcome. The Hearing Officer's determination regarding Responsibility becomes final either:
 - a. On the date that the Title IX Coordinator provides the Parties with the Appeal Decision, if an appeal was filed, or
 - b. On the date on which an appeal would no longer be considered timely.

X. Role of and Rules for Advisors

The Complainant and the Respondent each have a right to an Advisor of their choosing throughout the Grievance Procedure. This section explains (a) who can serve as an Advisor, (b) the role of the Advisor in the Grievance Procedure, generally, and (c) the role of the Advisor in the Hearing Process, specifically.

- 1. Who Can Serve as an Advisor. The Advisor may be any person of the Party's choosing. If either Party will not have an Advisor present at the Live Hearing, one will be provided by the University without fee or charge to that party to assist the party at the Live Hearing. No Party is required to have an Advisor, except within in the Hearing Process.
 - i. Confidentiality. All University-appointed Advisors have been deemed Confidential Resources, meaning that they will maintain Confidentiality throughout the Grievance Procedure; however, a Mandatory Reporter Employee or non-Confidential Resource serving as an Advisor is Confidential only after the filing of a Formal Complaint and a Notice of Formal Complaint and Allegations.
 - ii. Parties' Consent to Share Information with Advisor. Each Party must consent to the University sharing information related to the report of Prohibited Conduct directly with the Party's Advisor before information can be shared. The University may require Advisors to sign a non-disclosure agreement to ensure the Confidentiality of the information shared with them by the University.
- 2. Role of the Advisor in the Grievance Procedure, Generally. Advisors support the Parties and assist them through the Grievance Procedure. The Parties are expected to ask and respond to questions and submit evidence on their own behalf throughout the Investigative and Resolution Processes (except for the Hearing Process, as described in Appendix A) Although the Advisor may not speak on behalf of a Party, the Advisor may consult with the Party, either privately as needed, or by conferring during any meeting or interview (except in the Hearing Process). For longer or more involved discussions, the Parties and their Advisors should ask the Hearing Officer for breaks to allow for private consultation.
- 3. Advisor's Role in the Hearing Process. The Parties are required to have an Advisor during the Hearing Process. This section explains (i) a Party's options for choosing an Advisor, (ii) the Advisor's limited role, and (iii) the consequences for Advisors who overstep their role.
 - i. Options for Choosing an Advisor. A Party may, of course, use the Advisor they selected at the start of the Grievance Procedure. If that Advisor is unable or unwilling to serve as an Advisor for the Hearing Process, the Party may select a new Advisor. If a

Party does not choose an Advisor for the Hearing Process, the University will provide an Advisor for the Party to conduct Cross-Examination of the other Party and Witnesses. All Advisors receive annual training regarding the Grievance Process set forth in the 2020 Title IX Regulations, 34 C.F.R. § 106. Advisors appointed by the University may not be dismissed by the Party, unless the appointed Advisor refuses to conduct relevant Cross-Examination on behalf of the Party.

- ii. Advisor's Limited Role. The Advisor's role in the Hearing Process is limited to Cross-Examination of the other Party and of any Witnesses. An Advisor may not make a presentation on behalf of or represent the Party during any meeting or proceeding in the Hearing Process and may not speak on behalf of the Party to the Investigator(s) or Hearing Officer, except during Cross-Examination. Advisors may ask process-related questions of the Title IX Coordinator, Investigator(s), or Hearing Officer.

The Parties are expected to respond to questions on their own behalf throughout Hearing Process, though the Party may consult with their Advisor as explained above.

If an Advisor fails to respect the limits of the Advisor role within any part of the Grievance Procedures, the Title IX Coordinator, Investigator, or Hearing Officer may require the Party to select a new Advisor.

XI. Role of and Rules for Advisors Prompt and Equitable Grievance process for Complaints of Gender-Based Discrimination, retaliation, or False Reporting

Formal Complaints alleging Sex Discrimination or Retaliation are adjudicated through the Prompt and Equitable Resolution Process. If a Formal Complaint alleges Sex Discrimination or Retaliation and Sexual Harassment, the Title IX Coordinator may combine all the allegations and have them adjudicated simultaneously through the Hearing Process (see Appendix A) or separate the Sexual Harassment allegations from Sex Discrimination or Retaliation allegations and have the matter proceed separately under the Hearing Process (for the allegations of Sexual Harassment) and under the Prompt and Equitable Resolution Process (for the allegations of Sex Discrimination or Retaliation).

1. Incorporates the Investigative Process. The Prompt and Equitable Resolution Process incorporates the Investigative Process, which includes the right of the Parties to have an Advisor (see Section V.).
2. Investigator Determines Responsibility. Following the Parties' review and written responses to the Investigative File and Investigative Report, the Investigator will objectively evaluate all Relevant Evidence and determine Responsibility. The Investigator will determine whether the Respondent is Not Responsible or Responsible.
 - a. Not Responsible. The Respondent will be found Not Responsible when the Investigator determines that it is more likely than not that the alleged behavior did not occur, that the evidence was inconclusive to determine whether it is more likely than not that the alleged behavior occurred, or that the alleged behavior occurred but did not violate this Policy.
 - b. Responsible. The Respondent will be found Responsible when the Investigator determines that it is more likely than not that the alleged behavior did occur and that the behavior violated this Policy.
3. Written Report. Following the Investigator's objective evaluation of the Relevant Evidence, the Investigator will draft a written determination called the Notice of Outcome Following Prompt and Equitable Resolution Process. That document will include:
 - a. Identification of the allegations potentially constituting Sex Discrimination or Retaliation;
 - b. A description of the procedural steps taken from the receipt of the Formal Complaint through the determination of Responsibility, including any notices to the Parties, interviews with Parties and Witnesses, site visits, methods used to gather evidence, and the process held;
 - c. Findings of fact supporting the determination;
 - d. Conclusions regarding the application of this Policy to the facts;
 - e. A statement of, and rationale for, the result as to each allegation, and
 - i. Where credibility of the Parties is an issue in determining Preponderance of the Evidence, the rationale will include an explanation of how the Investigator resolved

questions of credibility. Credibility determinations will not be based upon a person's status as Complainant or Respondent.

f. The procedures and permissible basis for appeal.

4. Review by Title IX Coordinator. The Title IX Coordinator will review the Notice of Outcome Following the Prompt and Equitable Resolution Process and approve the determination if the evidence supports the determination by a Preponderance of the Evidence. If the Investigator has found the Respondent Responsible, the Title IX Coordinator will determine the appropriate Sanction.

5. Inclusion of Sanctions and Remedies in Written Report. If the Title IX Coordinator has determined a Sanction is appropriate, the Investigator will include the imposed Sanction in the Notice of Outcome Following the Prompt and Equitable Resolution Process. The Investigator will also issue Remedies for the Complainant to preserve or restore the Complainant's equal education access.

6. Notice of Outcome to Parties. The Title IX Coordinator will contemporaneously inform the Complainant and the Respondent of the Investigator's finding and Sanctions, if applicable, by issuing a Decision Notification Letter, attaching the Investigator's Notice of Outcome Following the Prompt and Equitable Resolution Process.

7. Finality of Outcome. The Investigator's determination regarding Responsibility becomes final either:
a. On the date that the Title IX Coordinator provides the Parties with the Appeal Decision, if an appeal was filed, or
c. On the date on which an appeal would no longer be considered timely



~~(b) **Process of Panel Selection**~~

~~The Equal Opportunity Office's staff or University designee shall contact the parties informally to select the panel. The appellant and the respondent (in conjunction with the original complaint) will select five (5) names each from the pool, excluding students. The names will be listed in rank order with name number one (1) on each list being the preferred panelist.~~

~~The Equal Opportunity Office's staff or the University's designee will contact the individuals in the order selected. The first two (2) names on each list of who is available to serve will comprise the hearing panel.~~

~~Those individuals selected will choose a fifth name from the entire pool to serve as a panel member and who will serve as chair. If the individuals forming the hearing panel cannot agree on the fifth name and/or his or her service as chair, the Equal Opportunity Office's staff or University designee shall appoint the fifth name and the chair.~~

~~Any party to the complaint may ask the Equal Opportunity Office's staff or the University's designee to disqualify any member of the hearing panel. Such requests will be in writing and show sufficient grounds for removal. Furthermore, no panelist shall be expected to serve if he or she feels that a conflict of interest exists. Replacements shall be selected in the same manner as the original panel.~~

~~**C. Orientation Conference/Pre-Hearing**~~

~~Within ten (10) University business days of receiving notice of service on the Hearing Panel, or sooner if feasible, the chair shall attend an orientation and review the finding and response to determine whether there exist adequate grounds for a formal hearing.~~

~~**1. Orientation**~~

~~A member of the Equal Opportunity Office and/or the University's designee shall be present during the orientation, where he or she will provide the chair with a copy of the hearing guidelines, the written complaint, the request for a hearing, the written responses, and the Sexual Misconduct Officer's report.~~

2. Prehearing

Once the orientation is concluded, the chair shall review the materials, in private, to determine whether a formal hearing should be held. This is known as the prehearing. During the prehearing, the chair shall review the Sexual Misconduct Officer's report and the response documents and all relevant materials, and shall determine whether a formal hearing is warranted.

3. Determination of Formal Hearing

Whether a formal hearing is warranted shall be within the chair's discretion and based on the appellant's written appeal. To determine whether a formal is warranted, the chair shall base his/her decision on whether (a) there are insufficient evidence, utilizing a preponderance of the evidence standard, to support the Sexual Misconduct Officer's finding; or (b) additional evidence not previously available exists that substantially would have altered the Sexual Misconduct Officer's findings. Based on this review and analysis, the chair within its reasonable discretion shall determine whether a formal hearing is warranted, and shall immediately notify the parties in writing and the Equal Opportunity Office staff or University designee of its decision. A determination that a formal hearing is warranted does not necessarily imply the Sexual Misconduct Officer's finding was erroneous.

4. Determination Not to Hold a Formal Hearing

If the chair determines that adequate grounds for a hearing do not exist in his/her reasonable discretion, then he/she immediately shall notify the Equal Opportunity Office staff, who in turn, immediately shall notify the parties and appropriate executive officers in writing. The Hearing Panel's services shall be concluded and the Sexual Misconduct Officer's findings shall be final.

The appropriate executive officer shall render his or her decision and notify the parties and the Equal Opportunity Office staff and Title IX Officer within five (5) University business days of the chair's notification to the executive officer of his/her decision. Any party may appeal the executive officer's decision in writing to the President within five (5) University business days of notice of the decision. If the President does not act within five (5) University business days of the request, the executive officer's decision is final.

E. Formal Hearing**1. Scheduling**

If the chair determines a formal hearing is warranted, the chair will schedule the formal hearing to be held within 30 calendar days of his/her decision to hold a formal hearing, preferably sooner. The chair shall immediately notify the Equal Opportunity Office staff and Title IX Office in writing, who in turn, shall notify the parties in writing of the date, time and location of the formal hearing.

The Equal Opportunity Office staff or University designees shall notify the parties in writing of the date, time, and location of the hearing, along with other relevant information concerning the hearing process. Parties are responsible for giving such notice to their witnesses. The hearing shall be scheduled to reasonably ensure that the appellant, respondent, original complainant and essential witnesses are able to participate. However, the chair may ultimately schedule all relevant deadlines and hearings.

2. Procedures

The Hearing Panel procedures shall be established with reference to the Hearing Guidelines provided by the Equal Opportunity Office staff or the University's designee at the orientation conference, and as determined by the chair in consultation with the University Legal Counsel,

~~where appropriate. All parties shall be provided with a copy of the Hearing Guidelines simultaneously with the notice of formal hearing. Any party shall be entitled to present relevant evidence as determined by the chair of the Hearing Panel.~~

~~The parties shall present their own cases. Again, where the Sexual Misconduct Officer has found a policy violation, the Sexual Misconduct Officer presents the case on behalf of the original complainant and the original complainant is simply a witness. Should a complainant wish to present his/her case as well, they may do so and have equal rights under this policy.~~

~~Advisors and counsel may be present during the hearings and meetings, but may not directly participate. The parties reasonably may request a recess to consult with his or her advisor outside of the hearing.~~

~~The parties may call relevant witnesses to testify. However, the parties may not cross-examine one another. Alternate testimonial methods may be permitted, e.g., Skype, testifying behind a screen, etc., in the chair's discretion. The parties may submit questions to the hearing panel for the panel to ask each party, if relevant, as determined in the panel's discretion. The hearing shall be closed. Audiotape recordings of the proceedings shall be arranged by the chair and paid for by the University. Copies of the recording will be provided. Transcripts may be charged to the requesting party; the original version of the recording shall remain the property of the University.~~

~~3. Standard of Review~~

~~At the formal hearing, the appropriate standard of review is whether by a preponderance of the evidence, the report, or its result (a) is unsupported by any evidence, or (b) substantially would have been altered by the new evidence that was not previously available.~~

~~The chair acts as a monitor of the process and as a non-voting member except in cases of a tie vote. In such cases, the chair will act as the tie-breaker.~~

~~4. Resolution Prior to Conclusion of Hearing~~

~~If the matter is resolved to the satisfaction of all parties prior to completion of the hearing, a written statement shall indicate the agreement recommended by the parties and the statement shall be signed and dated by each party and by the chair. The recommendation will be referred immediately to the Institutional Equity and Title IX Officer and/or Equal Opportunity Office staff, who in turn, shall immediately notify, in writing, the appropriate executive officer for final determination.~~

~~The executive officer shall notify the parties of his/her final determination within three (3) University business days of notification of the agreed resolution. Assuming the executive officer agrees with the resolution, the matter shall be closed. To the extent the executive officer disagrees with the resolution, he/she may render his/her decision and immediately notify the parties.~~

~~Any party may appeal the executive officer's decision in writing to the President with a copy to the Institutional Equity and Title IX Officer, and/or Equal Opportunity Office staff and all other parties. The President shall render a decision within five (5) University business days of notice of the appeal. If the President does not act within five (5) University business days of notice of the all, the executive officer's decision shall be final.~~

~~5. Findings and Recommendations~~

~~In the event that no solution satisfactory to the parties is reached prior to the completion of the hearing, the Hearing Panel shall determine by majority vote, in writing, whether the finding should be upheld or modified or remanded for further action, and shall notify the Equal Opportunity Office staff of its findings and recommendations within three (3) University~~

~~business days of the hearing (unless the Hearing Panel determines that because of unforeseen circumstances additional time is needed). The Equal Opportunity Office staff will immediately notify the proper executive officer in writing with copies to the President.~~

~~6. Executive Officer's Decision~~

~~1) Appellate Times~~

~~Within three (3) University business days of receipt of the Hearing Panel's findings and recommendations, the appropriate executive officer shall inform the complainant and the respondent of the findings of the Hearing Panel and the executive officer's decision as permitted by applicable law. A copy of the executive officer's decision shall be immediately transmitted to the chair of the Hearing Panel, with copies to the President and the Equal Opportunity Office staff.~~

~~2) Appeal to the President~~

~~Any party (including the original complainant) may appeal the executive officer's decision to the President within three (3) University business days of the decision. If the President does not act to change the decision within three (3) University business days of receiving the appeal, the executive officer's decision shall be final under the executive authority of the President.~~

(Regents, 6-18-81, 9-17-81, 10-13-83, 6-14-90, 6-13-91, 9-27-95, 1-14-97, 1-27-04, 6-23-04, 6-22-11, 3-8-17)

REVISIONS TO THE FACULTY HANDBOOK – HSC

APPENDIX M 3 - Revisions

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

M.3 THE UNIVERSITY OF OKLAHOMA COLLEGE OF MEDICINE PROFESSIONAL PRACTICE PLAN

I. PREAMBLE

The College of Medicine faculty, which includes the School of Community Medicine faculty for purposes of this policy, are professionals whose education, training, knowledge, skills, and expertise allow them to engage in a wide range of professional practice activities, including clinical practice, clinical consultation, scientific consultation, and other activities of a professional nature.

When members of the College of Medicine faculty deliver care to patients, provide consultation for patient care, ~~and/or participate in scientific or provide scientific work consultation~~, these faculty members by their efforts and presence enhance the stature and reputation of the College of Medicine and the Health Sciences Center. Active involvement by clinical department faculty in health care delivery practices is essential to the maintenance of their professional skills. Likewise, it is appropriate for basic science faculty to provide a reasonable degree of scientific consultation and other services to outside entities for which they may be compensated. ~~Both of these~~ types of activities ~~iesy~~ contribute to the educational, research, and community service missions of the College of Medicine and the University.

The purposes of the faculty professional practice plan are therefore to: (1) ~~to~~ provide economic support necessary to advance the College's educational, patient care, and research missions ~~through a College of Medicine Enrichment Fund, also commonly referred to as the "dean's tax", (2) to ensure sufficient clinical encounters for the clinical education mission, and (23) to~~ provide for accountability for faculty professional practice activities, and 3) ~~to~~ provide an avenue for the funding of a College of Medicine Enrichment Fund, commonly referred to as a "Deans Tax," or a Department Assessment Plan to use when deemed appropriate and formally approved by college leadership.

The College of Medicine Professional Practice Plan is subject to the policies and procedures established by the Board of Regents of the University of Oklahoma. The Professional Practice Plan is applicable to all faculty employed by ~~of~~ the College of Medicine.

II. SCOPE OF COVERAGE

1. All full-time and part-time faculty employed by ~~of~~ the College of Medicine, including the School of Community Medicine, are ~~encompassed covered~~ by the professional practice plan for work done in their University Capacity, including:
 - (a) Physician faculty in clinical departments
 - (b) Non-physician faculty in clinical departments
 - (c) Basic science departments' faculty
2. The basic science faculty, including basic scientists whose appointment may be in a clinical department, are not included as members of any~~the~~ faculty clinical group practice described and named in the Bylaws of the faculty clinical group practice, unless special exception has been made by the respective department and approved by the practice group management committee and the Dean. The Department of Pathology shall be classified as a clinical department for the purpose of the professional practice plan.
3. The basic science faculty shall have no oversight or authority over any ~~the~~ faculty clinical group practice.
4. The faculty clinical group practice shall have no oversight or authority over the finances or disposition of revenue from professional practice activities of the basic science faculty. Such oversight and authority rests with the respective basic science department and the College of Medicine.
5. Distribution of faculty professional practice collected revenues is subject to departmental policy within the limits of the policies of the College of Medicine and/or the University.

6. All sources of collected revenue generated by faculty, including but not limited to the following, are included within the scope of the professional practice plan ~~and are subject to assessment for the College of Medicine Enrichment Fund (dean's tax) and to approved department assessment plans:~~
 - (a) ~~Patient care fees and other~~ clinical practice revenue wherever earned by the faculty
 - (b) Professional consultation, including scientific consultation
 - (c) Honoraria
 - (d) Medical legal consultation
 - (e) Compensation for supervision of professional services
7. Revenue Exclusions. The following sources of revenue are not included within the scope of the professional practice plan:
 - (a) Prizes and awards
 - (b) Faculty members' interest in royalties, copyrights, and patent rights
 - (c) Non-professional income
 - (d) Compensation received as a result of military duty
 - (e) Income earned while on a sabbatical or leave that has been approved by the Board of Regents
8. All faculty are subject to and must comply with the College of Medicine Faculty Compensation Plan, as approved by the ~~Board of Regents of the University of Oklahoma~~ College of Medicine Dean and Senior Vice President and Provost.
- ~~9. The College of Medicine Enrichment Fund (dean's tax) is established by the Dean of the College of Medicine in consultation with department chairs.~~

III. BOARD OF REGENTS' POLICY

Adherence to the Professional Practice Plan policy, ~~as with all Board of Regents' policies,~~ is a condition of employment for faculty of the College of Medicine. Under this policy, as in all University matters, the members of a Department are responsible to their Chair, as the Chair is responsible to his/her Dean, and the Dean, through the Senior Vice President and Provost of the Health Sciences Center, to the President, and subsequently to the Regents.

The process of exercising their discretion as professionals in matters of patient care or scientific consultation does not diminish the responsibility of faculty members to account to the University for all income earned, nor relieve them of the duty of compliance with policies and procedures of the Board of Regents governing site of practice.

Site of Practice Policy

The purpose of the site of practice policy is to concentrate patient care by the OU-employed full-time and part-time physician faculty of the College of Medicine clinical departments in those hospitals and other practice sites in which the major teaching and research programs of the College of Medicine are based. The patient care activities of the faculty may occur in any of the health care entities which comprise the Oklahoma Health Center in Oklahoma City, the Tulsa Medical Education Foundation hospitals in Tulsa, in designated hospitals and clinics in other College of Medicine program locations affiliated with either the Oklahoma City or Tulsa campuses, and in University-owned or -operated practice sites including those under the organizational structure of ~~the OU Medical Center,~~ Medicine, Incentive, -System (Oklahoma City), which support the academic programs of the College and which can provide the technical environment necessary for modern, high-quality medical care and teaching.

~~Upon the recommendation of the OU Physician Council, and with approval of the Executive Dean, full-time faculty members based in Oklahoma City shall be permitted to act in a professional capacity in specific instances not covered above.~~ Upon the recommendation of the Dean of the School of Community Medicine, full-time faculty members based in Tulsa, shall be permitted to act in a professional capacity in specific instances not covered above. As a condition of employment, faculty members who are employed

by the University may not render patient care on a continuing basis except in those hospitals and teaching sites specifically authorized for such continuing patient care by the Regents.

(Regents, 9-13-94, 3-6-96, 3-5-97, 5-7-04, 9-14-17)

REVISIONS TO THE FACULTY HANDBOOK – HSC

APPENDIX M 4 - Revisions

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

M.4 COLLEGE OF MEDICINE FACULTY CLINICAL GROUP PRACTICE • OU PHYSICIANS-OKLAHOMA CITY • BYLAWS

Omitted in its entirety

ARTICLE 1

ORGANIZATION AND COMPENSATION

Section 1.1 — Name

The faculty clinical group practice of the University of Oklahoma College of Medicine (“OUCOM”), a division of the Board of Regents of the University of Oklahoma by and through the University of Oklahoma Health Sciences Center (“OUHSC”), shall be known as and hereafter referred to as OU Physicians (“OUP”). The name OU Physicians shall be used by both the OUCOM Oklahoma City and School of Community Medicine Tulsa group practice operational units; however, the remainder of this document refers only to the Oklahoma City OUP operational unit. Children’s healthcare specialists are an integral part of OUP and will be organized within OUP; however, they may use the name OU Children’s Physicians (“OUCP”) for marketing and business purposes provided that for all contracting purposes both OUP and OUCP shall appropriately indicate their legal status as part of the University (“OU”) (i.e., Board of Regents of the University of Oklahoma by and through OU Physicians).

Section 1.2 — Effective Date

These bylaws shall go into effect July 1, 2017 (“Effective Date”) (see Article 4, Section 4.1).

Section 1.3 — Composition and Structure

Organizationally, OUP is a component of the University of Oklahoma Board of Regents and accordingly operates under the Board’s authority and is subject to both Board of Regent’s policy and oversight¹. OUP will initially consist of two Clinical Practice Divisions designated as the “Adult Clinical Practice Division” and the “Children’s Clinical Practice Division” (see Article 6, Section 6.1). Within each Clinical Practice Division, OUP designated Clinical Units shall be established initially to correspond to each OUCOM clinical science department. Furthermore, OUP may organize Clinical Units as multidisciplinary service lines, which may include non faculty physicians or faculty non physicians, and Clinical Units may be affiliated with OUHSC Centers (see Article 6, Section 6.2). From a clinical practice perspective, clinical faculty will initially be primarily assigned to Clinical Units in either the Adult or Children’s Clinical Practice Division, recognizing that it may be necessary for some faculty to have a presence in both Clinical Practice Divisions.

Section 1.4 — Membership

OUP shall be the exclusive faculty clinical group practice of OUCOM and includes all OU-employed full-time and part-time physician faculty of OUCOM clinical departments, OU-employed full-time non-faculty physicians, designated volunteer physician faculty, and designated non-faculty physician personnel who render clinical services directly to patients on behalf of OUHSC’s affiliated clinics or its major affiliated hospital partners, including OU Medical System (“OUMS”). OU-employed non-physician faculty may become members of OUP upon the recommendation of their respective department chair and the OUCOM Executive Dean and the approval of the Senior Vice President and Provost (hereafter “SVP/Provost”) of OUHSC. Members shall abide by accepted clinical practice standards and the regulations governing professional practices and the rights of patients. The individual practitioners of OUP will fulfill contractual obligations and provide services as required and agreed upon by OUP.

¹ As a component of the University of Oklahoma, OUP and the OUP Council remain subject not only to these bylaws, but also to Board of Regents’ policies and other laws and regulations that impact state entities (e.g., state ethics regulations, employment policies, etc.). Accordingly, OUP and the OUP Council operate within the administrative framework of the University and its designated officers.

ARTICLE 2**MISSION AND PURPOSE****Section 2.1 — Mission**

~~The mission of OUP shall be to lead and advance the patient care mission of OUCOM and OUHSC and to support the missions of medical education, training, and basic, translational, and clinical research.~~

Section 2.2 — Purposes

~~OUP's scope includes all aspects of clinical care provided by OUP members (see Section 1.4) across all care settings,² placing patients first and fostering interprofessional collaboration and practice. The purposes for which OUP is organized include, but are not limited to, the following:~~

- ~~(a) Serve as a single integrated faculty clinical group practice that attracts and retains leading healthcare professionals and serves as a foundational component of a premier academic health center and integrated care delivery network.~~
- ~~(b) Promote and market healthcare services to patients, payors, employers, and industry and other appropriate groups.~~
- ~~(c) Develop new and refine existing clinical care delivery strategies to improve quality, access, and value for patients; promote population and community health; and effectively compete in a changing healthcare environment.~~
- ~~(d) Conduct and coordinate medical care among networks of affiliated community healthcare providers.~~
- ~~(e) Facilitate the education and training of healthcare professionals in a wide range of healthcare specialties and settings.~~
- ~~(f) Advance research-based medicine by integrating and supporting basic, translational, and clinical research.~~
- ~~(g) Stimulate within the local healthcare community a culture of continuing professional development.~~
- ~~(h) Serve as an effective partner to OUMS and other affiliated hospitals/health systems.~~

ARTICLE 3**GOVERNANCE****Section 3.1 — OUP Council**

~~The OUP Council will provide direction and oversight of the management, operations, and financial viability of the faculty clinical group practice.³ The OUP Council will strategically guide OUP and implement policies that promote the culture of a fully integrated clinical group practice and the delivery of high quality, value based patient care in support of the University's patient care, teaching, and research missions. The OUP Council shall be a competency based body on behalf of the faculty clinical group practice as a whole, rather than a representative body (see Article 4), and will be composed of both adult and children's specialists. After a defined transitional period (see Article 4, Section 4.3), the OUP Council will be composed of 15 voting members (see Article 4.1, Section 4.2), 3 of whom shall serve as ex officio members and 12 of whom shall be appointed through a process recommended by the Nominating Committee and approved by the OUP Council.~~

~~² In accordance with the policies set forth by the Board of Regents of the University of Oklahoma, the OUCOM Executive Dean shall approve all site of practice exceptions.~~

~~³ As the governing body of the University of Oklahoma and its constituent components, the Board of Regents retains ultimate authority over the operations of OUP and the OUP Council, and both remain subject to oversight by applicable University officers. To the extent there is conflict between these bylaws and Board of Regents policy, Board of Regents policies shall control.~~

Section 3.2 — OUP Council Duties

The OUP Council shall emulate the function of a corporate board of directors for OUP, functioning under the auspices of the Board of Regents⁴ by and through the SVP/Provost. In addition to guiding the division strategically and maintaining alignment with OUCOM, specific powers of the OUP Council include, but are not limited to:

- (a) ~~Recommending the appointment of both the OUP President and the OUP Chief Executive Officer (“CEO”), such officers to emulate the traditional corporate function of the respective roles.~~
- (b) ~~Creating OUP Clinical Units and recommending appointment of Clinical Unit physician leaders (“Clinical Unit Leaders”) and Clinical Practice Division physician leaders (“Clinical Practice Division Leaders”), subject to the processes described in Sections 6.1 and 6.2.~~
- (c) ~~Directing necessary actions through the OUP executive leadership team, as described in Section 5.1, and Clinical Unit Leaders to ensure OUP consistently functions as a single, integrated multispecialty faculty clinical group practice.~~
- (d) ~~Approving annual operating and capital budgets and any professional services agreements with OUMS and/or other designated affiliates.~~
- (e) ~~Approving payor contracts and participating in clinical networks.~~
- (f) ~~Approving other key business, fiscal, and operational policies and procedures for OUP (e.g., expansion of clinical practice policy, clinic access standards).~~
- (g) ~~Identifying and approving corrective actions for deficiencies in clinical services.~~
- (h) ~~Approving clinical compensation/incentive plans of the Clinical Units.~~
- (i) ~~Approving expenditures that exceed limits determined periodically by the OUP Council.~~
- (j) ~~Determining the desired competencies for the OUP Council.~~
- (k) ~~Approving OUP Council voting members recommended by the Nominating Committee, as well as removing voting members.~~
- (l) ~~Approving OUP strategic plans in accordance with OUCOM, OUHSC, and OUMS strategic plans/goals.~~
- (m) ~~Ensuring OUP functions in a manner that upholds its obligations to patients, students and trainees, faculty members, and the University of Oklahoma.~~

Section 3.3 — Reserved Powers

Subject to the powers and policies of the OU Board of Regents, the OUP Council is authorized and is expected to carry out duties such as those listed in Section 3.2 above. However, through this governance structure certain actions of OUP will be subject to reserved powers held by OU⁴ and exercised through the OUCOM Executive Dean, subject to the advice and consent of the SVP/Provost, including the following:

- (a) ~~Appointment of members to and removal of members from the OUP Council as may be approved by the OUP Council, as noted in Section 3.2(k).~~
- (b) ~~Selection/appointment and removal of the OUP President and OUP CEO as may be recommended by the OUP Council, as noted in Section 3.2(a).~~

⁴The Board of Regents maintains certain required review and approval policies (including appointment and removal of personnel and approval of contracts) that limit the ability to act unilaterally without formal Board of Regents approval; the powers enumerated herein remain subject to those Board of Regents approval policies.

- ~~(c) Appointment and removal of Clinical Practice Division Leaders and/or a Clinical Unit Leader.~~
- ~~(d) Change of control, major restructuring, or major transactions.~~
- ~~(e) Entering into major contracts with an impact of \$1 million or above on an annual operating basis.~~
- ~~(f) Approval of major strategic priorities for OUP or a Clinical Practice Division or Clinical Unit within.~~
- ~~(g) Approval of the master clinical compensation plan for OUP physicians.~~
- ~~(h) Review and approval of audit and other information disclosures.~~
- ~~(i) Approval of annual operating and capital budgets and any professional service agreements with OUMS and other designated affiliates.~~

Section 3.4 — Council Chair

The OUP President will serve as the chairperson.

Section 3.5 — Vice Chair

The Adult or Children's Clinical Practice Division Leader not filled by the OUP President (Section 6.1) will serve as the vice chairperson.

Section 3.6 — Secretary

The OUP Council chairperson shall designate a secretary of the OUP Council. The secretary shall give notice of all meetings, keep the minutes of the OUP Council, and have charge of all of the records of the faculty clinical group practice.

Section 3.7 — Other Members

Other members of the OUP Council shall have such powers and duties as are assigned by the OUP Council.

Section 3.8 — Appointment of Voting Council Members

In the manner of a self-perpetuating board, appointment to the OUP Council shall be recommended by the Nominating Committee (see Section 3.10) and voted on by the existing members of the OUP Council, excluding outgoing members or members whose term is up for renewal. A simple majority vote will confirm a nominee's proposed appointment to the OUP Council subject to appointment by the OUCOM Executive Dean as provided in Section 3.3(a). Upon a rejection of a particular nominee, the Nominating Committee will continue to submit recommendations until a majority approval is secured as provided in Section 3.3(a).

Section 3.9 — Standing Committees

The OUP Council may establish such committees as it deems appropriate, provided that the establishment of each committee is approved by a majority vote of OUP Council members. All reasonable efforts will be made to coordinate OUP committees closely with those of OUMS and integrate efforts to advance the entire clinical enterprise. All standing committees of OUP shall be chaired by a voting member of the OUP Council and will include suitable ex officio University officers (e.g., finance, legal etc.). Upon the assembly of the OUP Council, the standing committees will include, but not be limited to, the committees set forth in Sections 3.10–3.13 below. Upon formation of each standing committee, the OUP Council will approve a written charter that specifies the scope and responsibilities of that committee.

Section 3.10—Nominating Committee

The OUP Council shall annually appoint a Nominating Committee of at least five members, the majority of whom will be non-OUP Council members. The OUP Council shall appoint the membership of the nominating committee to include at least one OU-employed physician from each of the following clinical areas:

- (a) Children’s healthcare
- (b) Adult medical services
- (c) Adult surgical services
- (d) Women’s healthcare
- (e) Hospital based services

The Nominating Committee shall establish a process to identify, evaluate, and propose nominees for OUP Council membership based on the desired competencies provided by the OUP Council and broad faculty and other OUP member input, a list of such processes and competencies to be developed, documented and attached hereto. In making nominations, the Nominating Committee will consider the skills of each proposed Council member to ensure that the Council at all times has membership possessing each desired competency. The Nominating Committee may perform such other functions as may be requested by the OUP Council from time to time.

Section 3.11—Finance and Budget Committee

The OUP Council shall annually appoint a Finance and Budget Committee of at least five members. The committee will include the designated finance officer for OUP. Ex officio members who will collaborate closely with the OUP finance officer will include the OUCOM Senior Associate Dean for Finance and OUHSC VP for Finance and Administration. The Finance and Budget Committee may perform such other functions as may be requested by the OUP Council from time to time.

Section 3.12—Quality and Operations Committee

The OUP Council shall annually appoint a Quality and Operations Committee (or an alternative name) of at least three members. The committee will include the OUP Chief Medical Officer and/or Chief Quality Officer. The Quality and Operations Committee may perform such other functions as may be requested by the OUP Council from time to time.

Section 3.13—Compliance and Ethics Committee

The OUP Council shall annually appoint a Compliance and Ethics Committee of at least three members. The committee will additionally include resources such as the University HIPAA Privacy and Security Officials and the University Compliance Officer. The Compliance and Ethics Committee may perform such other functions as may be requested by the OUP Council from time to time.

ARTICLE 4**COUNCIL MEMBERSHIP****Section 4.1—Composition**

The OUP Council will have a transitional membership for a transitional period of time and then convert to a smaller membership. For the period beginning July 1, 2017, and ending June 30, 2019 (“Transitional Period”), the Council will consist of 26 voting members (see Section 4.3). Effective July 1, 2019, the OUP Council will consist of 15 voting members (see Section 4.2), composed of both adult and children’s specialists, 12 of whom will be appointed through a competency based process facilitated and recommended by the Nominating Committee (Article 3, Section 3.10) to ensure the Council has an appropriate mix of perspectives and capabilities. In the event of further integration between OU Physicians and OUMS, the OUP Council may designate one or more health system administrators as ex officio non-voting Council members or as standing committee members.

Section 4.2 — Number and Appointment of Members

At the conclusion of the Transitional Period, the OUP Council shall consist of 15 voting members, including 3 ex officio voting members and 12 Council-appointed members. Of the 12 Council-appointed voting members, 10 shall be Clinical Unit or Clinical Practice Division Leaders and 2 shall be OU-employed practicing physicians who do not hold the position of Clinical Unit Leader, chair of an OUCOM academic department, or Clinical Practice Division Leader (“At Large Physicians”). The OUP Council shall consist of:

- (a) — SVP/Provost, OUHSC (ex officio; voting)
- (b) — Executive Dean, OUCOM (ex officio; voting)
- (c) — OUP Clinical Unit and Clinical Practice Division Leaders⁵ (10; voting)
- (d) — At-large OU-employed physicians (2; voting)
- (e) — President, OUP (ex officio; voting)

Section 4.3 — Transition Period Council

The OUP Council shall be composed of not more than 26 voting members during the Transitional Period or at such earlier time as the OUP Council may decide through supermajority approval as defined by two-thirds affirmative vote of voting OUP Council members. Initial members of the OUP Council will include the 3 ex officio voting members designated in Section 4.2 (i.e. SVP/Provost, OUCOM Executive Dean, and OUP President), the 18 chairs of all OUCOM clinical departments, the Stephenson Cancer Center Director, and 4 OU-employed physicians appointed by the OUCOM Executive Dean in consultation with the SVP/Provost (one of which may be the Clinical Practice Division Leader not filled by the OUP President, as in Section 3.5). Upon the expiration of the Transitional Period, the OUP Council will appoint 12 members to the permanent OUP Council alongside the 3 ex officio voting members. The initial term of two years shall not count against any appointed OUP Council member’s term limit.

Section 4.4 — Membership Term

Other than those members serving ex officio, members shall serve a two-year term during the OUP Council’s Transitional Period. Upon the expiration of the Council’s Transitional Period, the chair of the OUP Council will divide the non-ex officio members of the permanent OUP Council into four classes of two members and one class of three members. Member terms shall be staggered such that one class will carry a term of five years, one class will carry a term of four years, one class will carry a term of three years, one class will carry a term of two years, and one class will carry a term of one year. Following the initial staggered appointments, the length of term for all non-ex officio members will be two years. Council members in the classes with initial terms of five and four years are not eligible for immediate reappointment. Other Council members may serve up to two consecutive terms at the approval of the OUP Council. Appointed members may return to the OUP Council after not serving on the Council for a full one-year period.

Section 4.5 — Vacancies

Any vacancies on the OUP Council will be filled by majority OUP Council vote following the recommendation of candidates by the Nominating Committee, subject to reserved powers (Article 3, Sections 3.1, 3.2, 3.3, 3.8, and 3.10).

Section 4.6 — Resignations

Any member may resign at any time by giving written notice to the chair. Such resignation shall take effect upon receipt of the written notice or at any later time specified therein.

Section 4.7 — Removal

Appointed members may be removed by the OUP Council as set forth in Section 3.2(k), subject to the reserved powers as set forth in Section 3.3(a). Additionally, any applicable member, who is excluded from participation in Medicare, Medicaid, or any other federal healthcare program, or who loses or surrenders their medical or other professional license to practice or clinical privileges or otherwise agrees with the licensing board not to practice, shall automatically be removed from the OUP Council without any action required.

⁵ Not including the OUP President, who is listed separately in 4.2(e).

Section 4.8 — Annual Meeting

The annual meeting of OUP shall be held no later than October 31 each year.

Section 4.9 — Regular Meetings

In addition to the annual meeting, the OUP Council shall hold regular semi-monthly meetings at such times and places as designated by the chair or vice chair. The OUP Council has the right to enter into an executive session for purposes allowed by law, with a quorum of voting OUP Council members required to be present. Any such session will be noted as confidential in the OUP Council minutes.

Section 4.10 — Special Meetings

Special meetings of the OUP Council may be called by the chair or upon the written request of any 14 voting members during the Council's Transition Period and any 8 voting members after the expiration of the Council's Transition Period. If the chair or the secretary neglects to issue such a call, the members making the request may issue the call.

Section 4.11 — Quorum

A quorum shall consist of a majority of the voting members of the OUP Council. Voting members may participate in person or by phone/videoconference. Official actions of the OUP Council require a majority vote of physically present members, including proxy votes cast as described in Section 4.12.

Section 4.12 — Voting

At any meeting of the OUP Council, each Council member present at the meeting shall be entitled to cast one vote for any item requiring a vote at a Council meeting. Proxy voting shall be permitted, and absent Council members may grant their vote to a physically present member of the Council in advance. However, no Council member present at an OUP Council meeting shall be permitted to cast more than one proxy vote in addition to their own vote (a maximum of two votes total). Approval of any item/action requires a majority vote of the OUP Council, subject to reserved powers in Section 3.3.

Section 4.13 — Compensation

OUP Council members shall receive no compensation for their services; however, members may receive reimbursement for any reasonable expenses incurred in connection with such duties, as the OUP Council shall approve. Nothing herein shall be construed to preclude any members from providing service to OUP in any other capacity and receiving compensation therefor, subject to applicable conflict of interest and other policies.

ARTICLE 5**EXECUTIVE LEADERSHIP****Section 5.1 — Executive Leadership**

The OUP President and OUP CEO, positions that will be filled by two individuals, shall be recommended by the OUP Council and appointed by the OUCOM Executive Dean with the advice and consent of the SVP/Provost as described in Section 3.3. Subject to Board of Regents policy, the President will appoint the Chief Medical Officer and/or Chief Quality Officer, after consulting with the OUP CEO, and the CEO will appoint the remaining members of the executive leadership team, with the advice and consent of the OUP Council. Executive leadership will be responsible for managing the day-to-day business and operational activities of OUP, including all central practice management functions, and will work closely with Clinical Practice Division Leaders and Clinical Unit Leaders to manage clinical operations. In addition to the President and CEO positions, executive leadership is expected to include:

- (a) Chief Medical Officer
- (b) Other executive positions as determined by the OUP Council, in consultation with OUHSC, OUCOM, and OUMS leadership.

Section 5.2 — President

The President of OUP shall be a physician member of OUP employed by OU and licensed to practice in the State of Oklahoma. The President of OUP will serve as the senior-most executive of OUP, and will not concurrently serve as a Clinical Unit Leader. The President will work with the OUP Council, other Clinical Practice Division Leader, and Clinical Unit Leaders to achieve clinical integration of the practice. The President will fulfill any other duties incident to the office of the President or which may be delegated to the President by the OUP Council from time to time. The President is accountable to the SVP/Provost; reports to the OUCOM Executive Dean or designee; and may hold additional titles within OUHSC, OUCOM, or OUMS.

Section 5.3 — Chief Executive Officer

The CEO shall manage the collective business and operational performance of the faculty clinical group practice, including the provision of core practice management services, revenue cycle and electronic medical record implementation, comprehensive financial matters, clinical operations, and other duties incident to the office of the CEO or which may be delegated to the CEO by the OUP Council from time to time. The CEO is accountable to the SVP/Provost and OUCOM Executive Dean, and shall report to the OUP Council with a direct reporting line to the President of OUP.

Section 5.4 — Removal

Section 3.3(b) provides for the removal of the OUP President or CEO. Removal of other OUP executive leaders may be initiated by the OUP CEO, after consultation with the OUP President, whenever the best interests of OUP will be served thereby or as otherwise designated by University policies.

ARTICLE 6**ORGANIZATION AND RESPONSIBILITIES OF CLINICAL PRACTICE DIVISIONS' CLINICAL UNITS****Section 6.1 — Clinical Practice Divisions**

OUP shall initially be organized to include distinct Clinical Practice Divisions including an Adult Clinical Practice Division and a Children's Clinical Practice Division. The Clinical Practice Divisions will operate under the direction of the OUP Council and the OUP President. Each Clinical Practice Division will be made up of Clinical Units as described in Section 6.2. Each Clinical Practice Division Leader will be appointed by the OUP Council subject to the advice and consent of the OUCOM Executive Dean. In an effort to maintain a streamlined reporting structure, the OUP President will serve as the Clinical Practice Division Leader of the Clinical Practice Division that corresponds with his or her primary adult or pediatric specialty (e.g., if the OUP President is a general pediatrician, he or she would serve as the Clinical Practice Division Leader of the Children's Clinical Practice Division, and the OUP Council would appoint a Clinical Practice Division Leader of the Adult Clinical Practice Division). The Clinical Practice Division Leader position not filled by the OUP President will serve as the Vice Chair of the OUP Council (Section 3.5). The Clinical Practice Divisions and the Clinical Units therein shall have accountability for the clinical practice and affairs of the physicians assigned to them. While it is organized within OUP, the Children's Clinical Practice Division may use the name OU Children's Physicians for marketing purposes. Finances may be separately maintained for both Clinical Practice Divisions; however, there will be one consolidated set of financial statements for OUP. Each Clinical Practice Division will be responsible for advancing patient care for their respective patient base and coordinating alignment with their respective health system administrative and functional leads, provided their individual efforts are also in the best interest of OUP as a whole.

Section 6.2 — Clinical Units

Within each Clinical Practice Division, the faculty shall be organized into Clinical Units. At least one Clinical Unit shall initially be established corresponding to each OUCOM clinical science department. Additional Clinical Units may be established or modified, including multidisciplinary service lines, subject to the approval by the OUP Council, and these may be affiliated with OUHSC Centers, such as the Stephenson Cancer Center. The Clinical Unit Leader of each Clinical Unit shall manage the affairs of the Clinical Unit and report directly to the Clinical Practice Division Leader.

Each Clinical Unit initially corresponding with a clinical science department of OUCOM shall be led by the applicable department chair or their designee, as approved by the OUP Council and subject to the advice and consent of the OUCOM Executive Dean. On an annual basis, each Clinical Unit will work closely with the OUP CEO, executive team, and finance committee to develop an operating budget incorporating all sources of clinical revenue of the faculty and all related expenses in accordance with all policies and procedures established and approved by the OUP Council and in close collaboration with OUCOM and OUHSC. The day-to-day management of the clinical affairs of each Clinical Unit, subject to all applicable policies and procedures set forth by the OUP Council, will reside fully with the applicable Clinical Unit Leader.

ARTICLE 7

AMENDMENT BYLAWS

Section 7.1 — Amendments

Ultimate authority for amendment of these bylaws rests with the Board of Regents of the University of Oklahoma.

Section 7.2 — Review

These bylaws shall be reviewed by the OUP Council and OU Board of Regents at least every three years, as part of an evaluation of OUP's overall performance and to be consistent with University policies. Ultimate authority for amendments to these bylaws rests with the Board of Regents. Proposals for updates and amendments may originate with the OU Physicians Council by supermajority, the OUCOM Executive Dean, the Senior Vice President and Provost of the OUHSC, the University President, or the Board of Regents.

ARTICLE 8

DEFINITIONS

Section 8.1 — Definitions. The following terms, as used in these bylaws, have the following meanings:

Adult Clinical Practice Division: A clinical practice division of OUP for the organization of OUP members providing clinical care primarily to adult patients.

At-Large Physician: Any OU-employed physician that is a member of OUP and does not hold the title of Clinical Unit Leader or Chair of an OUCOM academic department.

Center: An interdisciplinary center formally designated by the OUHSC.

Children's Clinical Practice Division: A clinical practice division of OUP for the organization of OUP members providing clinical care primarily to child and adolescent patients.

Clinical Practice Division Leader: The physician leader of an OUP Clinical Practice Division as set forth in Sections 3.2 and 6.1 of these bylaws.

Clinical Unit: An component within an integrated OUP for the purpose of organizing OUP members to deliver high-quality clinical care to defined patient populations, and to provide physician leadership for health system service lines, e.g., at OU Medical System.

Clinical Unit Leader: The physician leader of an OUP Clinical Unit as set forth in Sections 3.2 and 6.2 of these bylaws.

Effective Date: July 1, 2017.

Full Time Faculty: Faculty appointed according to Section 3 of the Faculty Handbook of the University of Oklahoma Health Sciences Center.

OUCOM/Executive Dean: The senior administrative officer of the OU College of Medicine, who reports to the SVP/Provost, and to whom the OUP President reports as in these bylaws.

~~**OUCP**—OU Children’s Physicians as defined in Section 1.1 of these bylaws.~~

~~**OUHSC**—The University of Oklahoma Health Sciences Center, a division of the University of Oklahoma Board of Regents.~~

~~**OUMS**—The University of Oklahoma Medical System, which includes the University of Oklahoma Medical Center, The Children’s Hospital and the University of Oklahoma Medical Center Edmond.~~

~~**OUP Council**—The governing body of OUP described in Article 4 of these bylaws.~~

~~**OUP**—OU Physicians faculty clinical group practice as defined in Section 1.1 of these bylaws.~~

~~**Part-Time Faculty**—Faculty appointed according to Section 3 of the Faculty Handbook of the University of Oklahoma Health Sciences Center.~~

~~**SVP/Provost**—The Senior Vice President and Provost of the OUHSC, who is the senior executive officer of the OUHSC, and to whom the Deans report, and to whom the OU Physicians President is accountable according to these bylaws.~~

~~**Transitional Council**—The OUP Council during the transitional period as described in Section 4.3 of these bylaws.~~

~~**Transitional Period**—A two-year period beginning at the Effective Date and concluding on June 30, 2019.~~

(Regents, 9-13-94, 3-6-96, 3-5-97, 5-7-04, 6-20-17)

REVISIONS TO THE FACULTY HANDBOOK – HSC

APPENDIX M 5 - Revisions

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

M.5 COLLEGE OF MEDICINE FACULTY COMPENSATION PLAN

I. COMPENSATION PLAN PURPOSE AND OBJECTIVES

A. Purpose

The purpose of the Compensation Plan is to provide a basis for establishing compensation and incentives for the clinical and basic sciences faculty of the University of Oklahoma College of Medicine (COM), which includes the School of Community Medicine (SOCM) faculty for purposes of this policy.

B. Objectives

The Compensation Plan shall strive to achieve the following objectives:

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

II. APPLICABILITY

The Compensation Plan will:

Apply to all full-time and part-time clinical and basic sciences faculty.

Apply to all sources of collected revenue generated within a faculty member's scope of employment with the college, including, but not limited to, the following:

- a) ~~Patient care fees and all other~~All professional practice revenue wherever earned by the faculty members
- b) Professional consultation
- c) Medical legal consultation
- d) Honoraria
- e) Compensation for supervision of professional services

The following are not included within the scope of this Compensation Plan:

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

III. OVERVIEW OF FACULTY COMPENSATION STRUCTURE

A. Introduction

Faculty compensation will be comprised of four possible components:

University ~~Base~~ aka “tenurable base”
 Departmental Salary
 Administrative Salary
Variable Compensation, including Incentives

The term “Total Compensation” refers to the aggregate compensation derived from these four components.

Funds available to compensate faculty are derived from several sources:

College of Medicine
 Hospital and affiliated agency support (excluding salary)
 Grant and contract support
 Professional and/or medical legal consultation
 Professional services fee revenues
~~Fee for service (FFS)~~
~~Capitation and package price contracts.~~

B. Guaranteed Salary

The Guaranteed Salary (as noted in B1, ~~and B2,~~ and B3 below) will be determined annually and will be set forth in the written, annual compensation agreement between the faculty member and the department and approved ~~throughby~~ the appropriate administrative process. ~~Board of Regents.~~

The Guaranteed Salary will be guaranteed by the department for the contract year and presented to the faculty in a written notification at the beginning of each contract year.

For grant proposals to external agencies, the faculty members’ salaries will be based on the annual Guaranteed Salary. For example—the Guaranteed Salary will serve as the basis for calculation of the “direct salary” included on NIH grant or cooperative agreement proposals or applications (as per Notice OD-12-035 from NIH, January 20, 2012, or as it may be subsequently modified).

1. University Base Compensation (X₁)

The University base is paid to all full-time faculty as part of employment with the college and to part-time faculty for specific services provided to the college.

The University base will be determined by a salary structure that considers rank and specialty.

The University base will be recommended by the department chair and approved by the appropriate COM Dean, the Office of the Senior Vice President and Provost, and, where applicable, the University Board of Regents.

The University base for department chairs will be recommended by the appropriate COM Dean and, where applicable, approved by the University Board of Regents.

Except as provided in other University policies, the University Base (X₁) will stay the same or increase/decrease in subsequent years.

Sources for the University Base component may include the following: state appropriations, hospital support (excluding salary), clinical earnings, grant and contract support, fees from consulting, and affiliated agency support.

2. Departmental Salary (X₂)

The departmental salary ~~will be~~ based upon a faculty member's contributions to the departmental mission.

The ~~d~~Departmental ~~s~~Salary will be proposed by the chair of the department annually, based upon the faculty member's performance and the department's fiscal circumstances. The departmental salary ~~must will~~ be reviewed and approved by the appropriate COM Dean. The departmental salary may increase, decrease, or stay the same in subsequent years.

The COM Dean , the Office of the Senior Vice President and Provost, and, where applicable, the University Board of Regents ~~must will~~ approve the departmental salary for department chairs.

Sources for the Departmental Salary component may include the following: state appropriations, hospital support (excluding salary), clinical earnings, grant and contract support, and affiliated agency support.

3C. Administrative Salary (Y)

The administrative salary will be based upon a faculty member's contributions to the administration of teaching, research, administrative duties, or clinical practice activities of the department.

The ~~a~~Administrative ~~s~~Salary will be proposed by the chair of the department or Dean annually based upon the faculty member's performance and the department's fiscal circumstances. The ~~a~~Administrative ~~s~~Salary should be tied to the performance of a specific role or the holding of an administrative position, for instance a Section Chief, Vice Chair, Program Director, Clerkship Director, or an Endowed Chair. If a faculty member ceases to perform the specified assignment or is released from holding the administrative position, this component of salary should also cease. The administrative salary ~~must will~~ be reviewed and approved by the appropriate COM Dean. The administrative salary may increase, decrease, or stay the same in subsequent years, and may be discontinued during the year if a faculty member no longer holds an administrative role or endowed chair. Should the faculty member no longer provide the additional or administrative duties(s) for the University of Oklahoma or serve in the administrative role(s) for the University of Oklahoma, the administrative salary associated with the duties/role(s) will be removed.

The appropriate COM Dean , the Office of the Senior Vice President and Provost, and, if applicable, the University Board of Regents ~~must will~~ approve the administrative salary for department chairs.

Sources for the ~~a~~Administrative ~~s~~Salary component may include the following: state appropriations, hospital support (excluding salary), clinical earnings, affiliated agency support, endowed chair earnings, and contractual or consulting revenues.

C. Variable & Incentive Compensation (Z)

Variable compensation consists of compensation that is not guaranteed compensation; rather, it is due to being subject to another entity's payment plan or the variable nature of how the compensation is earned or collected is variable.

Faculty may also be eligible for additional compensation in the form of an incentive.

Plans for distributing the variable and incentive compensation and the formulas for determining incentives will be set by the department chair and must be approved by the appropriate COM Dean.

The appropriate COM Dean and, where applicable, the University Board of Regents will approve the incentive component for department chairs.

Sources for the incentive component include the following: salary savings as part of the Sponsored Programs Research Incentive Plan, and clinical and consulting earnings.

D. Final Incentive Compensation Payments

The final earned incentive compensation payment will be paid to a faculty member either within the same month as the termination date or in the month immediately following. This final payment will be calculated in a manner consistent with the applicable departmental compensation plan. This section applies to all faculty whose University service date is after October 31, 2004, and to all faculty whose University Service date is prior to October 31, 2004, unless there is a contrary written agreement entered into between an individual faculty member and the department prior to October 31, 2004.

All Department plans will stipulate the manner in which final incentive compensation payments are calculated and when they are considered earned, including whether the faculty member must be employed for a certain time period and/or at the time payment is made. Estimated collections of patient accounts receivable, outstanding revenues (honoraria or consulting fees), and unpaid expenses, including, but not limited to, the faculty member's portion of the cost of medical malpractice insurance tail coverage, may be considered in this calculation.

E. Review and Approval

All Department compensation plans must adhere to ~~the this guidelines in the COM Faculty Compensation Plan~~, and all Department plans will be reviewed and approved by the Dean, subject to the provisions of Section 3.2(h) and 3.3(g) of the COM Faculty Clinical Group Practice Bylaws, if applicable.

The appropriate COM Dean will approve the total compensation for each department chair on an annual basis. Monthly payments to chairs on the departmental salary/supplement and incentive components of total compensation will be approved by the appropriate Dean's Office.

When a faculty member's total compensation exceeds the 85th percentile of the most current AAMC Survey of Faculty Compensation, the Department will submit to the appropriate Dean's Office for review and approval a justification for the compensation level, including a detailed computation.

(Regents, 6-19-02, 10-27-04, 5-09-14, 9-14-17)

Report of the Committee on Freedom of Expression

The Committee on Freedom of Expression at the University of Chicago was appointed in July 2014 by President Robert J. Zimmer and Provost Eric D. Isaacs “in light of recent events nationwide that have tested institutional commitments to free and open discourse.” The Committee’s charge was to draft a statement “articulating the University’s overarching commitment to free, robust, and uninhibited debate and deliberation among all members of the University’s community.”

The Committee has carefully reviewed the University’s history, examined events at other institutions, and consulted a broad range of individuals both inside and outside the University. This statement reflects the long-standing and distinctive values of the University of Chicago and affirms the importance of maintaining and, indeed, celebrating those values for the future.

From its very founding, the University of Chicago has dedicated itself to the preservation and celebration of the freedom of expression as an essential element of the University’s culture. In 1902, in his address marking the University’s decennial, President William Rainey Harper declared that “the principle of complete freedom of speech on all subjects has from the beginning been regarded as fundamental in the University of Chicago” and that “this principle can neither now nor at any future time be called in question.”

Thirty years later, a student organization invited William Z. Foster, the Communist Party’s candidate for President, to lecture on campus. This triggered a storm of protest from critics both on and off campus. To those who condemned the University for allowing the event, President Robert M. Hutchins responded that “our students . . . should have freedom to discuss any problem that presents itself.” He insisted that the “cure” for ideas we oppose “lies through open discussion rather than through inhibition.” On a later occasion, Hutchins added that “free inquiry is indispensable to the good life, that universities exist for the sake of such inquiry, [and] that without it they cease to be universities.”

In 1968, at another time of great turmoil in universities, President Edward H. Levi, in his inaugural address, celebrated “those virtues which from the beginning and until now have characterized our institution.” Central to the values of the University of Chicago, Levi explained, is a profound commitment to “freedom of inquiry.” This freedom, he proclaimed, “is our inheritance.”

More recently, President Hanna Holborn Gray observed that “education should not be intended to make people comfortable, it is meant to make them think. Universities should be expected to provide the conditions within which hard thought, and therefore strong disagreement, independent judgment, and the questioning of stubborn assumptions, can flourish in an environment of the greatest freedom.”

The words of Harper, Hutchins, Levi, and Gray capture both the spirit and the promise of the University of Chicago. Because the University is committed to free and open inquiry in all matters, it guarantees all members of the University community the broadest possible latitude to speak, write, listen, challenge, and learn. Except insofar as limitations on that freedom are necessary to the functioning of the University, the University of Chicago fully respects and supports the freedom of all members of the University community “to discuss any problem that presents itself.”

Of course, the ideas of different members of the University community will often and quite naturally conflict. But it is not the proper role of the University to attempt to shield individuals from ideas and opinions they find unwelcome, disagreeable, or even deeply offensive. Although the University greatly values civility, and although all members of the University community share in the responsibility for maintaining a climate of mutual respect, concerns about civility and mutual respect can never be used as a justification for closing off discussion of ideas, however offensive or disagreeable those ideas may be to some members of our community.

The freedom to debate and discuss the merits of competing ideas does not, of course, mean that individuals may say whatever they wish, wherever they wish. The University may restrict expression that violates the law, that falsely defames a specific individual, that constitutes a genuine threat or harassment, that unjustifiably invades substantial privacy or confidentiality interests, or that is otherwise directly incompatible with the functioning of the University. In addition, the University may reasonably regulate the time, place, and manner of expression to ensure that it does not disrupt the ordinary activities of the University. But these are narrow exceptions to the general principle of freedom of expression, and it is vitally important that these exceptions never be used in a manner that is inconsistent with the University’s commitment to a completely free and open discussion of ideas.

In a word, the University’s fundamental commitment is to the principle that debate or deliberation may not be suppressed because the ideas put forth are thought by some or even by most members of the University community to be offensive, unwise, immoral, or wrong-headed. It is for the individual members of the University community, not for the University as an institution, to make those judgments for themselves, and to act on those judgments not by seeking to suppress speech, but by openly and vigorously contesting the ideas that they oppose. Indeed, fostering the ability of members of the University community to engage in such debate and deliberation in an effective and responsible manner is an essential part of the University’s educational mission.

As a corollary to the University’s commitment to protect and promote free expression, members of the University community must also act in conformity with the principle of free expression. Although members of the University community are free to criticize and contest the views expressed on campus, and to criticize and contest

speakers who are invited to express their views on campus, they may not obstruct or otherwise interfere with the freedom of others to express views they reject or even loathe. To this end, the University has a solemn responsibility not only to promote a lively and fearless freedom of debate and deliberation, but also to protect that freedom when others attempt to restrict it.

As Robert M. Hutchins observed, without a vibrant commitment to free and open inquiry, a university ceases to be a university. The University of Chicago's long-standing commitment to this principle lies at the very core of our University's greatness. That is our inheritance, and it is our promise to the future.

Geoffrey R. Stone, Edward H. Levi Distinguished Service Professor of Law,
Chair

Marianne Bertrand, Chris P. Dialynas Distinguished Service Professor of
Economics, Booth School of Business

Angela Olinto, Homer J. Livingston Professor, Department of Astronomy and
Astrophysics, Enrico Fermi Institute, and the College

Mark Siegler, Lindy Bergman Distinguished Service Professor of Medicine and
Surgery

David A. Strauss, Gerald Ratner Distinguished Service Professor of Law

Kenneth W. Warren, Fairfax M. Cone Distinguished Service Professor,
Department of English and the College

Amanda Woodward, William S. Gray Professor, Department of Psychology
and the College

EXHIBIT F

UNIVERSITY OF OKLAHOMA REPORT OF PURCHASES FOR THE QUARTER ENDED SEPTEMBER 30, 2022							
Supplier	Amount	Campus	Department	Explanation	Category	Method	
Funding Sources: Educational & General (Appropriations, Tuition & Fees, Sponsored Project Indirect Cost Reimbursements)							
1	3SHARE INC	\$ 117,000	NORMN	MARKETING AND COMMUNICATIONS	SOFTWARE LICENSE/ACCESS	IT PRODUCT / SUPPLY / SERVICE	COMPETED
2	A1 STAFFING & RECRUITING	\$ 105,000	OUHSC	GENERAL SERVICES	TEMP STAFF	NON-PROFESSIONAL SERVICES	COMPETED
3	ACE MOVING & STORAGE COMPANY	\$ 60,335	NORMN	LIBRARY OPERATIONS	MOVE AND RELOCATION SERVICES	MISCELLANEOUS FEES	COMPETED
4	ADDISON GROUP	\$ 50,000	NORMN	ADMINISTRATION	OUT STAFFING/CONSULTING	PROFESSIONAL SERVICES	COMPETED
5	ADDISON GROUP	\$ 50,000	NORMN	DIGITAL INNOVATIONS GROUP	OUT STAFFING/CONSULTING	IT PRODUCT / SUPPLY / SERVICE	COMPETED
6	AGILENT TECHNOLOGIES INC	\$ 73,632	OUHSC	GEOSCIENCES	4200 TAPESTATION	IT PRODUCT/SUPPLY/SERVICE	SOLE SOURCE
7	AIRPORT EXPRESS INC	\$ 87,750	NORMN	SAFERIDE	TAXI SERVICE	MISCELLANEOUS FEES	COMPETED
8	AMAZON WEB SERVICES INC	\$ 95,000	NORMN	LIBRARY OPERATIONS	LIBRARIES CLOUD STORAGE	IT PRODUCT / SUPPLY / SERVICE	SOLE SOURCE
9	AMAZON WEB SERVICES INC	\$ 80,000	NORMN	SECURITY SERVICES	SOFTWARE MAINTENANCE	IT PRODUCT / SUPPLY / SERVICE	COMPETED
10	AMIGOS LIBRARY SERVICES	\$ 84,560	NORMN	LIBRARY SERIALS	ONLINE LIBRARY SUBSCRIP	LIBRARY BOOKS & PERIODICALS	SOLE SOURCE
11	ASSOCIATION OF AMERICAN MEDICAL COLLEGES	\$ 68,590	OUHSC	COLLEGE OF MEDICINE	MEMBERSHIP	PROFESSIONAL SERVICES	SOLE SOURCE
12	BELL IT SERVICES INC	\$ 607,853	NORMN	NETWORK DESIGN	SOFTWARE LICENSE/ACCESS	IT PRODUCT / SUPPLY / SERVICE	COMPETED
13	BERTOLINE,GARY R	\$ 89,825	NORMN	VP FOR RES & PARTNERSHIPS OPER	CONSULTING SERVICES	NON-PROFESSIONAL SERVICES	SOLE SOURCE
14	BLOOMBERG INDUSTRY GROUP	\$ 52,395	NORMN	LIBRARY	BLOOMBERG	BOOK / PUBLICATION / SUBSCRIPTION	SOLE SOURCE
15	BLOOMBERG LP	\$ 72,720	NORMN	BUSINESS ADMINISTRATION	BLOOMBERG DATA TERMINALS	IT PRODUCT / SUPPLY / SERVICE	SOLE SOURCE
16	CALLTOWER	\$ 77,624	NORMN	SERVICES	CLOUD CONTACT CENTER	COMMUNICATION / UTILITY SERVICES	SOLE SOURCE
17	CAPSICUM GROUP LLC	\$ 79,086	NORMN	LEGAL COUNSEL	SOFTWARE LICENSE/ACCESS	IT PRODUCT / SUPPLY / SERVICE	COMPETED
18	CASCADE STRATEGY USA INC	\$ 63,615	NORMN	DATA SERVICES	ENTERPRISE SOFTWARE	IT PRODUCT / SUPPLY / SERVICE	SOLE SOURCE
19	CAYUSE	\$ 140,000	NORMN	OFFICE OF RESEARCH SERVICES	RESEARCH SOFTWARE	IT PRODUCT / SUPPLY / SERVICE	SOLE SOURCE
20	CDW GOVERNMENT LLC	\$ 281,246	NORMN	ACADEMIC TECH (TOOLS&APS)	SOFTWARE LICENSE/ACCESS	IT PRODUCT / SUPPLY / SERVICE	COMPETED
21	CENGAGE LEARNING INC	\$ 79,500	NORMN	LIBRARY SERIALS	ONLINE LIBRARY SUBSCRIP	LIBRARY BOOKS & PERIODICALS	SOLE SOURCE

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22	CENTER FOR RESEARCH LIBRARIES	\$ 54,079	NORMN	LIBRARY SERIALS	INSTITUTIONAL MEMBER	MISCELLANEOUS FEES	SOLE SOURCE
23	CHRISTIANSSEN AVIATION INC	\$ 60,000	NORMN	AVIATION	1999 PIPER AIRPLANE LEASE	LEASE / RENT EQUIPMENT	SOLE SOURCE
24	CNS PRODUCTIONS	\$ 150,000	NORMN	CEREMONIES	SPECIAL EVENTS PRODUCTION SERVICES	NON-PROFESSIONAL SERVICES	COMPETED
25	COLLEGE BOARD	\$ 95,406	NORMN	ADM & RECRUITMENT OPER	PROSPECTIVE STUDENT NAMES	MISCELLANEOUS FEES	SOLE SOURCE
26	CRUISE AVIATION ASSOCIATES INC	\$ 55,000	NORMN	AVIATION	JET FUEL	VEHICLES / TRANSPORTATION	SOLE SOURCE
27	CRUISE AVIATION ASSOCIATES INC	\$ 463,000	NORMN	AVIATION	JET FUEL	VEHICLES / TRANSPORTATION	SOLE SOURCE
28	DZL LTD	\$ 116,786	OUHSC	ACADEMIC AFFAIRS	DESIRE2LEARN SOFTWARE	IT PRODUCT/SUPPLY/SERVICE	COMPETED
29	DELL MARKETING LP	\$ 71,760	NORMN	UNITED WORLD COLLEGE	LAPTOPS	IT PRODUCT / SUPPLY / SERVICE	COMPETED
30	DELL MARKETING LP	\$ 58,371	NORMN	SUPERCOMPUTING	COMPUTER HARDWARE	IT PRODUCT / SUPPLY / SERVICE	COMPETED
31	DROPBOX INC	\$ 56,448	NORMN	SERVICES	CLOUD STORAGE	IT PRODUCT / SUPPLY / SERVICE	SOLE SOURCE
32	EBSCO	\$ 177,000	NORMN	LIBRARY SERIALS	PERIODICALS/SUBSCRIPTION	LIBRARY BOOKS & PERIODICALS	SOLE SOURCE
33	EDUCATION MANAGEMENT SOLUTIONS LLC	\$ 80,710	OUHSC	NURSING	SIMULATIONIQ SYSTEM	LAB/MEDICAL/RESEARCH EQUIPMENT	SOLE SOURCE
34	ELSEVIER BV	\$ 61,460	OUHSC	LIBRARY	ELSEVIER SOFTWARE	IT PRODUCT/SUPPLY/SERVICE	SOLE SOURCE
35	ELSEVIER INC	\$ 59,161	OUHSC	COLLEGE OF NURSING	STUDENT WEB BASED TESTING	IT PRODUCT / SUPPLY / SERVICE	SOLE SOURCE
36	EMBASSY SUITES OKC DOWNTOWN MED CTR	\$ 76,588	NORMN	ONLINE MASTERS PROGRAM FEES	RECRUITMENT EVENT	CONFERENCE / SPECIAL EVENTS	COMPETED
37	EMINERE GROUP LLC	\$ 50,000	NORMN	INTERNAL AUDIT	IT AUDIT SERVICES	IT PRODUCT / SUPPLY / SERVICE	COMPETED
38	EVISIONS INC	\$ 51,028	NORMN	ERP SYSTEMS	SOFTWARE MAINTENANCE	IT PRODUCT / SUPPLY / SERVICE	SOLE SOURCE
39	FORVIS LLP	\$ 141,900	NORMN	ACCOUNTING/AUDIT SERVICES	AUDITING SERVICES	PROFESSIONAL SERVICES	COMPETED
40	GARCIA,ARMANDO	\$ 159,740	NORMN	COLLEGE OF INTL STUDIES	STUDY CENTER IN MEXICO	NON-PROFESSIONAL SERVICES	SOLE SOURCE
41	GARDAWORLD SECURITY SERVICES	\$ 145,000	NORMN	LIBRARY OPERATIONS	SECURITY SERVICES BIZZELL	NON-PROFESSIONAL SERVICES	COMPETED
42	GENEVAC INC	\$ 70,393	OUHSC	PHARMACY	EVAPORATOR SERVICE	LAB/RESEARCH EQUIPMENT	SOLE SOURCE
43	GOBI LIBRARY SOLUTIONS FROM EBSCO	\$ 55,000	NORMN	LIBRARY SERIALS	BOOKS PUBLISHED SERIALS	BOOK / PUBLICATION / SUBSCRIPTION	COMPETED
44	GOBI LIBRARY SOLUTIONS FROM EBSCO	\$ 350,000	NORMN	LIBRARY MONOGRAPHS	PUBLISHED MONOGRAPHS	BOOK / PUBLICATION / SUBSCRIPTION	COMPETED

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45	GOBI LIBRARY SOLUTIONS FROM EBSCO	\$ 317,000	NORMN	LIBRARY MONOGRAPHS	ONLINE LIBRARY SUBSCRIPTION	BOOK / PUBLICATION / SUBSCRIPTION	COMPETED
46	GREATER WESTERN LIBRARY ALLIANCE	\$ 295,500	NORMN	LIBRARY SERIALS	ONLINE SERIALS/DATABASE	LIBRARY BOOKS & PERIODICALS	SOLE SOURCE
47	HUMAN CAPITAL RESEARCH CORPORATION	\$ 102,000	NORMN	OKLAHOMA RECRUITMENT	RECRUITMENT STUDENT ANALYTICS	PROFESSIONAL SERVICES	COMPETED
48	HUNTINGTON BUSINESS SYSTEMS INC	\$ 72,000	OUHSC	IT	SAAS HOSTING	IT PRODUCT/SUPPLY/SERVICE	SOLE SOURCE
49	IMAGENET CONSULTING LLC	\$ 185,647	NORMN	ACADEMIC TECH (TOOLS&APS)	SOFTWARE LICENSE/ACCESS	IT PRODUCT / SUPPLY / SERVICE	COMPETED
50	INSTRUCTURE INC	\$ 437,661	NORMN	ACADEMIC TECH (TOOLS&APS)	CLOUD SERVICES RENEWAL	IT PRODUCT / SUPPLY / SERVICE	COMPETED
51	INTERFOLIO	\$ 84,396	NORMN	FACULTY RECRUITMENT	FACULTY SEARCH SUBSCRIPTION	PROFESSIONAL SERVICES	SOLE SOURCE
52	INTERNATIONAL BUSINESS MACHINES CORP	\$ 64,766	NORMN	DATA SERVICES	SOFTWARE LICENSE/ACCESS	IT PRODUCT / SUPPLY / SERVICE	COMPETED
53	INTERNATIONAL BUSINESS MACHINES CORP	\$ 64,765	NORMN	DATA SERVICES	SOFTWARE LICENSE/ACCESS	IT PRODUCT / SUPPLY / SERVICE	COMPETED
54	ITHAKA	\$ 145,885	NORMN	LIBRARY SERIALS	ONLINE SERIALS/DATABASE	LIBRARY BOOKS & PERIODICALS	SOLE SOURCE
55	IVY AI INC	\$ 68,906	NORMN	ADM & RECRUITMENT OPER	SUBSCRIPTION FISCAL YEAR 2023	PROFESSIONAL SERVICES	COMPETED
56	KALTURA INC	\$ 159,302	NORMN	ACADEMIC TECH (TOOLS&APS)	VIDEO REPOSITORY	IT PRODUCT / SUPPLY / SERVICE	SOLE SOURCE
57	LAMAR COMPANIES	\$ 80,080	NORMN	BUSINESS ADMINISTRATION	ADVERTISEMENT FOR PRICE MBA AND AEROSPACE & DEFENSE PROGRAMS	ADVERTISING	SOLE SOURCE
58	MATHWORKS INC	\$ 86,539	NORMN	ACADEMIC TECH (TOOLS&APS)	SOFTWARE LICENSE/ACCESS	IT PRODUCT / SUPPLY / SERVICE	SOLE SOURCE
59	MCGRAW-HILL GLOBAL EDUCATION HOLD LLC	\$ 346,785	OUHSC	LIBRARY	INSTITUTIONAL LICENSES	IT PRODUCT / SUPPLY / SERVICE	SOLE SOURCE
60	MUSCO SPORTS LIGHTING LLC	\$ 660,000	NORMN	STUDENT ACTIVITY FEE RESERVE	INSTALLATION/LIGHTING	CONSTRUCTION	COMPETED
61	MYJOVE CORPORATION	\$ 71,500	OUHSC	LIBRARY	MYJOVE LICENSE	IT PRODUCT/SUPPLY/SERVICE	SOLE SOURCE
62	NATION RES CENT FOR COLL & UNIV ADM LLC	\$ 99,528	NORMN	ADM & RECRUITMENT OPER	ENCOURA PLATFORM	PROFESSIONAL SERVICES	SOLE SOURCE
63	NATIONAL BOARD OF MEDICAL EXAMINERS	\$ 71,500	OUHSC	COLLEGE OF MEDICINE	MEMBERSHIP	PROFESSIONAL SERVICES	SOLE SOURCE
64	NAVEX GLOBAL INC	\$ 164,576	NORMN	INTERNAL AUDIT	HOTLINE AND INCIDENT MANAGEMENT SERVICES	IT PRODUCT / SUPPLY / SERVICE	COMPETED
65	NEXTHOUGHT LLC	\$ 154,938	NORMN	ONLINE MASTERS PROGRAM FEES	MBA TUTOR PACKAGE	PROFESSIONAL SERVICES	SOLE SOURCE
66	OCLC INC	\$ 110,000	NORMN	LIBRARY SERIALS	SERIALS/DATABASES	LIBRARY BOOKS & PERIODICALS	SOLE SOURCE
67	OCLC INC	\$ 175,500	NORMN	LIBRARY MONOGRAPHS	CATALOGING MATERIALS	LIBRARY BOOKS & PERIODICALS	SOLE SOURCE

EXHIBIT F

68	OFFPREM TECHNOLOGY LLC	\$ 57,105	NORMN	PRO STRAT PLAN STAKEHOLD EGMT	MARKETING CLOUD PROJECT	IT PRODUCT / SUPPLY / SERVICE	COMPETED
69	OPCIONES DE SERVICIO EN MEXICO SA DE CV	\$ 55,250	NORMN	MODERN LANGUAGES	KELLY SERVICES MEXICO	MISCELLANEOUS FEES	SOLE SOURCE
70	OTTO HARRASSOWITZ GMBH & CO KG	\$ 67,500	Tulsa	SCHUSTERMAN LIBRARY	JOURNAL SUBSCRIPTION RENEWAL	IT PRODUCT / SUPPLY / SERVICE	COMPETED
71	OVID TECHNOLOGIES INC	\$ 202,869	OUHSC	LIBRARY	DATABASE AND JOURNALS	IT PRODUCT/SUPPLY/SERVICE	SOLE SOURCE
72	PERFORMANCE CONSULTING LLC	\$ 77,500	NORMN	ONLINE MASTERS PROGRAM FEES	EXECUTIVE CENTER COACHING	NON-PROFESSIONAL SERVICES	SOLE SOURCE
73	PIVOT TECHNOLOGY SERVICES CORP	\$ 820,001	NORMN	NETWORK DESIGN	CISCO SWITCHES	IT PRODUCT / SUPPLY / SERVICE	COMPETED
74	PIVOT TECHNOLOGY SERVICES CORP	\$ 148,801	NORMN	SECURITY SERVICES	CLOUD SECURITY	IT PRODUCT / SUPPLY / SERVICE	COMPETED
75	PROQUEST LLC	\$ 403,300	NORMN	LIBRARY SERIALS	MICROFORM/ONLINE/PRINT	LIBRARY BOOKS & PERIODICALS	SOLE SOURCE
76	QUALTRICS LLC	\$ 74,190	NORMN	ACADEMIC TECH (TOOLS&APS)	SURVEY SOFTWARE	IT PRODUCT / SUPPLY / SERVICE	SOLE SOURCE
77	RDW GROUP INC	\$ 197,638	NORMN	COMMUNICATIONS & EVENTS	OU LAW WEBSITE PROJECT	IT PRODUCT / SUPPLY / SERVICE	COMPETED
78	REFINITIV US LLC	\$ 115,000	NORMN	BUSINESS ADMINISTRATION	FINANCIAL MARKETS DATA	IT PRODUCT / SUPPLY / SERVICE	SOLE SOURCE
79	SAXUM STRATEGIC COMMUNICATIONS LLC	\$ 181,260	NORMN	MARKETING AND COMMUNICATIONS	EARNED MEDIA STRATEGY & SUPPORT	NON-PROFESSIONAL SERVICES	COMPETED
80	SCOTTRICE	\$ 58,153	NORMN	LIBRARY OPERATIONS	FURNITURE	FURNITURE	COMPETED
81	SCOTTRICE	\$ 61,462	NORMN	LIBRARY OPERATIONS	FURNITURE	FURNITURE	COMPETED
82	SHI INTERNATIONAL CORP	\$ 72,395	NORMN	SECURITY SERVICES	PING ID SECURITY	IT PRODUCT / SUPPLY / SERVICE	COMPETED
83	SHI INTERNATIONAL CORP	\$ 58,113	NORMN	SECURITY SERVICES	SOFTWARE LICENSE/ACCESS	IT PRODUCT / SUPPLY / SERVICE	COMPETED
84	SOUTHBRIDGE ACCESS	\$ 50,190	NORMN	BUSINESS ADMINISTRATION	STUDENT TRAVEL SOUTH AMERICA	TRAVEL / REGISTRATIONS	SOLE SOURCE
85	SUMTOTAL SYSTEMS INC	\$ 130,000	NORMN	ERP SYSTEMS	SOFTWARE LICENSE/ACCESS	IT PRODUCT / SUPPLY / SERVICE	SOLE SOURCE
86	TACONIC BIOSCIENCES INC	\$ 55,000	OUHSC	COLLEGE OF PHARMACY	EZCOHORT MODEL 10708	LAB / MEDICAL RESEARCH SUPPLY	SOLE SOURCE
87	TECHNOLUTIONS	\$ 110,000	NORMN	OKLAHOMA RECRUITMENT	RECRUITMENT SOFTWARE	IT PRODUCT / SUPPLY / SERVICE	SOLE SOURCE
88	TELCO SUPPLY COMPANY	\$ 66,732	NORMN	NETWORK DESIGN	UNDERGROUND CABLE INSTALLATION	IT PRODUCT / SUPPLY / SERVICE	COMPETED
89	TELCO SUPPLY COMPANY	\$ 59,627	NORMN	NETWORK DESIGN	UNDERGROUND CABLE INSTALLATION	IT PRODUCT / SUPPLY / SERVICE	COMPETED
90	THOMSON REUTERS-WEST	\$ 57,251	NORMN	LEGAL COUNSEL	CLOUD STORAGE	IT PRODUCT / SUPPLY / SERVICE	SOLE SOURCE

EXHIBIT F

91	THOMSON REUTERS-WEST	\$ 150,500	NORMN	LIBRARY	LAW PUBLICATIONS	LIBRARY BOOKS & PERIODICALS	SOLE SOURCE
92	TOPAZ TECHNOLOGIES	\$ 58,400	OUHSC	INFORMATION TECHNOLOGY	ELEMENTS PRIME SOFTWARE MAINT	IT PRODUCT/SUPPLY/SERVICE	SOLE SOURCE
93	TOUCAN PRODUCTIONS INC	\$ 75,000	NORMN	CEREMONIES	CONCERT/STAGE LABOR AND PRODUCTION SERVICES	NON-PROFESSIONAL SERVICES	COMPETED
94	TOUCHNET INFORMATION S	\$ 106,349	OUHSC	IT	ACH HOSTING SERVICE	IT PRODUCT/SUPPLY/SERVICE	COMPETED
95	TRUSTEES OF THE UNIV OF PENNSYLVANIA	\$ 56,800	NORMN	BUSINESS ADMINISTRATION	CLOUD SERVICES RENEWAL	IT PRODUCT / SUPPLY / SERVICE	SOLE SOURCE
96	TRUSTEES OF THE UNIV OF PENNSYLVANIA	\$ 56,800	NORMN	BUSINESS ADMINISTRATION	CLOUD SERVICES RENEWAL	IT PRODUCT / SUPPLY / SERVICE	SOLE SOURCE
97	UNITED DATA TECHNOLOGIES INC	\$ 110,409	NORMN	SECURITY SERVICES	SOFTWARE LICENSE/ACCESS	IT PRODUCT / SUPPLY / SERVICE	COMPETED
98	UWORLDLLC	\$ 163,339	OUHSC	COLLEGE OF MEDICINE	STUDY QUESTIONS	BOOK/PUBLICATION/SUBSCRIPTION	SOLE SOURCE
99	VWR INTERNATIONAL LLC	\$ 74,586	OUHSC	STEPHENSON CANCER CENTER	IMAGEXPRESS PICO EQUIPMENT	LAB/MEDICAL/RESEARCH SUPPLY	COMPETED
100	WILLIAM S HEIN AND CO INC	\$ 54,000	NORMN	LIBRARY	PRINT SERIALS/MONOG	LIBRARY BOOKS & PERIODICALS	SOLE SOURCE
101	WOLFRAM RES INC	\$ 56,520	NORMN	ACADEMIC TECH (TOOLS&APS)	SOFTWARE LICENSE/ACCESS	IT PRODUCT / SUPPLY / SERVICE	SOLE SOURCE
102	Funding Sources: Non-Educational & General (Non-Appropriated, Service Departments, Auxiliary Enterprises, Clinic Operations)						
103	4WALL ENTERTAINMENT INC	\$ 104,731	NORMN	STEPHENSON RES & TECH CTR	VIDEO PERFORMANCE MODULE	EQUIPMENT	COMPETED
104	10X GENOMICS INC	\$ 121,942	OUHSC	CORE FACILITIES	CYTASSIST EQUIPMENT	LAB/MEDICAL/RESEARCH SUPPLY	SOLE SOURCE
105	601 HAMILTON LLC	\$ 299,000	NORMN	TRAINING RESEARCH CENTER	1600 N MAIN STREET, NOBLE, OK	LEASE / RENT EQUIPMENT	SOLE SOURCE
106	9-1-1 ASSOCIATION OF CENTRAL OKLA GOVT	\$ 69,081	NORMN	TELECOMMUNICATIONS	EMERGENCY TELEPHONE SERVICE	IT PRODUCT / SUPPLY / SERVICE	SOLE SOURCE
107	9-1-1 ASSOCIATION OF CENTRAL OKLA GOVT	\$ 64,309	NORMN	TELECOMMUNICATIONS	911 SERVICE	COMMUNICATION / UTILITY SERVICES	SOLE SOURCE
108	A1 STAFFING & RECRUITING AGENCY INC	\$ 70,000	NORMN	HOUSING FACILITIES MANAGEMEN	TEMPORARY LABOR FOR FACILITIES MANAGEMENT	NON-PROFESSIONAL SERVICES	COMPETED
109	A1 STAFFING & RECRUITING AGENCY INC	\$ 50,000	NORMN	HOUSEKEEPING	TEMPORARY LABOR FOR FACILITIES MANAGEMENT	NON-PROFESSIONAL SERVICES	COMPETED
110	A-AFFORDABLE DESIGN	\$ 95,000	NORMN	PRINTING SERVICES	T-SHIRTS AND NOVELITIES AS NEEDED	MISCELLANEOUS FEES	COMPETED
111	ACCRUENT LLC	\$ 90,500	NORMN	OKLAHOMA MEMORIAL UNION	LICENSE	IT PRODUCT / SUPPLY / SERVICE	COMPETED
112	ACGME	\$ 79,550	Tulsa	MEDICAL EDUCATION	ANNUAL ACCREDITATION	MISC FEES	SOLE SOURCE
113	ACGME	\$ 308,778	OUHSC	COLLEGE OF MEDICINE	ANNUAL ACCREDITATION FEES	NON-PROFESSIONAL SERVICES	SOLE SOURCE

EXHIBIT F

114	ACUTE AND INTENSIVE CARE	\$ 275,000	OUHSC	OKLAHOMA POISON CENTER	MEDICAL DIRECTOR FOR OKLAHOMA CENTER	PROFESSIONAL SERVICES	PROFESSIONAL SERVICES
115	ADDISON GROUP	\$ 50,000	NORMN	SUPPORT & PARTNERSHIPS	OUTSTAFFING/CONSULTING	IT PRODUCT / SUPPLY / SERVICE	COMPETED
116	ADDISON GROUP	\$ 50,000	NORMN	DIGITAL INNOVATIONS GROUP	OUTSTAFFING/CONSULTING	IT PRODUCT / SUPPLY / SERVICE	COMPETED
117	ADDISON GROUP	\$ 180,000	OUHSC	IT	TEMP IT STAFF	IT PRODUCT/SUPPLY/SERVICE	COMPETED
118	ADDISON GROUP	\$ 66,290	OUHSC	IT	TEMP IT STAFF	IT PRODUCT/SUPPLY/SERVICE	COMPETED
119	ADDISON GROUP	\$ 100,000	OUHSC	IT	TEMP IT STAFF	IT PRODUCT/SUPPLY/SERVICE	COMPETED
120	AGILENT TECHNOLOGIES INC	\$ 118,310	NORMN	STEPHENSON RES & TECH CTR	MICRO ARRAYS	LAB / MEDICAL / RESEARCH EQUIPMENT	SOLE SOURCE
121	AHI FACILITY SERVICES INC	\$ 491,100	OUHSC	RESEARCH PARK	JANITORIAL SERVICES	NON-PROFESSIONAL SERVICES	COMPETED
122	ALLENTOWN LLC	\$ 186,185	OUHSC	COMPARATIVE MEDICINE	LAB SUPPLIES	LAB/MEDICAL/RESEARCH SUPPLY	SOLE SOURCE
123	ALLIED BROADCAST GROUP LLC	\$ 166,750	NORMN	SOONER VISION	BROADCAST EQUIPMENT	EQUIPMENT	SOLE SOURCE
124	ALLSCRIPTS HEALTHCARE INC	\$ 100,000	Tulsa	OU PHYSICIANS	PAYERPATH FAST BILL	IT/PRODUCT/SUPPLY/SERVICE	SOLE SOURCE
125	ALLSCRIPTS HEALTHCARE INC	\$ 78,000	Tulsa	OU PHYSICIANS	PAYERPATH E-NOTIFY	IT/PRODUCT/SUPPLY/SERVICE	SOLE SOURCE
126	ALLSCRIPTS HEALTHCARE INC	\$ 72,000	Tulsa	OU PHYSICIANS	PAYERPATH CLAIMS	IT/PRODUCT/SUPPLY/SERVICE	SOLE SOURCE
127	ALPHA & OMEGA MORTUARY	\$ 100,000	OUHSC	WILLED BODY PROGRAM	EMBALMING & TRANSPORTATION SERVICES	LAB/MEDICAL/RESEARCH SUPPLY	COMPETED
128	ALTIUS SPORTS PARTNERS INC	\$ 90,000	NORMN	ATH DEPT ADMIN GENERAL OPERATIONS	UNIVERSITY PARTNERSHIP	ADVERTISING	SOLE SOURCE
129	AMERICAN CREMATORY EQUIPMENT CO	\$ 55,950	OUHSC	OFFICE OF MEDICAL EDUCATION	RELINE CREMATORY	NON-PROFESSIONAL SERVICES	SOLE SOURCE
130	AMERICAN ELEVATOR COMPANY INC	\$ 154,000	NORMN	FAC MGMT PLANNING	REFURBISHMENT OF WHITEHAND HALL HYDRAULIC ELEVATOR	MAINTENANCE AGREEMENT / SERVICES	COMPETED
131	AMERICAN ELEVATOR COMPANY INC	\$ 179,644	OUHSC	FACILITIES MANAGEMENT	ELEVATOR MAINTENANCE & MONTHLY	MAINTENANCE AGREEMENT/SERVICES	COMPETED
132	AMERICAN LEVELING CO INC	\$ 69,000	NORMN	FAC MGMT PLANNING	NATIONAL WEATHER CENTER FOUNDATION REPAIR	CONSTRUCTION	COMPETED
133	AMERISOURCEBERGEN DRUG CORPORATION	\$ 1,700,000	NORMN	HEALTH SERVICES	PHARMACEUTICALS	LAB / MEDICAL / RESEARCH SUPPLY	COMPETED
134	AMERISOURCEBERGEN DRUG CORPORATION	\$ 194,000	NORMN	HEALTH SERVICES	PHARMACEUTICALS	LAB / MEDICAL / RESEARCH SUPPLY	COMPETED
135	ANIXTER INC	\$ 624,600	NORMN	FAC MGMT UTILITIES	PRIMARY CABLING-PRIMARY ELECTRICAL CABLE	MAINTENANCE AGREEMENT / SERVICES	COMPETED
136	ANIXTER INC	\$ 155,000	OUHSC	INFORMATION TECHNOLOGY	MERCHANDISE AT TELECOM WAREHOUSE FOR RESALE	IT PRODUCT/SUPPLY/SERVICE	COMPETED

EXHIBIT F

137	ANTHONY TRAVEL LLC	\$ 150,000	NORMN	BUSINESS OFFICE	TRAVEL MANAGEMENT SERVICES	TRAVEL / REGISTRATIONS	COMPETED
138	APPSIAN	\$ 56,209	NORMN	EG EXPENSE CLEARING	SOFTWARE LICENSE/ACCESS	IT PRODUCT / SUPPLY / SERVICE	SOLE SOURCE
139	ARRIBA DATA SYSTEMS LL	\$ 292,000	OUHSC	CASE MANAGEMENT	EHR SERVICE	IT PRODUCT/SUPPLY/SERVICE	SOLE SOURCE
140	ARTISAN WINDOW CLEANING	\$ 55,000	OUHSC	FACILITIES MANAGEMENT	INTERIOR AND EXTERIOR WINDOW CLEANING	MAINTENANCE AGREEMENT/SERVICES	COMPETED
141	ASD SPECIALTY HEALTHCARE LLC	\$ 85,000	NORMN	HEALTH SERVICES	BIRTH CONTROL DEVICES	LAB / MEDICAL / RESEARCH EQUIPMENT	SOLE SOURCE
142	ASD SPECIALTY HEALTHCARE LLC	\$ 90,000	NORMN	HEALTH SERVICES	BIRTH CONTROL DEVICES	LAB / MEDICAL / RESEARCH SUPPLY	SOLE SOURCE
143	ASD SPECIALTY HEALTHCARE LLC	\$ 269,271	OUHSC	COLLEGE OF MEDICINE	KYLEENA, MIRENA, SKYLA IUDS	LAB/MEDICAL/RESEARCH SUPPLY	SOLE SOURCE
144	ASP STREET INVESTMENTS	\$ 151,099	NORMN	LEASED PROPERTIES	765 ASP AVENUE, SUITE 209, NORMAN, OK	LEASE / RENT EQUIPMENT	SOLE SOURCE
145	ASSETWORKS LLC	\$ 434,050	NORMN	FAC MGMT ADMINISTRATION	INTEGRATED FACILITIES MANAGEMENT SYSTEM	NON-PROFESSIONAL SERVICES	COMPETED
146	AT&T	\$ 70,000	NORMN	TELECOMMUNICATIONS	TELEPHONE SERVICES	COMMUNICATION / UTILITY SERVICES	COMPETED
147	AT&T	\$ 155,000	NORMN	TRAINING RESEARCH CENTER	TELEPHONE SERVICES	COMMUNICATION / UTILITY SERVICES	COMPETED
148	AT&T	\$ 80,000	NORMN	TELECOMMUNICATIONS	TELEPHONE SERVICES	COMMUNICATION / UTILITY SERVICES	COMPETED
149	AT&T	\$ 63,000	NORMN	TELECOMMUNICATIONS	TELEPHONE SERVICES	COMMUNICATION / UTILITY SERVICES	COMPETED
150	AT&T	\$ 67,356	NORMN	CAMPUS SAFETY DIRECTOR	TELEPHONE SERVICES	COMMUNICATION / UTILITY SERVICES	COMPETED
151	AT&T MOBILITY	\$ 67,356	NORMN	CAMPUS SAFETY DIRECTOR	RAVE SERVICES	PROFESSIONAL SERVICES	COMPETED
152	AT&T OKLAHOMA	\$ 165,000	NORMN	TELECOMMUNICATIONS	TELEPHONE SERVICES	COMMUNICATION / UTILITY SERVICES	COMPETED
153	ATHLETE BLUEPRINT LLC	\$ 52,800	NORMN	BASKETBALL WOMEN	CONSULTANT WOMEN'S BASKETBALL	PROFESSIONAL SERVICES	SOLE SOURCE
154	ATHLETIC RECOVERY ZONE	\$ 100,000	NORMN	FOOTBALL	HEATING AND COOLING BENCHES	EQUIPMENT	SOLE SOURCE
155	ATLANTIC FABRICATION AND DESIGN LLC	\$ 75,000	NORMN	FAC MGMT UTILITIES	MECHANICAL SERVICES	MAINTENANCE AGREEMENT / SERVICES	COMPETED
156	AUTOMATED BUILDING SYSTEMS INC	\$ 303,215	NORMN	FAC MGMT HVAC SHOP	TEMPERATURE CONTROL AND ENERGY MANAGMENT SYSTEMS MAINTENANCE	MAINTENANCE AGREEMENT / SERVICES	COMPETED
157	AVI-SPL LLC	\$ 160,000	OUHSC	INFORMATION TECHNOLOGY	MERCHANDISE AT TELECOM WAREHOUSE FOR RESALE	IT PRODUCT/SUPPLY/SERVICE	COMPETED
158	BARBIZON LIGHT	\$ 109,391	NORMN	STEPHENSON RES & TECH CTR	VIDEO PERFORMANCE MODULE	EQUIPMENT	COMPETED
159	BEST COMPANIES INC	\$ 136,675	NORMN	VPRP PROJECT CLEARING	SRTC CONVERT TO LAB RENOVATION	CONSTRUCTION	SOLE SOURCE

EXHIBIT F

160	BOSTON ELECTRONICS CORPORATION	\$ 76,339	NORMN	PHYSICS & ASTRONOMY	ELECTRON BEAM LITHOGRAPHY SYSTEM	LAB / MEDICAL / RESEARCH EQUIPMENT	SOLE SOURCE
161	BOSTON SCIENTIFIC CORPORATION	\$ 75,000	Tulsa	SURGERY	MEDICAL SUPPLIES	LAB/MEDICAL/RESEARCH SUPPLY	COMPETED
162	BRADY INDUSTRIES OF KANSAS LLC	\$ 67,000	OUHSC	GENERAL SERVICES	CUSTODIAL SUPPLIES	MISCELLANEOUS FEES	COMPETED
163	CADDELL & CO LLC	\$ 105,129	NORMN	FAC MGMT PLANNING	FELGAR HALL 300 CASSROOM RENOVATION	CONSTRUCTION	COMPETED
164	CADDELL & CO LLC	\$ 87,000	NORMN	FAC MGMT PLANNING	NEW GENERATORS FOR IT ROOMS	CONSTRUCTION	COMPETED
165	CADDELL & CO LLC	\$ 75,210	OUHSC	FACILITIES MANAGEMENT	ONCALL PAINTING CONTRACTOR	BUILDING/GROUND IMPROVEMENTS	COMPETED
166	CADDELL & CO LLC	\$ 150,000	OUHSC	FACILITIES MANAGEMENT	FLOOR COVERING & CARPET MATERIAL	BUILDING/GROUND IMPROVEMENTS	COMPETED
167	CADDELL & CO LLC	\$ 65,279	OUHSC	FACILITIES MANAGEMENT	PURCHASE AND INSTALLATION OF FLOOR	NON-PROFESSIONAL SERVICES	COMPETED
168	CALERO SOFTWARE LLC	\$ 61,650	NORMN	TELECOMMUNICATIONS	SOFTWARE LICENSE/ACCESS	IT PRODUCT / SUPPLY / SERVICE	SOLE SOURCE
169	CAMERON MEDIA SALES LLC	\$ 227,000	NORMN	KGOU	REVENUE UNDERWRITER	PROFESSIONAL SERVICES	COMPETED
170	CAPTION SOLUTIONS LLC	\$ 50,000	NORMN	SOONER VISION	CLOSED CAPTIONING	BOOK / PUBLICATION / SUBSCRIPTION	COMPETED
171	CARAHSOFT TECHNOLOGY CORP	\$ 99,831	NORMN	SECURITY SERVICES	SOFTWARE LICENSE/ACCESS	IT PRODUCT / SUPPLY / SERVICE	COMPETED
172	CARESTREAM HEALTH INC	\$ 87,090	Tulsa	IMAGING SERVICES	Q-RAD-19R-07051 SMARTCARE COMPETE	LAB/MEDICAL/RESEARCH SUPPLY	SOLE SOURCE
173	CAROUSEL INDUSTRIES OF NORTH AMERICA LLC	\$ 611,090	NORMN	EG EXPENSE CLEARING	SOFTWARE LICENSE/ACCESS	IT PRODUCT / SUPPLY / SERVICE	COMPETED
174	CAROUSEL INDUSTRIES OF NORTH AMERICA LLC	\$ 97,949	Tulsa	CENTRAL BILLING OPERATIONS	ICMS APPLICATION INSTALLATION UNIFIED COMMUNICATIONS BUNDLE	IT/PRODUCT/SUPPLY/SERVICE	COMPETED
175	CARPET STORE INC	\$ 458,500	NORMN	HOUSING FACILITIES MANAGEMENT	MWA - AIRPORT CONTROL TOWER	PROFESSIONAL SERVICES	COMPETED
176	CATHERINE WHITE PLLC	\$ 122,500	OUHSC	CASE MANAGEMENT	PASRR SERVICES	PROFESSIONAL SERVICES	PROFESSIONAL SERVICES
177	CAYUSE	\$ 65,500	OUHSC	INSTITUTIONAL REVIEW BOARD	IRIS SYSTEM SOFTWARE	IT PRODUCT/SUPPLY/SERVICE	SOLE SOURCE
178	CDW GOVERNMENT LLC	\$ 124,983	NORMN	EG EXPENSE CLEARING	SOFTWARE LICENSE/ACCESS	IT PRODUCT / SUPPLY / SERVICE	COMPETED
179	CDW GOVERNMENT LLC	\$ 114,962	NORMN	EG EXPENSE CLEARING	SOFTWARE LICENSE/ACCESS	IT PRODUCT / SUPPLY / SERVICE	COMPETED
180	CENTER FOR THE STUDY OF SOCIAL POLICY	\$ 81,319	NORMN	NATL RESOURCE CTR YOUTH SVCS	DEVELOP ANTI-RACISM PROGRAM	PROFESSIONAL SERVICES	SOLE SOURCE
181	CENTRAL OKLAHOMA WINNELSON CO INC	\$ 105,000	NORMN	FAC MGMT PLUMBING SHOP	PLUMBING PARTS MAINTENANCE	MAINTENANCE AGREEMENT / SERVICES	COMPETED
182	CENTRAL OKLAHOMA WINNELSON CO INC	\$ 50,000	NORMN	HOUSING FACILITIES MANAGEMENT	PLUMBING PARTS MAINTENANCE	MAINTENANCE AGREEMENT / SERVICES	COMPETED

EXHIBIT F

183	CHARLES RIVER LABS INC	\$ 207,404	OUHSC	COMPARTIVE MEDICINE	LAB SUPPLIES	LAB/MEDICAL/RESEARCH SUPPLY	SOLE SOURCE
184	CHICKERING CONCRETE LLC	\$ 75,120	OUHSC	FACILITIES MANAGEMENT	CONCRETE WORK AS NEEDED	NON-PROFESSIONAL SERVICES	COMPETED
185	CINTAS CORPORATION	\$ 65,000	OUHSC	SITE SUPPORT	UNIFORM SERVICE	SVC-LAUNDRY	COMPETED
186	CITY WIDE OF OKLAHOMA	\$ 75,356	NORMN	TRAINING RESEARCH CENTER	JANITORIAL SERVICES	NON-PROFESSIONAL SERVICES	COMPETED
187	CLARK HILL PLC	\$ 145,600	NORMN	UNIV COMMITMENTS	CONGRESSIONAL SERVICES	PROFESSIONAL SERVICES	SOLE SOURCE
188	CLIFFORD POWER SYSTEMS	\$ 67,222	NORMN	FAC MGMT ELECTRIC SHOP	GENERATOR MAINTENANCE	MAINTENANCE AGREEMENT / SERVICES	COMPETED
189	COCA-COLA SOUTHWEST BEVERAGES LLC	\$ 250,000	NORMN	XCETERA	POURING RIGHTS	FOOD / BEVERAGE / CATERING	COMPETED
190	COCA-COLA SOUTHWEST BEVERAGES LLC	\$ 75,000	NORMN	COUCH EXPRESS	POURING RIGHTS	FOOD / BEVERAGE / CATERING	COMPETED
191	COCA-COLA SOUTHWEST BEVERAGES LLC	\$ 75,000	NORMN	COUCH RESTAURANTS	POURING RIGHTS	FOOD / BEVERAGE / CATERING	COMPETED
192	COCA-COLA SOUTHWEST BEVERAGES LLC	\$ 82,000	NORMN	UNION MARKET	POURING RIGHTS	FOOD / BEVERAGE / CATERING	COMPETED
193	COCA-COLA SOUTHWEST BEVERAGES LLC	\$ 200,000	NORMN	CROSS FOOD SERVICES	POURING RIGHTS	FOOD / BEVERAGE / CATERING	COMPETED
194	COCA-COLA SOUTHWEST BEVERAGES LLC	\$ 50,000	NORMN	RESIDENTIAL COLLEGE FOOD SV	POURING RIGHTS	FOOD / BEVERAGE / CATERING	COMPETED
195	COMDATA INC	\$ 150,000	NORMN	PARKING & TRANS-FLEET SERVICE	FLEET FUEL CARD SERVICES	NON-PROFESSIONAL SERVICES	COMPETED
196	CONCUR TECHNOLOGIES IN	\$ 306,000	OUHSC	FINANCIAL SERVICES	CONCUR CLOUD SERVICES	NON-PROFESSIONAL SERVICE	COMPETED
197	CONSTELLATION NEWENERGY-GAS DIVISION LLC	\$ 12,000,000	NORMN	FAC MGMT UTILITIES	NATURAL GAS SUPPLY SERVICE	COMMUNICATION / UTILITY SERVICES	COMPETED
198	CONSTRUCTION UNLIMITED	\$ 118,210	NORMN	FAC MGMT PLANNING	COLLEGE AVENUE EXTERIOR RENOVATIONS	CONSTRUCTION	COMPETED
199	CONSTRUCTION UNLIMITED	\$ 145,713	NORMN	FAC MGMT PLANNING	NC210 & 211 RESEARCH LAB IMPROVEMENTS	CONSTRUCTION	COMPETED
200	CONSTRUCTION UNLIMITED	\$ 514,439	NORMN	FAC MGMT PLANNING	SRTC CONVERT TO LAB	CONSTRUCTION	COMPETED
201	CONSTRUCTION UNLIMITED	\$ 87,375	NORMN	FAC MGMT PLANNING	SARKEY ENERGY CENTER STAIRWELL RPLACEMENT	CONSTRUCTION	COMPETED
202	CONTEMPORARY SERVICES	\$ 851,000	NORMN	EVENT OPERATIONS	SECURITY SERVICES	PROFESSIONAL SERVICES	COMPETED
203	COPELIN CONTRACT LLC	\$ 95,104	NORMN	PURCHASING	FURNITURE	FURNITURE	COMPETED
204	COPELIN CONTRACT LLC	\$ 93,459	NORMN	PURCHASING	FURNITURE	FURNITURE	COMPETED
205	CORE-MARK MID CONTINEN	\$ 616,300	NORMN	XCETERA	FOOD RESELLING	FOOD / BEVERAGE / CATERING	COMPETED

EXHIBIT F

206	CORE-MARK MID CONTINEN	\$ 157,500	NORMN	UNION MARKET	FOOD RESELLING	FOOD / BEVERAGE / CATERING	COMPETED
207	CORE-MARK MID CONTINEN	\$ 330,500	NORMN	CROSS FOOD SERVICES	FOOD RESELLING	FOOD / BEVERAGE / CATERING	COMPETED
208	COX COMMUNICATIONS INC	\$ 230,832	NORMN	HOUSING RESIDENCE LIFE	CABLE TV	COMMUNICATION / UTILITY SERVICES	COMPETED
209	CRANWORKS INC	\$ 331,348	NORMN	FAC MGMT PLANNING	BUCKET AND UTILITY TRUCK	VEHICLES / TRANSPORTATION	COMPETED
210	CSC SERVICEWORKS INC	\$ 95,946	NORMN	LAUNDRY OPERATIONS	LAUNDRY ROOM EQUIPMENT AND SERVICES	LEASE / RENT EQUIPMENT	COMPETED
211	CURASCRIPT SPECIALTY DR	\$ 165,000	OUHSC	COLLEGE OF MEDICINE	NEXPLANON IUDS	LAB/MEDICAL/RESEARCH SUPPLY	SOLE SOURCE
212	CVENT INC	\$ 143,102	NORMN	SW CTR HUMAN RELATION STUD	SUPPLIES FOR NCORE CONFERENCE	CONFERENCE / SPECIAL EVENTS	COMPETED
213	DAKTRONICS INC	\$ 317,820	NORMN	SOONER VISION	COMPUTER HARDWARE	IT PRODUCT / SUPPLY / SERVICE	SOLE SOURCE
214	DAVINCI EDUCATION INC	\$ 144,510	OUHSC	COLLEGE OF MEDICINE	DAVINCI SKILLS SIMULATOR SOFTWARE	IT PRODUCT/SUPPLY/SERVICE	COMPETED
215	DELCO ELECTRIC INC	\$ 526,200	OUHSC	FACILITIES MANAGEMENT	ELECTRICAL UPGRADE	BUILDING/GROUND IMPROVEMENTS	COMPETED
216	DELL MARKETING LP	\$ 51,578	NORMN	TRAINING RESEARCH CENTER	COMPUTERS, MONITORS	IT PRODUCT / SUPPLY / SERVICE	COMPETED
217	DELL MARKETING LP	\$ 51,192	NORMN	INFORMATION TECHNOLOGY	COMPUTER TOWER	IT PRODUCT / SUPPLY / SERVICE	COMPETED
218	DELL MARKETING LP	\$ 75,000	NORMN	SHARED SERVICES	HARDWARE MAINTENANCE	IT PRODUCT / SUPPLY / SERVICE	COMPETED
219	DELL MARKETING LP	\$ 61,057	NORMN	EG EXPENSE CLEARING	COMPUTER SERVERS	IT PRODUCT / SUPPLY / SERVICE	COMPETED
220	DELL MARKETING LP	\$ 562,775	NORMN	EG EXPENSE CLEARING	SOFTWARE MAINTENANCE	IT PRODUCT / SUPPLY / SERVICE	COMPETED
221	DELL MARKETING LP	\$ 65,593	Tulsa	INFORMATION TECHNOLOGY	UPS MAINTENANCE/UPGRADES	IT/PRODUCT/SUPPLY/SERVICE	COMPETED
222	DIAGNOSTIC IMAGING ASSOCIATES INC	\$ 115,000	Tulsa	RADIOLOGY	SCANS AND ULTRASOUNDS	PROFESSIONAL SERVICES	PROFESSIONAL SERVICES
223	DIGI SECURITY SYSTEMS LLC	\$ 89,351	NORMN	CAMERA SERVICES	SECURITY CAMERA EQUIPMENT	IT PRODUCT / SUPPLY / SERVICE	COMPETED
224	DOLESE BROTHERS COMPANY	\$ 55,000	NORMN	FAC MGMT ROAD	CONCRETE FOR PARKING LOTS	BUILDING / GROUND IMPROVEMENTS	COMPETED
225	DOWELL PROPERTIES INC	\$ 89,049	NORMN	LEASED PROPERTIES	1816 W LINDSEY SUITE 100 & 150	LEASE / RENT EQUIPMENT	SOLE SOURCE
226	EAB	\$ 272,863	NORMN	GRADUATE COLLEGE DEAN	ADULT LEARNER PROGRAM	IT PRODUCT / SUPPLY / SERVICE	SOLE SOURCE
227	EASTMAN KODAK COMPAN	\$ 80,000	NORMN	PRINTING SERVICES	NEXFINITY USAGE/SUPPORT	MISCELLANEOUS FEES	NEGOTIATED
228	EASTMAN KODAK COMPANY	\$ 85,000	NORMN	PRINTING SERVICES	PARTS/COMSUMABLES	EQUIPMENT	SOLE SOURCE

EXHIBIT F

229	EBSCO INFORMATION SERVICES	\$ 396,542	OUHSC	LIBRARY	DATABASES AND JOURNALS	IT PRODUCT/SUPPLY/SERVICE	SOLE SOURCE
230	EC2 SOFTWARE SOLUTIONS	\$ 102,200	OUHSC	NUCLEAR PHARMACY	ANNUAL SOFTWARE SUPPORT AND UPDATES	IT PRODUCT / SUPPLY / SERVICE	SOLE SOURCE
231	ECG MANAGEMENT CONSULTANTS	\$ 275,000	Tulsa	DEANS OFFICE	MANAGEMENT CONSULTANTS	NON-PROFESSIONAL SERVICE	SOLE SOURCE
232	EDUCATIONAL COMPUTER SYSTEMS INC	\$ 120,000	NORMN	BURSARS OFFICE	STUDENT LOAN SOFTWARE	IT PRODUCT / SUPPLY / SERVICE	COMPETED
233	ELECTRICAL SOLUTIONS OF OKLAHOMA INC	\$ 53,260	OUHSC	FACILITIES MANAGEMENT	LOW VOLTAGE ELECTRICAL INSTALLATION	BUILDING GROUND IMPROVEMENTS	COMPETED
234	EM SPORTS SOLUTIONS	\$ 189,000	NORMN	MEDICAL TRAINING	MASSAGE FOR FOOTBALL ATHLETES	PROFESSIONAL SERVICES	SOLE SOURCE
235	EMP OF TULSA COUNTY PLLC	\$ 117,000	Tulsa	PEDIATRICS	TEACHING SERVICES FOR PEDIATRICS R	PROFESSIONAL SERVICES	PROFESSIONAL SERVICES
236	EMPIRE PAPER CO	\$ 150,000	NORMN	HOUSEKEEPING	PAPER AND JANITORIAL SUPPLIES	MISCELLANEOUS FEES	COMPETED
237	EMPIRE PAPER CO	\$ 80,000	NORMN	FACILITIES-CUSTODIAL SERVICES	ATHLETICS CLEANING SUPPLIES	MISCELLANEOUS FEES	COMPETED
238	EMPIRE PAPER CO	\$ 150,000	NORMN	FAC MGMT ASBESTOS SHOP	JANITORIAL SUPPLIES	EQUIPMENT	COMPETED
239	ENTERPRISE FM TRUST	\$ 500,000	NORMN	PARKING & TRANS-FLEET SERVICE	VEHICLE LEASING PROGARM	VEHICLES / TRANSPORTATION	COMPETED
240	ENVIGO RMS LLC	\$ 65,000	OUHSC	COMPARITIVE MEDICINE	LAB SUPPLIES	LAB/MEDICAL/RESEARCH SUPLY	SOLE SOURCE
241	ENVIRONMENTAL ACTION I	\$ 800,000	NORMN	FAC MGMT ASBESTOS SHOP	HVAC INSULATION SERVICES	PROFESSIONAL SERVICES	COMPETED
242	EXCELLENCE PAINTING	\$ 304,000	NORMN	HOUSING FACILITIES MANAGEMENT	PAINT SERVICES FOR THE UNIVERSITIES CAMPUSUS	MAINTENANCE AGREEMENT / SERVICES	COMPETED
243	EXPRESS SERVICES INC	\$ 103,000	NORMN	HOUSING FACILITIES MANAGEMENT	TEMP LABOR FOR FACILITIES MGMT, OU HOUSING AND FOOD SERVICES	FOOD / BEVERAGE / CATERING	COMPETED
244	EXPRESS SERVICES INC	\$ 55,100	NORMN	FAC MGMT CUSTODIAL	TEMP LABOR FOR FACILITIES MGMT & OU HOUSING AND FOOD SERVICES	NON-PROFESSIONAL SERVICES	COMPETED
245	EXPRESS SERVICES INC	\$ 50,000	NORMN	HOUSEKEEPING	TEMP LABOR FOR FACILITIES MGMT & OU HOUSING AND FOOD SERVICES	NON-PROFESSIONAL SERVICES	COMPETED
246	FEDERAL SERVICES LLC	\$ 587,498	NORMN	FAC MGMT UTILITIES	BOILER CONTROL SYSTEM RETROFIT	MAINTENANCE AGREEMENT / SERVICES	COMPETED
247	FILTRATION CONCEPTS	\$ 75,000	NORMN	HOUSING FACILITIES MANAGEMENT	HVAC FILTERS AND SERVICES	MAINTENANCE AGREEMENT / SERVICES	COMPETED
248	FILTRATION CONCEPTS	\$ 400,000	NORMN	FAC MGMT ZONE	FILTER REPLACEMENTS	MISCELLANEOUS FEES	COMPETED
249	FINE ARTS ENGRAVING CO INC	\$ 95,000	NORMN	PRINTING SERVICES	ENGRAVING SERVICES	PROFESSIONAL SERVICES	SOLE SOURCE
250	FIRETROL PROTECTION SYSTEMS	\$ 400,000	OUHSC	FACILITIES MANAGEMENT	MATERIAL & LABOR TO DESIGN SUBMIT AND INSTALL FIRE SPRINKLERS AND FIRE ALARM SYSTEMS	MAINTENANCE AGREEMENT/SERVICES	COMPETED
251	FIRETROL PROTECTION SYSTEMS	\$ 119,582	OUHSC	FACILITIES MANAGEMENT	FIRE PROTECTION SYSTEM INSPECTIONS	MAINTENANCE AGREEMENT/SERVICES	COMPETED

EXHIBIT F

252	FIRETROL PROTECTION SYSTEMS	\$ 639,412	OUHSC	FACILITIES MANAGEMENT	RESEARCH PARK FIRE ALARM UPGRADES	BUILDING/GROUND IMPROVEMENTS	COMPETED
253	FISHER SCIENTIFIC COMPANY LLC	\$ 59,980	NORMN	CHEMISTRY	TABLETOP NMR	EQUIPMENT	COMPETED
254	FISHER SCIENTIFIC COMPANY LLC	\$ 993,450	OUHSC	ONCOLOGY SCIENCE	ORBITRAP FUSION EQUIPMENT	LAB/MEDICAL/RESEARCH EQUIPMENT	COMPETED
255	FITTHUMB	\$ 72,000	NORMN	BENEFITS ADMINISTRATION	WELLNESS PORTAL	PROFESSIONAL SERVICES	COMPETED
256	FITTHUMB	\$ 54,000	NORMN	HUMAN RESOURCES	WELLNESS PORTAL	PROFESSIONAL SERVICES	COMPETED
257	FORD AUDIO-VIDEO SYSTEMS LLC	\$ 91,013	NORMN	SOONER VISION	BROADCAST EQUIPMENT	ADVERTISING	COMPETED
258	FRONTIER EQUIPMENT SALES LLC	\$ 346,662	NORMN	FAC MGMT ROAD	STREET SWEEPERS FOR FACILITIES MANAGEMENT	VEHICLES / TRANSPORTATION	COMPETED
259	GALLAGHER STUDENT HEALTH & SPECIAL RISK	\$ 178,410	NORMN	MEDICAL TRAINING	INSURANCE FOR STUDENT ATHLETES	NON-PROFESSIONAL SERVICES	COMPETED
260	GENOMONCOLOGY LLC	\$ 165,000	OUHSC	STEPHENSON CANCER CENTER	SOFTWARE LICENSE FOR PATIENT TREATMENT	IT PRODUCT / SUPPLY / SERVICE	SOLE SOURCE
261	GLAXOSMITHKLINE PHARMACEUTICALS	\$ 150,000	NORMN	HEALTH SERVICES	FLU VACCINE	LAB / MEDICAL / RESEARCH SUPPLY	COMPETED
262	GLOBAL WELL CONTROL LLC	\$ 200,000	NORMN	DIV OF LIFELONG LEARNING PROG	GAS COMPRESSOR COURSE	CONFERENCE / SPECIAL EVENTS	COMPETED
263	GRANT THORNTON PUBLIC SECTOR LLC	\$ 325,517	NORMN	PRESIDENTS OFFICE	CONSULTING	PROFESSIONAL SERVICES	SOLE SOURCE
264	GRANT THORNTON PUBLIC SECTOR LLC	\$ 110,000	NORMN	DIRECTOR'S OFFICE	CONSULTING SERVICES	PROFESSIONAL SERVICES	SOLE SOURCE
265	GRAYBAR ELECTRIC COMPANY INC	\$ 77,166	NORMN	SHARED SERVICES	BATTERIES MAINTENANCE	IT PRODUCT / SUPPLY / SERVICE	COMPETED
266	GRAYBAR ELECTRIC COMPANY INC	\$ 60,000	OUHSC	INFORMATION TECHNOLOGY	MERCHANDISE AT TELECOM WAREHOUSE FOR RESALE	IT PRODUCT/SUPPLY/SERVICE	COMPETED
267	GREENTURF INC	\$ 318,777	OUHSC	FACILITIES MANAGEMENT	TURF MAINTENANCE	BUILDING/GROUND IMPROVEMENTS	COMPETED
268	GREENWOOD ASHER & ASSOCIATES	\$ 172,870	OUHSC	PROVOST	FINAL EXPENSE FOR PROVOST SEARCH	NON-PROFESSIONAL SVCS	COMPETED
269	GRIMM & JENKINS LLC	\$ 115,115	OUHSC	DEPARTMENT OF PEDIATRICS	COGNITIVE BEHAVIOR THERAPY SERVICES	PROFESSIONAL SERVICES	PROFESSIONAL SERVICES
270	GUIDEPOINT SECURITY LLC	\$ 75,282	NORMN	EG EXPENSE CLEARING	SOFTWARE LICENSE/ACCESS	IT PRODUCT / SUPPLY / SERVICE	COMPETED
271	HASKELL LEMON CONSTRUCTION CO	\$ 558,750	NORMN	FAC MGMT PLANNING	NORTH CAMPUS ROAD REPAIR/REPLACE	BUILDING / GROUND IMPROVEMENTS	COMPETED
272	HEALING HANDS SPORTS & THERAP MASSAGE	\$ 70,400	NORMN	GYMNASTICS WOMEN	MASSAGE FOR ATHLETES	PROFESSIONAL SERVICES	SOLE SOURCE
273	HENRY SCHEIN INC	\$ 110,000	NORMN	MEDICAL TRAINING	MEDICAL SUPPLIES FOR ATHLETICS	LAB / MEDICAL / RESEARCH EQUIPMENT	COMPETED
274	HILTON NEW ORLEANS RIVERSIDE	\$ 1,225,409	NORMN	SW CTR HUMAN RELATION STUDIES	NCORE CONFERENCE	CONFERENCE / SPECIAL EVENTS	COMPETED

EXHIBIT F

275	HOME DEPOT PRO	\$ 150,000	NORMN	FAC MGMT CUSTODIAL	CLEANING SUPPLIES AND CUSTODIAL RELATED PRODUCT	MISCELLANEOUS FEES	COMPETED
276	HUNTER MECHANICAL AND CONTROLS INC	\$ 152,914	OUHSC	FACILITIES MANAGEMENT	ENERGY VALVE INSTALLATION	BUILDING/GROUND IMPROVEMENTS	COMPETED
277	HUNTER MECHANICAL AND CONTROLS INC	\$ 69,600	OUHSC	FACILITIES MANAGEMENT	PURCHASE AND INSTALLATION OF AIR HANDLER UNIT	BUILDING/GROUND IMPROVEMENTS	COMPETED
278	HUNTER MECHANICAL AND CONTROLS INC	\$ 87,710	OUHSC	FACILITIES MANAGEMENT	PURCHASE AND INSTALL OF AAON RTU UNIT	NON-PROFESSIONAL SERVICES	COMPETED
279	HUNTER MECHANICAL AND CONTROLS INC	\$ 122,554	OUHSC	FACILITIES MANAGEMENT	MECHANICAL CONTRACTOR/ENERGY VALVE INSTALL	NON-PROFESSIONAL SERVICES	COMPETED
280	HUNTINGTON NATIONAL BANK	\$ 209,520	NORMN	PRINTING SERVICES	NEXFINITY PRESSES EQUIP	LEASE / RENT EQUIPMENT	NEGOTIATED
281	HUNZICKER BROS INC	\$ 126,000	NORMN	FAC MGMT ELECTRIC SHOP	ELECTRICAL SUPPLIES CONTRACT	NON-PROFESSIONAL SERVICES	COMPETED
282	HUNZICKER BROS INC	\$ 92,900	OUHSC	FACILITIES MANAGEMENT	FIXTURES/BULBS/LAMPS	MISCELLANEOUS FEES	COMPETED
283	HURON CONSULTING SERVICES LLC	\$ 287,482	Tulsa	CLINICAL OPERATIONS	CONSULTING SERVICES	NON-PROFESSIONAL SERVICE	COMPETED
284	IMAGENET CONSULTING LLC	\$ 2,500,000	NORMN	UNIVERSITY COPIER PROGRAM	COPIER PROGRAM	NON-PROFESSIONAL SERVICES	COMPETED
285	INNOVATIVE MECHANICAL LLC	\$ 55,000	OUHSC	UNIVERSITY RESEARCH PARK	ENERGY MANAGEMENT SYSTEM MAINTENANCE	MAINTENANCE AGREEMENT/SERVICES	COMPETED
286	INNOVIVE LLC	\$ 161,000	OUHSC	COMPARATIVE MEDICINE	LAB ENCLOSURES	LAB/MEDICAL RESEARCH EQUIPMENT	SOLE SOURCE
287	INSIGHT CREATIVE GROUP	\$ 120,000	NORMN	OU ONLINE OFFICE	MARKETING CLOUD PROJECT	IT PRODUCT / SUPPLY / SERVICE	COMPETED
288	INTERNATIONAL DENTAL ARTS OKC	\$ 63,000	OUHSC	DENTISTRY	OKC LAB SERVICES	NON-PROFESSIONAL SERVICE	SOLE SOURCE
289	INTERSCRIPTS INC	\$ 761,232	Tulsa	INFORMATION TECHNOLOGY	LEGACY APPLICATION SUPPORT	IT/PRODUCT/SUPPLY/SERVICE	COMPETED
290	IPROMOTEU	\$ 97,740	NORMN	MARKETING/PROMOTIONS	MARKETING ATHLETICS	ADVERTISING	COMPETED
291	IXCOT ENTERPRISES LLC	\$ 150,000	NORMN	HOUSEKEEPING	HOUSEKEEPING SERVICES	NON-PROFESSIONAL SERVICES	COMPETED
292	JACKSON LABORATORY	\$ 50,000	NORMN	LABORATORY ANIMAL RESEARCH	MICE	LAB / MEDICAL / RESEARCH SUPPLY	SOLE SOURCE
293	JACKSON LABORATORY	\$ 341,000	OUHSC	COMPARATIVE MEDICINE	LAB SUPPLIES	LAB/MEDICAL/RESEARCH SUPPLY	SOLE SOURCE
294	JANI-KING OF OKLAHOMA I	\$ 782,000	NORMN	EVENT OPERATIONS	FACILITY CLEANING	NON-PROFESSIONAL SERVICES	COMPETED
295	JANI-KING OF OKLAHOMA I	\$ 782,000	NORMN	EVENT OPERATIONS	FACILITY CLEANING	NON-PROFESSIONAL SERVICES	COMPETED
296	JOHNSON CONTROLS FIRE PROTECTION LP	\$ 328,085	NORMN	FAC MGMT ELECTRIC SHOP	SECURITY & FIRE PROTCTION SERVICES	MAINTENANCE AGREEMENT / SERVICES	COMPETED
297	JOHNSON CONTROLS FIRE PROTECTION LP	\$ 649,717	NORMN	CROSS VILLAGE	SECURITY & FIRE PROTCTION SERVICES	MAINTENANCE AGREEMENT / SERVICES	COMPETED

EXHIBIT F

298	JOHNSON CONTROLS INC	\$ 110,000	Tulsa	OPERATIONS	INSTALLATION & REPAIR OF CARDKEY	NON-PROFESSIONAL SERVICE	COMPETED
299	JW MARRIOTT HOUSTON BY THE GALLERIA	\$ 56,000	NORMN	CAMPUS EXPERIENCE & EVENTS	RECRUITMENT EVENT	CONFERENCE / SPECIAL EVENTS	COMPETED
300	KINCAID COACH LINES INC	\$ 1,514,575	NORMN	ATH MISCELLANEOUS	LOCAL GROUND TRANSPORTATION.	TRAVEL / REGISTRATIONS	COMPETED
301	KINCAID COACH LINES INC	\$ 135,700	NORMN	FOOTBALL	TRANSPORTATION	TRAVEL / REGISTRATIONS	COMPETED
302	LABOR FINDERS	\$ 65,000	NORMN	HOUSEKEEPING	TEMP LABOR FOR FACILITIES MGMT & OU HOUSING AND FOOD SERVICES	NON-PROFESSIONAL SERVICES	COMPETED
303	LABOR FINDERS	\$ 60,000	NORMN	LANDSCAPE & GROUNDS GARDENING	TEMP LABOR FOR FACILITIES MGMT & OU HOUSING AND FOOD SERVICES	NON-PROFESSIONAL SERVICES	COMPETED
304	LADISCH,STEPHAN	\$ 60,000	OUHSC	RESEARCH ADMIN	ADVISOR FOR RESEARCH PROGRAMS	PROFESSIONAL SERVICES	PROFESSIONAL SERVICES
305	LANDCARE	\$ 113,800	Tulsa	OPERATIONS	LAWNCARE TULSA	NON-PROFESSIONAL SERVICE	COMPETED
306	LANGUAGE ACCESS NETWORK LLC	\$ 53,000	OUHSC	COLLEGE OF DENTISTRY	VIDEO, AUDIO, PHONE INTERPRETATION	IT PRODUCT / SUPPLY / SERVICE	SOLE SOURCE
307	LANGUAGE LINE SERVICES	\$ 298,000	NORMN	TRAINING RESEARCH CENTER	TRANSLATION/LIVECALLCTR	MISCELLANEOUS FEES	COMPETED
308	LANGUAGE LINE SERVICES	\$ 69,000	OUHSC	DEPARTMENT OF PEDIATRICS	TRANSLATION AND INTERPRETATION	NON-PROFESSIONAL SERVICES	COMPETED
309	LANGUAGE LINE SERVICES	\$ 200,000	OUHSC	IT	TRANSLATION AND INTERPRETATION	NON-PROFESSIONAL SERVICES	COMPETED
310	LASSITER DRUG	\$ 222,500	NORMN	MEDICAL TRAINING	PRESCRIPTION DRUGS	LAB / MEDICAL / RESEARCH SUPPLY	SOLE SOURCE
311	LEVY RESTAURANTS	\$ 1,614,800	NORMN	FOOTBALL	CONCESSION AND CATERING SERVICES	FOOD / BEVERAGE / CATERING	COMPETED
312	LEVY RESTAURANTS	\$ 79,705	NORMN	EVENT OPERATIONS	CONCESSION AND CATERING SERVICES	FOOD / BEVERAGE / CATERING	COMPETED
313	LEWIS BURKE ASSOCIATES	\$ 50,000	NORMN	VPRP PROJECT CLEARING	RESEARCH CONSULTANCY	PROFESSIONAL SERVICES	SOLE SOURCE
314	LINDENMEYR MUNROE	\$ 95,000	NORMN	PRINTING SERVICES	VARIOUS TYPES OF PAPER FOR PRINTING SERVICES	MISCELLANEOUS FEES	COMPETED
315	LINIHAN INSULATION INC	\$ 80,000	OUHSC	STEAM AND CHILLED WATER PLANT	INSULATION REPAIRS	NON-PROFESSIONAL SERVICES	COMPETED
316	LIVEU INC	\$ 73,392	NORMN	SOONER VISION	12-MONTH RENTAL OF WIRELESS CONTINUOUS HD VIDEO	BOOK / PUBLICATION / SUBSCRIPTION	SOLE SOURCE
317	MAGELLAN HEALTHCARE II	\$ 70,000	NORMN	BLENDED FRINGE POOL	EMPLOYEE ASSISTANCE PROGRAM	PROFESSIONAL SERVICES	SOLE SOURCE
318	MAGELLAN HEALTHCARE II	\$ 80,000	OUHSC	HUMAN RESOURCES	EMPLOYEE ASSISTANCE PROGRAM	PROFESSIONAL SERVICES	COMPETED
319	MARSEAL GROUP LLC	\$ 200,702	NORMN	FAC MGMT PLANNING	DEVON ENERGY ROOM 210 OFFICE BUILDOUT	CONSTRUCTION	COMPETED
320	MATHERLY MECHANICAL CONTRACTORS LLC	\$ 91,500	OUHSC	FACILITIES MANAGEMENT	HEATING HOT WATER ISOLATION VALVE REPLACEMENT	NON-PROFESSIONAL SERVICES	COMPETED

EXHIBIT F

321	MCBRIDE CLINIC OCCUPATIONAL HEALTH	\$ 77,840	NORMN	MEDICAL TRAINING	ATHLETIC TEAM PHYSICIAN SERVICES	PROFESSIONAL SERVICES	SOLE SOURCE
322	MCKESSON MEDICAL SURGICAL INC	\$ 115,000	Tulsa	SURGERY	MEDICAL SUPPLIES	LAB/MEDICAL/RESEARCH SUPPLY	COMPETED
323	MCLANE	\$ 326,500	NORMN	COUCH RESTAURANTS	RESTAURANT SUPPLIES	FOOD / BEVERAGE / CATERING	SOLE SOURCE
324	MCLANE	\$ 542,500	NORMN	CHICK-FIL-A	RESTAURANT SUPPLIES	FOOD / BEVERAGE / CATERING	SOLE SOURCE
325	MEDHUB LLC	\$ 138,750	OUHSC	COLLEGE OF MEDICINE	GME MEDHUB LICENSE	IT PRODUCT/SUPPLY/SERVICE	SOLE SOURCE
326	MEDICAT LLC	\$ 51,403	NORMN	HEALTH SERVICES	ELECTRONIC MEDICAL RECORDS	IT PRODUCT / SUPPLY / SERVICE	SOLE SOURCE
327	MEDLINE INDUSTRIES LP	\$ 170,167	OUHSC	PHARMACY	MEDLINE FLU VACCINES	LAB/MEDICAL/RESEARCH SUPPLY	COMPETED
328	MICROSOFT CORPORATION	\$ 110,644	NORMN	EG EXPENSE CLEARING	SOFTWARE LICENSE/ACCESS	IT PRODUCT / SUPPLY / SERVICE	COMPETED
329	MILTENYI BIOTEC INC	\$ 67,973	NORMN	STEPHENSON RES & TECH CTR	TISSUE DISSOCIATOR	LAB / MEDICAL / RESEARCH EQUIPMENT	SOLE SOURCE
330	MYTHICS INC	\$ 1,428,621	NORMN	EG EXPENSE CLEARING	SOFTWARE LICENSE/ACCESS	IT PRODUCT / SUPPLY / SERVICE	COMPETED
331	NALCO COMPANY LLC	\$ 180,000	NORMN	FAC MGMT UTILITIES	WATER TREATMENT SERVICES RFP	MAINTENANCE AGREEMENT / SERVICES	COMPETED
332	NAPA AUTO PARTS	\$ 500,000	NORMN	PARKING & TRANS-FLEET SERVICES	ON-SITE TURNKEY VEHICLE AND EQUIPMENT PARTS OPERATION	NON-PROFESSIONAL SERVICES	COMPETED
333	NATIONAL PUBLIC RADIO INC	\$ 285,082	NORMN	KGOU	RADIO PROGRAM DISTRIBUTION	IT PRODUCT / SUPPLY / SERVICE	SOLE SOURCE
334	NEUROLOGY LLPC	\$ 70,000	Tulsa	INTERNAL MEDICINE RESIDENCY	RESIDENCY PROGRAM	PROFESSIONAL SERVICES	PROFESSIONAL SERVICES
335	NEXTGEN HEALTHCARE INC	\$ 87,365	Tulsa	INFORMATION TECHNOLOGY	PATIENT PORTAL PLATFORM	IT/PRODUCT/SUPPLY/SERVICE	SOLE SOURCE
336	NEXTWELLNESS USA LLC	\$ 52,180	NORMN	FOOTBALL	DRY FLOAT BED	EQUIPMENT	SOLE SOURCE
337	NORMAN INDUSTRIAL COMPLEX LLC	\$ 170,640	NORMN	TRAINING RESEARCH CENTER	1200 W. ROCK CREEK ROAD, SUITE A, NORMAN, OK	LEASE / RENT EQUIPMENT	SOLE SOURCE
338	NORMAN INDUSTRIAL COMPLEX LLC	\$ 204,200	NORMN	TRAINING RESEARCH CENTER	1200 W. ROCK CREEK ROAD, SUITE C & D, NORMAN, OK	LEASE / RENT EQUIPMENT	SOLE SOURCE
339	NORMAN REGIONAL HEALTH SYSTEM	\$ 107,249	NORMN	EVENT OPERATIONS	ATHLETIC EVENTS AMBULANCE STANDBY	NON-PROFESSIONAL SERVICES	SOLE SOURCE
340	OFFICE OF MANAGEMENT &	\$ 1,604,928	NORMN	TRAINING RESEARCH CENTER	CALL CENTER SERVICES	COMMUNICATION / UTILITY SERVICES	COMPETED
341	OKLAHOMA CHILLER CORP	\$ 90,000	NORMN	FAC MGMT UTILITIES	ON-CALL CHILLER SERVICES RFP	MAINTENANCE AGREEMENT / SERVICES	COMPETED
342	OKLAHOMA NATURAL GAS COMPANY	\$ 120,000	NORMN	FAC MGMT UTILITIES	OKLAHOMA NATURAL GAS COMPANY	COMMUNICATION / UTILITY SERVICES	SOLE SOURCE
343	OKLAHOMA NATURAL GAS COMPANY	\$ 500,000	NORMN	FAC MGMT UTILITIES	OKLAHOMA NATURAL GAS COMPANY	COMMUNICATION / UTILITY SERVICES	SOLE SOURCE

EXHIBIT F

344	OMNI WILLIAM PENN HOTEL	\$ 125,378	NORMN	DIV OF LIFELONG LEARNING PROG	EDI CONFERENCE	CONFERENCE / SPECIAL EVENTS	COMPETED
345	ORACLE AMERICA INC	\$ 121,345	NORMN	EG EXPENSE CLEARING	SOFTWARE LICENSE/ACCESS	IT PRODUCT / SUPPLY / SERVICE	SOLE SOURCE
346	ORACLE AMERICA INC	\$ 191,991	NORMN	EG EXPENSE CLEARING	SOFTWARE LICENSE/ACCESS	IT PRODUCT / SUPPLY / SERVICE	COMPETED
347	OTIS ELEVATOR COMPANY	\$ 55,200	Tulsa	OPERATIONS	ELEVATOR MAINTENANCE	NON-PROFESSIONAL SERVICE	COMPETED
348	PACIOLAN LLC	\$ 459,933	NORMN	TICKET OFFICE	TICKET SALES SUBSCRIPTION	BOOK / PUBLICATION / SUBSCRIPTION	COMPETED
349	PARAGARD DIRECT	\$ 60,905	OUHSC	COLLEGE OF MEDICINE	PARAGARD IUDS	LAB/MEDICAL/RESEARCH SUPPLY	SOLE SOURCE
350	PARMED PHARMACEUTICAL	\$ 90,000	NORMN	HEALTH SERVICES	PHARMACEUTICALS	LAB / MEDICAL / RESEARCH SUPPLY	SOLE SOURCE
351	PAYFLEX SYSTEMS USA INC	\$ 85,000	OUHSC	HUMAN RESOURCES	RETIREE AND COBRA BILLING	NON-PROFESSIONAL SERVICES	SOLE SOURCE
352	PENLEY OIL COMPANY	\$ 600,000	NORMN	PARKING & TRANS-FLEET SERVICE	BULK AND CONSIGNMENT FUEL	NON-PROFESSIONAL SERVICES	COMPETED
353	PERCIVAL SCIENTIFIC INC	\$ 84,500	OUHSC	FACILITIES MANAGEMENT	ENVIRONMENTAL ROOL	NON-PROFESSIONAL SERVICES	COMPETED
354	PERFORMANCE DASHBOARD	\$ 60,000	NORMN	PUBLIC & COMMUNITY SVCS ADMIN	DEVELOP STRATEGIC PLANNING	PROFESSIONAL SERVICES	SOLE SOURCE
355	PERINATAL CENTER PLLC	\$ 150,000	OUHSC	COLLEGE OF MEDICINE	RESIDENT ADVISORY	PROFESSIONAL SERVICES	PROFESSIONAL SERVICES
356	PETROLEUM TRADERS COR	\$ 190,000	OUHSC	FLEET SERVICES	UNLEADED FUEL	MISCELLANEOUS FEES	COMPETED
357	PIONEERRX LLC	\$ 65,870	OUHSC	PHARMACY	PIONEER LICENSE AND SUPPORT	IT PRODUCT/SUPPLY/SERVICE	SOLE SOURCE
358	PIVOT TECHNOLOGY SERVICES CORP	\$ 289,061	NORMN	EG EXPENSE CLEARING	NETWORK EQUIPMENT MAINTENANCE	IT PRODUCT / SUPPLY / SERVICE	COMPETED
359	PIVOT TECHNOLOGY SERVICES CORP	\$ 94,041	NORMN	NETWORK DESIGN	REPLACEMENT SWITCHES	IT PRODUCT / SUPPLY / SERVICE	COMPETED
360	PIVOT TECHNOLOGY SERVICES CORP	\$ 289,061	NORMN	EG EXPENSE CLEARING	NETWORK EQUIPMENT MAINTENANCE	IT PRODUCT / SUPPLY / SERVICE	COMPETED
361	POSTAGE BY PHONE	\$ 600,000	NORMN	POSTAGE	POSTAGE	MISCELLANEOUS FEES	COMPETED
362	POSTAGE BY PHONE	\$ 600,000	NORMN	POSTAGE	POSTAGE	MISCELLANEOUS FEES	COMPETED
363	PRECISION BUILDERS LLC	\$ 534,894	NORMN	FAC MGMT PLANNING	ADAMS HALL NORTH ADDITION HAVC REPLACEMENT	CONSTRUCTION	COMPETED
364	PRESORT FIRST CLASS INCORPORATED	\$ 50,000	NORMN	BULK MAIL CENTER	LETTERHEAD SUPPLIES	EQUIPMENT	COMPETED
365	PROEDUCATION SOLUTIONS LLC	\$ 62,200	NORMN	FINANCIAL AID	SINGLE PHOTON COUNTING SYSTEM	LAB / MEDICAL / RESEARCH EQUIPMENT	SOLE SOURCE
366	PROFILE LLC	\$ 58,500	NORMN	BASKETBALL MEN	SOFTWARE LISCENSE	IT PRODUCT / SUPPLY / SERVICE	SOLE SOURCE

EXHIBIT F

367	PROTEINSIMPLE	\$ 69,015	OUHSC	BIOCHEMISTRY AND MOLECULAR	JESS SYSTEM FOR PROTEIN EXPRESSION	LAB/MEDICAL RESEARCH EQUIPMENT	SOLE SOURCE
368	PROTEINSIMPLE	\$ 68,025	OUHSC	STEPHENSON CANCER CENTER	SOFTWARE LICENSE FOR JESS SYSTEM	IT PRODUCT / SUPPLY / SERVICE	SOLE SOURCE
369	QIAGEN LLC	\$ 73,301	OUHSC	CORE FACILITIES	IPA ANALYSIS MATCH EXPLORER CL SOFTWARE	IT PRODUCT/SUPPLY/SERVICE	SOLE SOURCE
370	QS INFORMATION SERVICES INC	\$ 60,800	NORMN	OU PRESS	SOFTWARE LICENSE/ACCESS	IT PRODUCT / SUPPLY / SERVICE	SOLE SOURCE
371	QUANTUM DESIGN INC	\$ 274,708	NORMN	ELEC & COMPUTER ENGINEERING	SUPERCONDUCTING MAGNET SYSTEM	LAB / MEDICAL / RESEARCH EQUIPMENT	SOLE SOURCE
372	REACH OUT AND READ INC	\$ 173,800	OUHSC	COLLEGE OF MEDICINE	NATIONAL READING PROGRAM	NON-PROFESSIONAL SERVICES	SOLE SOURCE
373	RED CHIP NEVADA	\$ 180,000	OUHSC	PEDIATRIC HEMATOLOGY / ONCO	PHARMACY SERVICES TO ASSIST OCBDC	NON-PROFESSIONAL SERVICES	SOLE SOURCE
374	REDHILL UNLIMITED	\$ 85,000	NORMN	FAC MGMT CARPENTRY SHOP	BUILDING MATERIALS CONTRACT	NON-PROFESSIONAL SERVICES	COMPETED
375	REGIONAL MEDICAL LABORATORY INC	\$ 108,000	NORMN	HEALTH SERVICES	LAB TESTING SERVICES	LAB / MEDICAL / RESEARCH EQUIPMENT	COMPETED
376	REGIONAL MEDICAL LABORATORY INC	\$ 68,000	NORMN	HEALTH SERVICES	LAB TESTING SERVICES	LAB / MEDICAL / RESEARCH EQUIPMENT	COMPETED
377	RENEGADE BRANDS USA	\$ 87,000	NORMN	EQUIPMENT ROOM	LAUNDRY CHEMICALS	MISCELLANEOUS FEES	SOLE SOURCE
378	REPUBLIC SERVICES INC	\$ 81,899	OUHSC	GENERAL SERVICES	TRASH SERVICES	NON-PROFESSIONAL SERVICES	COMPETED
379	RESERVE ACCOUNT	\$ 180,000	OUHSC	COLLEGE OF PHARMACY	POSTAGE	LEASE/RENT EQUIPMENT	COMPETED
380	RESERVE ACCOUNT	\$ 213,000	OUHSC	FACILITIES MANAGEMENT	POSTAGE	LEASE/RENT EQUIPMENT	COMPETED
381	RESTEK INC	\$ 95,610	NORMN	FAC MGMT PLANNING	SUTTON HALL STRUCTURAL COLUMN REPAIR	CONSTRUCTION	COMPETED
382	RFHC US CORPORATION	\$ 58,212	NORMN	ADVANCED RADAR RESEARCH CENTER	BESPOKE PCB'S	LAB / MEDICAL / RESEARCH EQUIPMENT	SOLE SOURCE
383	RFIP INC	\$ 195,000	NORMN	NETWORK DESIGN	NETWORK EQUIPMENT INSTALLATION	IT PRODUCT / SUPPLY / SERVICE	COMPETED
384	RIDDELL ALL AMERICAN SF	\$ 70,448	NORMN	FOOTBALL	RECONDITIONING EQUIPMENT	EQUIPMENT	SOLE SOURCE
385	RK RAND CONSULTING LLC	\$ 196,600	NORMN	VPRP PROJECT CLEARING	AEROSPACE CONSULTING	PROFESSIONAL SERVICES	SOLE SOURCE
386	RK RAND CONSULTING LLC	\$ 196,600	NORMN	VPRP PROJECT CLEARING	AEROSPACE CONSULTING	PROFESSIONAL SERVICES	SOLE SOURCE
387	ROBISON MEDICAL RESOURCE GROUP LLC	\$ 356,000	Tulsa	PEDIATRICS	TEMP NURSES FOR PEDI	NON-PROFESSIONAL SERVICE	COMPETED
388	ROBISON MEDICAL RESOURCE GROUP LLC	\$ 130,000	Tulsa	FAMILY MEDICINE	TEMP NURSES FOR BEDLAM	NON-PROFESSIONAL SERVICE	COMPETED
389	ROBISON MEDICAL RESOURCE GROUP LLC	\$ 290,000	Tulsa	OU PHYSICIANS	TEMP PLACEMENT HEALTHCARE	NON-PROFESSIONAL SERVICE	COMPETED

EXHIBIT F

390	ROGERS CONSULTING GROU	\$ 95,000	NORMN	STUDENT HEALTH PLAN	STUDENT HEALTH PLAN ANNUAL MGMT AND MARKET ANALYSIS	PROFESSIONAL SERVICES	SOLE SOURCE
391	SALESFORCE COM INC	\$ 77,093	NORMN	EG EXPENSE CLEARING	CLOUD SERVICES RENEWAL	IT PRODUCT / SUPPLY / SERVICE	COMPETED
392	SBS SERVICES LLC	\$ 183,000	OUHSC	PARKING AND TRANSPORTATION	POWER WASHING FOR OUHSC AND URP GARAGES	BUILDING/GROUND IMPROVEMENTS	COMPETED
393	SCHUTT SPORTS	\$ 50,000	NORMN	FOOTBALL	ATHLETICS PROTECTIVE EQUIPMENT	EQUIPMENT	SOLE SOURCE
394	SCUDDER SERVICE & SUPPLY INC	\$ 53,260	OUHSC	OUHSC PARKING AND TRANSPOR	PARKING PERMITS	VEHICLES/TRANSPORTATION	SOLE SOURCE
395	SEMTECH SOLUTIONS INC	\$ 1,750,000	NORMN	VPRP PROJECT CLEARING	ELECTRON BEAM LITHIOGRAPHY SYSTEM	LAB / MEDICAL / RESEARCH EQUIPMENT	SOLE SOURCE
396	SENTINEL POWER SERVICES INC	\$ 737,334	NORMN	FAC MGMT UTILITIES	PRIMARY CABLING-PRIMARY ELECTRICAL CABLE	MAINTENANCE AGREEMENT / SERVICES	COMPETED
397	SENTINEL POWER SERVICES INC	\$ 737,334	NORMN	FAC MGMT UTILITIES	PRIMARY CABLING-PRIMARY ELECTRICAL CABLE	MAINTENANCE AGREEMENT / SERVICES	COMPETED
398	SEQUOYAH COMMUNICATIONS INC	\$ 350,000	NORMN	NETWORK DESIGN	CABLE INSTALLATION	IT PRODUCT / SUPPLY / SERVICE	COMPETED
399	SERCON LIMITED	\$ 143,212	NORMN	STEPHENSON RES & TECH CTR	ISOTOPE ANALYSIS MONITOR	LAB / MEDICAL / RESEARCH EQUIPMENT	SOLE SOURCE
400	SERCON LIMITED	\$ 104,258	NORMN	STEPHENSON RES & TECH CTR	ISOTOPE ANALYSIS MONITOR	LAB / MEDICAL / RESEARCH EQUIPMENT	SOLE SOURCE
401	SHERIDAN BOOKS INC	\$ 100,000	NORMN	OU PRESS	BOOK MANUFACTURING	BOOK / PUBLICATION / SUBSCRIPTION	COMPETED
402	SHERIDAN PRESS INC	\$ 60,000	NORMN	WORLD LIT TODAY	PUBLICATION SERVICES	BOOK / PUBLICATION / SUBSCRIPTION	COMPETED
403	SHERMCO INDUSTRIES	\$ 120,000	NORMN	FAC MGMT UTILITIES	ELECTRICAL AND SWITCHGEAR SERV	MAINTENANCE AGREEMENT / SERVICES	COMPETED
404	SHIMADZU SCIENTIFIC INSTRUMENTS INC	\$ 277,763	NORMN	STEPHENSON RES & TECH CTR	GAS CHROMOTOGRAPH	LAB / MEDICAL / RESEARCH EQUIPMENT	SOLE SOURCE
405	SKIRVIN HILTON HOTEL	\$ 60,743	NORMN	SW CTR HUMAN RELATION STUDIES	NCORE CONFERENCE PLANNING	CONFERENCE / SPECIAL EVENTS	COMPETED
406	SMARTT 730 ASP	\$ 160,000	NORMN	STADIUM PREVIEW CENTER	730 ASP, NORMAN, OK	LEASE / RENT EQUIPMENT	SOLE SOURCE
407	SOLAR TURBINES INC	\$ 700,000	NORMN	FAC MGMT UTILITIES	UTILITIES	COMMUNICATION / UTILITY SERVICES	SOLE SOURCE
408	SOONER SPORTS PROPERTIES	\$ 272,000	NORMN	SOONER SPORTS NETWORK	SPONSERSHIP	BOOK / PUBLICATION / SUBSCRIPTION	SOLE SOURCE
409	SOONER SPORTS PROPERTIES	\$ 50,000	NORMN	SOCIAL WORK	SPONSERSHIP	ADVERTISING	SOLE SOURCE
410	SPOK INC	\$ 78,691	OUHSC	IT	ANNUAL SUPPORT FOR SPOK SMART SUITE	IT PRODUCT/SUPPLY/SERVICE	SOLE SOURCE
411	STANDARD INSURANCE CO	\$ 95,000	OUHSC	COLLEGE OF MEDICINE	RESIDENT INSURANCE	INSURANCE	COMPETED
412	STEPTOE & JOHNSON LLP	\$ 92,000	NORMN	UNIV COMMITMENTS	CONGRRESSIONAL SERVICES	NON-PROFESSIONAL SERVICES	SOLE SOURCE

EXHIBIT F

413	STEPTOE & JOHNSON LLP	\$ 129,000	NORMN	UNIV COMMITMENTS	CONGRESSIONAL SERVICES	NON-PROFESSIONAL SERVICES	SOLE SOURCE
414	STEPTOE & JOHNSON LLP	\$ 183,121	NORMN	UNIV COMMITMENTS	CONGRESSIONAL SERVICES	PROFESSIONAL SERVICES	SOLE SOURCE
415	STERIS CORPORATION	\$ 89,507	OUHSC	RESEARCH PARK	EQUIPMENT MAINTENANCE AGREEMENT	MAINTENANCE AGREEMENT/SERVICES	COMPETED
416	STEVES BINDERY SERVICE	\$ 95,000	NORMN	PRINTING SERVICES	PRINTING AND BINDERY SERVICES	LIBRARY BOOKS & PERIODICALS	COMPETED
417	STM CHARTERS	\$ 77,795	NORMN	VOLLEYBALL	AIR CHARTER SERVICES	TRAVEL / REGISTRATIONS	COMPETED
418	SUBCON LLC	\$ 65,064	Tulsa	OU PHYSICIANS	GENERAL REMODELING CONTRACTOR	NON-PROFESSIONAL SERVICE	COMPETED
419	SUMMIT PARTNER SERVICES LLC	\$ 62,500	OUHSC	ADMIN AND CENTRAL SERVICES	LEADERSHIP DEVELOPMENT	NON-PROFESSIONAL SERVICES	SOLE SOURCE
420	SUN CONSTRUCTION SERVICES LLC	\$ 239,847	NORMN	FAC MGMT PLANNING	INSTITUTE CHILD DEVELOPMENT IMPROVEMENTS	CONSTRUCTION	COMPETED
421	SUN CONSTRUCTION SERVICES LLC	\$ 308,070	NORMN	FAC MGMT PLANNING	MAX WESTHEIMER RESTROOM RENOVATION	CONSTRUCTION	COMPETED
422	SUN CONSTRUCTION SERVICES LLC	\$ 445,375	NORMN	FAC MGMT PLANNING	OMU CAREER SERVICES SUITE 323 RENOVATION	CONSTRUCTION	COMPETED
423	SYSCO LINCOLN	\$ 196,000	NORMN	BAJA FRESH	FOOD SERVICE SUPPLIES	FOOD / BEVERAGE / CATERING	SOLE SOURCE
424	T2 SYSTEMS INC	\$ 87,910	NORMN	PARKING & TRANSPORTATION	PARKING METERS	EQUIPMENT	COMPETED
425	TEAMDYNAMIX SOLUTIONS LLC	\$ 91,225	NORMN	EG EXPENSE CLEARING	SOFTWARE LICENSE/ACCESS	IT PRODUCT / SUPPLY / SERVICE	COMPETED
426	TECHLINE SPORTS LIGHTING LLC	\$ 1,208,749	NORMN	FAC OMS STADIUM	GFORMS LIGHTING REPLACEMENT	BUILDING / GROUND IMPROVEMENTS	COMPETED
427	TELCO SUPPLY COMPANY	\$ 182,310	NORMN	NETWORK DESIGN	INFORMATION TECHNOLOGY CABLE SERVICES	IT PRODUCT / SUPPLY / SERVICE	COMPETED
428	TELCO SUPPLY COMPANY	\$ 51,317	NORMN	NETWORK DESIGN	TELEPHONY INSTALLATION	COMMUNICATION / UTILITY SERVICES	COMPETED
429	TETON DATA SYSTEMS	\$ 261,452	OUHSC	LIBRARY	DATABASES AND JOURNALS	IT PRODUCT/SUPPLY/SERVICE	SOLE SOURCE
430	TRACY WILLIAMS LLC	\$ 71,277	OUHSC	DEPARTMENT OF MEDICINE	GRANT SUBMISSION, BUDGET AND TRAC	NON-PROFESSIONAL SERVICES	SOLE SOURCE
431	TRAILS OFFICE PARK LLC	\$ 112,394	NORMN	LEASED PROPERTIES	3000 S BERRY SUITE 100 & 110	LEASE / RENT EQUIPMENT	SOLE SOURCE
432	TRANE US INC	\$ 147,000	OUHSC	RESEARCH PARK	CHILLER EMERGENCY REPAIRS	NON-PROFESSIONAL SERVICES	COMPETED
433	TRANE US INC	\$ 53,304	OUHSC	RESEARCH PARK	CHILLER EMERGENCY REPAIRS	NON-PROFESSIONAL SERVICES	COMPETED
434	TRANSACT CAMPUS INC	\$ 543,960	NORMN	SOONER CARD OPERATIONS	SOFTWARE AND HARDWARE FOR THE SOONER CARD SYSTEM	EQUIPMENT	SOLE SOURCE
435	TRANS-TEL CENTRAL LLC	\$ 58,032	NORMN	FAC JOHN CRAIN SOCCER FACILITY	DISTRIBUTIVE SOUND SYSTEM FOR JOHN CRAIN FIELD	EQUIPMENT	SOLE SOURCE

EXHIBIT F

436	TRUESCREEN INC	\$ 90,000	NORMN	HUMAN RESOURCES	BACKGROUND SCREENING SERVICE	PROFESSIONAL SERVICES	COMPETED
437	TRUESCREEN INC	\$ 90,000	OUHSC	HUMAN RESOURCES	BACKGROUND SCREENING	PROFESSIONAL SERVICES	COMPETED
438	TURNITIN LLC	\$ 94,358	NORMN	EG EXPENSE CLEARING	SOFTWARE LICENSE/ACCESS	IT PRODUCT / SUPPLY / SERVICE	COMPETED
439	TURNITIN LLC	\$ 61,543	NORMN	EG EXPENSE CLEARING	SOFTWARE LICENSE/ACCESS	IT PRODUCT / SUPPLY / SERVICE	COMPETED
440	UNICARE BUILDING MAINTENANCE INC	\$ 730,318	Tulsa	OPERATIONS	HOUSEKEEPING	NON-PROFESSIONAL SERVICE	COMPETED
441	UNIFIED MERCHANT SERVICES	\$ 568,000	OUHSC	BURSAR	CHARGE CARD PROCESSING AND BILLING	IT PRODUCT/SUPPLY/SERVICE	COMPETED
442	UNITED MECHANICAL INC	\$ 75,000	NORMN	FAC MGMT UTILITIES	MECHANICAL SERVICES	MAINTENANCE AGREEMENT / SERVICES	COMPETED
443	UNITED NATURAL FOODS W	\$ 50,000	NORMN	CROSS FOOD SERVICES	FOOD FOR RESALE-EXEMPT	FOOD / BEVERAGE / CATERING	COMPETED
444	UNITED STATES POSTAL SE	\$ 65,000	Tulsa	OPERATIONS	POSTAGE	MISC FEES	SOLE SOURCE
445	UNIVERSITY AND STUDENT	\$ 346,500	NORMN	HOUSING ADMINISTRATION	MOVE IN STUDENTS TO ROOMS	NON-PROFESSIONAL SERVICES	COMPETED
446	UPPI LLC	\$ 175,000	OUHSC	PHARMACY	VIZIENT ADMINSTRATION FEES	MISCELLANEOUS FEES	COMPETED
447	UPTODATE INC	\$ 80,624	OUHSC	PHARMACY	MEDI-SPAN DRUG DATABASE SOFTWARE	IT PRODUCT/SUPPLY/SERVICE	SOLE SOURCE
448	VALVE TECH LABORATORY	\$ 65,000	NORMN	FAC MGMT UTILITIES	SAFETY AND RELIEF VALVE SERVICES	MAINTENANCE AGREEMENT / SERVICES	COMPETED
449	VARIETY CARE INC	\$ 236,000	Tulsa	COLLEGE OF MEDICINE	CASE MANAGEMENT SERVICES	IT/PRODUCT/SUPPLY/SERVICE	SOLE SOURCE
450	VELOS LLC	\$ 98,250	OUHSC	STEPHENSON CANCER CENTER	VELOS ERESEARCH SOFTWARE AND SUP	IT PRODUCT/SUPPLY/SERVICE	SOLE SOURCE
451	VTA OKLAHOMA CITY LLC	\$ 198,000	NORMN	TRAINING RESEARCH CENTER	2401 NW 23RD STREET, SUITE 2C, OKLAHOMA CITY, OK	LEASE / RENT EQUIPMENT	SOLE SOURCE
452	VVC HOLDING LLC	\$ 338,200	Tulsa	INFORMATION TECHNOLOGY	ANNUAL E-RX OF CONTROLLED SUBSTA	IT/PRODUCT/SUPPLY/SERVICE	SOLE SOURCE
453	VVC HOLDING LLC	\$ 413,952	Tulsa	COLLEGE OF MEDICINE	ATHENAFLOW ANNUAL FEE/SUPPORT	IT/PRODUCT/SUPPLY/SERVICE	SOLE SOURCE
454	VVC HOLDING LLC	\$ 360,602	Tulsa	INFORMATION TECHNOLOGY	ATHENA RENEWAL	IT/PRODUCT/SUPPLY/SERVICE	SOLE SOURCE
455	VVR INTERNATIONAL LLC	\$ 91,424	NORMN	VP ADMIN AFFAIRS CLRG	MODULAR CLEANROOM	BUILDING / GROUND IMPROVEMENTS	COMPETED
456	WATERS TECHNOLOGIES CORPORATION	\$ 86,335	NORMN	STEPHENSON RES & TECH CTR	ACQUITY PREMIER SYSTEM	EQUIPMENT	COMPETED
457	WAXIE SANITARY SUPPLY	\$ 105,000	NORMN	HOUSEKEEPING	JANITORIAL SUPPLIES	EQUIPMENT	COMPETED
458	WAXIE SANITARY SUPPLY	\$ 113,000	NORMN	FACILITIES-CUSTODIAL SERVICES	JANITORIAL SUPPLIES	EQUIPMENT	COMPETED

EXHIBIT F

459	WAXIE SANITARY SUPPLY	\$ 119,000	OUHSC	FACILITIES MANAGEMENT	CUSTODIAL SUPPLIES	LAB/MEDICAL/RESEARCH SUPPLY	COMPETED
460	WAXIE SANITARY SUPPLY	\$ 57,939	OUHSC	FACILITIES MANAGEMENT	GP TOILET TISSUE	MISCELLANEOUS FEES	COMPETED
461	WESTIN SAN DIEGO	\$ 85,000	NORMN	CTR DATA EXCHANGE & ANALYS	NATIONAL SYMPOSIUM	CONFERENCE / SPECIAL EVENTS	COMPETED
462	WHITE GLOVE STAFFING INC	\$ 50,000	NORMN	HOUSEKEEPING	TEMP LABOR FOR FACILITIES MGMT & OU HOUSING AND FOOD SERVICES	NON-PROFESSIONAL SERVICES	COMPETED
463	WORKDAY INC	\$ 525,374	NORMN	UNIV COMMITMENTS	FINANCIAL PLANNING SOFTWARE	IT PRODUCT / SUPPLY / SERVICE	COMPETED
464	WORKFORCE SOFTWARE	\$ 63,473	NORMN	EG EXPENSE CLEARING	WORK ATTENDANCE CLOCKS	IT PRODUCT / SUPPLY / SERVICE	SOLE SOURCE
465	WORLD CLASS ATHLETIC SU	\$ 118,550	NORMN	FAC OMS STADIUM	PAINT FOR FOOTBALL FIELD	EQUIPMENT	SOLE SOURCE
466	WRICO CORPORATION	\$ 72,000	NORMN	FAC MGMT UTILITIES	CHEMICAL SUPPLY AND DELIVERY	MAINTENANCE AGREEMENT / SERVICES	COMPETED
467	WYATT,PATRICIA	\$ 84,750	OUHSC	CASE MANAGEMENT	PASRR SERVICIES	PROFESSIONAL SERVICES	PROFESSIONAL SERVICES
468	XEROX BUSINESS SOLUTIONS SOUTHWEST	\$ 650,000	NORMN	UNIVERSITY COPIER PROGRAM	COPIER PROGRAM	EQUIPMENT	COMPETED
469	XOS DIGITAL INC	\$ 103,795	NORMN	FOOTBALL	VENTOR UNITS VEST	EQUIPMENT	SOLE SOURCE
470	ZIMMER BIOMET DENTAL	\$ 78,206	OUHSC	DENTISTRY	STUDENT IMPLANTS/TOOLS/DENTURES/MODELS	LAB/MEDICAL/RESEARCH SUPPLY	SOLE SOURCE
471	ZOOM VIDEO COMMUNICATIONS INC	\$ 56,175	NORMN	EG EXPENSE CLEARING	SOFTWARE LICENSE/ACCESS	IT PRODUCT / SUPPLY / SERVICE	COMPETED
472	ZOOM VIDEO COMMUNICATIONS INC	\$ 50,000	NORMN	AV CLEARING	SOFTWARE LICENSE/ACCESS	IT PRODUCT / SUPPLY / SERVICE	COMPETED
473	Funding Sources: Sponsored Projects (Federal, State, Other Grants and Contracts) and Private Funds						
474	78 ROBINSON LLC	\$ 168,909	NORMN	CTR EARLY CHILDHOOD PROF DEV	1801 N MOORE AVE, MOORE, OK 73160	LEASE / RENT EQUIPMENT	SOLE SOURCE
475	10X GENOMICS INC	\$ 85,500	OUHSC	NEUROSURGERY	CHROMIUM ACCESSORY KIT	LAB/MEDICAL/RESEARCH SUPPLY	SOLE SOURCE
476	ACT INC	\$ 161,148	NORMN	K-20	ACT FALL DISTRICT TESTING	NON-PROFESSIONAL SERVICES	SOLE SOURCE
477	ADVANCED ASSEMBLY LLC	\$ 115,815	NORMN	ELEC & COMP ENG ARRC GRANTS	HAND PLACEMENT TOOLS	LAB / MEDICAL / RESEARCH EQUIPMENT	SOLE SOURCE
478	ARGEN CORPORATION	\$ 65,000	OUHSC	DENTISTRY	LAB MATERIALS	LAB/MEDICAL/RESEARCH SUPPLY	SOLE SOURCE
479	ARROW ELECTRONICS INC	\$ 485,200	NORMN	ELEC & COMP ENG ARRC GRANTS	ELECTRONIC COMPONENTS	LAB / MEDICAL / RESEARCH EQUIPMENT	COMPETED
480	ASSESSMENT TECHNOLOGIES INSTITUTE LLC	\$ 88,264	OUHSC	COLLEGE OF NURSING	TESTS/INSTRUCTIONAL BOOKS	LAB/MEDICAL/RESEARCH SUPPLY	SOLE SOURCE
481	BASE PAIR BIOTECHNOLOGIES INC	\$ 54,000	OUHSC	ANESTHESIOLOGY	REAGENTS TO DEVELOP HAPTOGLOBIN	SERVICES	SOLE SOURCE

EXHIBIT F

482	BECKMAN COULTER INC	\$ 499,071	OUHSC	BIOCHEMISTRY	ECHO 360 SYSTEM	LAB/MEDICAL/RESEARCH SUPPLY	SOLE SOURCE
483	CDW GOVERNMENT LLC	\$ 57,582	NORMN	K-20	LAPTOPS	IT PRODUCT / SUPPLY / SERVICE	COMPETED
484	CENTER FOR PRACTICAL BIOETHICS INC	\$ 50,000	NORMN	CTR FOR APPLIED SOCIAL RES	PROVIDE CONSULTATION IN BIOETHICS RESEARCH	PROFESSIONAL SERVICES	SOLE SOURCE
485	CENTRAL TECHNOLOGY CENTER	\$ 650,000	NORMN	NATL CTR DISABILITY EDUC & TRN	TRAINING PROGRAM DISABLED STUDENTS	PROFESSIONAL SERVICES	SOLE SOURCE
486	COLORADO STATE UNIVERSITY	\$ 172,184	NORMN	BIOLOGY GRANTS	COLLABORATIVE RESEARCH IN URBAN LIGHTING	PROFESSIONAL SERVICES	SOLE SOURCE
487	DELL MARKETING LP	\$ 113,204	NORMN	COMPUTER SCIENCE	IT HARDWARE	IT PRODUCT / SUPPLY / SERVICE	COMPETED
488	DELL MARKETING LP	\$ 89,451	NORMN	K-20	COMPUTER HARDWARE	IT PRODUCT / SUPPLY / SERVICE	COMPETED
489	DOVETAIL GENOMICS LLC	\$ 108,000	NORMN	OMNH RESEARCH	GENOME SEQUENCING	LAB / MEDICAL / RESEARCH EQUIPMENT	SOLE SOURCE
490	ELSEVIER BV	\$ 163,000	NORMN	LIBRARY SERIALS	DATABASE SUBSCRIPTION	LIBRARY BOOKS & PERIODICALS	SOLE SOURCE
491	INSTRUMENT & SUPPLY SOL	\$ 64,145	NORMN	CEES SPONSORED	ELECTRICAL EQUIPMENT	EQUIPMENT	SOLE SOURCE
492	JACKSON LABORATORY	\$ 51,462	OUHSC	GEROSCIENCES	RESEARCH SUPPLIES	LAB/MEDICAL/RESEARCH SUPPLY	SOLE SOURCE
493	JOHN A MARSHALL COMPANY	\$ 151,783	NORMN	ENGINEERING DEAN	FURNITURE	FURNITURE	COMPETED
494	KCR WELDING INC	\$ 494,965	NORMN	ELEC & COMP ENG ARRC GRANTS	HPRT TRUCK BESPOKE FABRICATION	LAB / MEDICAL / RESEARCH EQUIPMENT	COMPETED
495	LAERDAL MEDICAL CORP	\$ 111,742	OUHSC	CLINICAL SKILLS EDUCATION & TESTING CENTER	MANIKINS & ACCESSORIES	LAB/MEDICAL/RESEARCH EQUIPMENT	SOLE SOURCE
496	LATINO COMMUNITY DEVELOPMENT AGENCY	\$ 113,712	OUHSC	DEPARTMENT OF PEDIATRICS	SAFECARE SERVICES	NON-PROFESSIONAL SERVICES	SOLE SOURCE
497	LIFE TECHNOLOGIES CORPORATION	\$ 51,374	OUHSC	DEPT OF PEDIATRICS	VARIOUS HUMAN RNA	LAB/MEDICAL/RESEARCH SUPPLY	COMPETED
498	LOCKHEED MARTIN SPACE SYSTEMS COMPANY	\$ 66,002,232	NORMN	GEOSTATIONARY CARBON CYCLE	RESEARCH SUBCONTRACT, LOCKHEED MARTIN	EQUIPMENT	SOLE SOURCE
499	MACHINE TOOL SPECIALTIES LLC	\$ 110,470	NORMN	PHYSICS & ASTRONOMY	VERTICAL MACHINING CENTER	LAB / MEDICAL / RESEARCH EQUIPMENT	SOLE SOURCE
500	NATIONAL OPINION RESEARCH CENTER	\$ 185,677	OUHSC	DEPARTMENT OF PEDIATRICS	DEVELOP SUICIDE PREVENTION RESOURCES	NON-PROFESSIONAL SERVICES	SOLE SOURCE
501	NEW WORLD NOW	\$ 461,076	NORMN	CTR EARLY CHILDHOOD PROF DE	PROFESSIONAL DEVELOPMENT PROGRAM	PROFESSIONAL SERVICES	SOLE SOURCE
502	NOT YOUR AVERAGE JOE INC	\$ 300,000	NORMN	NATL CTR DISABILITY EDUC & TR	WORKPLACE TRAINING FOR DISABLED	PROFESSIONAL SERVICES	SOLE SOURCE
503	PRAXIS ENGAGING IDEAS	\$ 57,000	NORMN	EDUC TECH ASSISTANCE SVCS	PROFESSIONAL LEARNING SESSIONS	PROFESSIONAL SERVICES	SOLE SOURCE
504	PRAXIS ENGAGING IDEAS	\$ 63,875	NORMN	EDUC TECH ASSISTANCE SVCS	PROFESSIONAL DEVELOPMENT PROGRAM	PROFESSIONAL SERVICES	SOLE SOURCE

EXHIBIT F

505	PROFESSIONAL DATA ANALYSTS INC	\$ 270,450	OUHSC	COLLEGE OF PUBLIC HEALTH	EVALUATION OF OK TSET HELPLINE	NON-PROFESSIONAL SERVICES	SOLE SOURCE
506	RANDOLPH TOWERS ASSOCIATES II LC LLC	\$ 62,340	NORMN	JOURNALISM DEAN	APARTMENT LEASE FOR JOURNALISM STUDENTS	MISCELLANEOUS FEES	COMPETED
507	RTI INTERNATIONAL	\$ 65,700	OUHSC	COLLEGE FO PUBLIC HEALTH	PROVIDE SIMULATION MODELING TECHNICAL ASSISTANCE	NON-PROFESSIONAL SERVICES	SOLE SOURCE
508	SARGENTSON,CAROLYN JANE	\$ 75,540	NORMN	MUSEUM OF ART	WORKSHOPS AND COACHING SESSIONS	PROFESSIONAL SERVICES	SOLE SOURCE
509	SOUTHWEST SOLUTIONS GROUP INC	\$ 244,423	NORMN	OMNH RESEARCH	SPECIMEN MOBILE STORAGE	LAB / MEDICAL / RESEARCH EQUIPMENT	COMPETED
510	STONE CREEK HOTEL AND CONFERENCE CENTER	\$ 159,304	NORMN	NATL RESOURCE CTR YOUTH SVCS	TRAINING PROGRAM DISABLED STUDENTS	CONFERENCE / SPECIAL EVENTS	COMPETED
511	STONE CREEK HOTEL AND CONFERENCE CENTER	\$ 230,887	NORMN	NATL RESOURCE CTR YOUTH SVCS	HOTEL LODGING & TRAINING	CONFERENCE / SPECIAL EVENTS	COMPETED
512	STROP INSIGHTS LLC	\$ 50,250	NORMN	JOURNALISM DEAN	SSUPPORT IN THE GENERATION OF SYNDICATED RESEARCH REPORTS	PROFESSIONAL SERVICES	SOLE SOURCE
513	TODAYS THERAPY SOLUTIONS	\$ 54,000	OUHSC	DEPARTMENT OF PEDIATRICS	THERAPEUTIC AND CONSULTATION SERVICES	PROFESSIONAL SERVICES	SOLE SOURCE
514	UNIVERSITY CORP FOR ATMOSPHERIC RESEARCH	\$ 156,698	NORMN	SCHOOL OF METEOROLOGY (SOM)	TROPOPAUSE POLAR VOTICES AND ARCTIC PREDICTABILITY	LAB / MEDICAL / RESEARCH SUPPLY	SUBAWARD
515	UNIVERSITY OF CHICAGO	\$ 70,000	NORMN	SUPERCOMPUTING	SOFTWARE LICENSE/ACCESS	IT PRODUCT / SUPPLY / SERVICE	SOLE SOURCE
516	UNIVERSITY OF NEW MEXICO	\$ 517,970	NORMN	PHYSICS & ASTRONOMY GRANTS	EXPERIMENTAL ROBUSTNESS VS. COMPUTATIONAL COMPLEXITY	PROFESSIONAL SERVICES	SUBAWARD
517	UNIVERSITY OF NORTH TEXAS	\$ 135,748	NORMN	COMPUTER SCIENCE	SUBAWARD	MISCELLANEOUS FEES	SOLE SOURCE
518	VILLAGE TRAVEL	\$ 98,191	NORMN	K-20	PROJECT 10549771, BUSES	VEHICLES / TRANSPORTATION	COMPETED
519	VILLAGE TRAVEL	\$ 200,000	NORMN	K-20	PROJECT 10549831, BUSES	VEHICLES / TRANSPORTATION	COMPETED
520	WOVENLIFE INC	\$ 86,500	OUHSC	DEPARTMENT OF PEDIATRICS	SERVICES CAREGIVERS	NON-PROFESSIONAL SERVICES	SOLE SOURCE
521	ZSPACE INC	\$ 89,655	NORMN	K-20	LEARNING STATIONS	IT PRODUCT / SUPPLY / SERVICE	SOLE SOURCE
522	Funding Sources: Construction Projects (Bonds, Gifts)						
523	FLINTCO LLC	\$ 465,901	NORMN	ARCHITECTURAL & ENG PROJECTS	GFORMS BOWL STRUCTURAL PROJECT	PROFESSIONAL SERVICES	COMPETED
524	JOHN A MARSHALL COMPANY	\$ 53,801	NORMN	ARCHITECTURAL & ENG PROJECTS	FURNITURE	FURNITURE	COMPETED
525	KSA ENGINEERS INC	\$ 270,654	NORMN	ARCHITECTURAL & ENG PROJECTS	ARCHITECTURAL & ENG PROJECTS	PROFESSIONAL SERVICES	COMPETED
526	MILES ARCHITECTURE LLC	\$ 472,956	NORMN	ARCHITECTURAL & ENG PROJECTS	ARCHITECTURE PROJECT	PROFESSIONAL SERVICES	SOLE SOURCE
527	OKLAHOMA ROOFING & SHEET METAL LLC	\$ 595,919	OUHSC	FACILITIES MANAGEMENT	URP 840 ROOF PROJECT	CONSTRUCTION	NON-PROFESSIONAL SERVICES

UNIVERSITY OF OKLAHOMA - NORMAN CAMPUS
 STATEMENTS OF NET POSITION
 AS OF SEPTEMBER 30, 2022 AND 2021
 UNAUDITED - MANAGEMENT USE ONLY
 (\$ in thousands)

	<u>9/30/2022</u>	<u>9/30/2021</u>
Assets		
Unrestricted cash and cash equivalents	308,539	258,471
Restricted cash and cash equivalents	32,324	24,987
Accounts receivable, net	144,660	119,035
Leases receivable	29,273	-
Inventories and supplies, at cost	2,515	2,674
Loans to students, net	9,416	10,698
Deposits and prepaid expenses	14,911	18,052
Endowment investments	109,164	89,957
Investments	18,676	23,369
Investments in real estate	220	220
Net OPEB	4,521	901
Capital assets, net	1,850,408	1,696,870
Leases assets, net	13,965	-
Total Assets	<u><u>2,538,592</u></u>	<u><u>2,245,234</u></u>
Deferred Outflows	<u><u>92,923</u></u>	<u><u>165,397</u></u>
Liabilities		
Accounts payable and accrued expenses	56,472	44,477
Accrued interest payable	9,116	7,771
Deposits held in custody for others	6,640	1,566
Accrued compensated absences	30,687	30,126
Retirement plan liability	5,819	8,965
Net pension liability	181,520	380,147
Total OPEB liability	158,171	178,747
Unearned revenue	53,967	72,425
Federal loans liability	7,504	9,131
Other financing arrangements	40,785	39,502
Leases payable	13,960	-
Revenue bond payable	1,019,955	890,950
Total Liabilities	<u><u>1,584,596</u></u>	<u><u>1,663,808</u></u>
Deferred Inflows	<u><u>226,732</u></u>	<u><u>81,998</u></u>
Net Position		
Net Position	<u><u>820,187</u></u>	<u><u>664,825</u></u>
Total Net Position	<u><u>820,187</u></u>	<u><u>664,825</u></u>

UNIVERSITY OF OKLAHOMA - NORMAN CAMPUS
 STATEMENTS OF REVENUES, EXPENSES, AND CHANGES IN NET POSITION
 FOR THE THREE MONTHS ENDING SEPTEMBER 30, 2022 AND 2021
 UNAUDITED - MANAGEMENT'S USE ONLY
 (\$ in thousands)

	<u>9/30/2022</u>	<u>9/30/2021</u>
Operating Revenues		
Student tuition and fees (net of scholarship allowances)	189,393	185,672
Federal grants and contracts	40,937	37,430
State grants and contracts	14,841	14,390
Private grants and contracts	2,169	4,007
Sales and services of auxiliary enterprises:		
Housing and food service revenues	14,485	11,281
Net athletic revenues	20,598	25,078
Other	8,222	8,391
Other revenues	7,621	10,330
Total operating revenues	<u>298,266</u>	<u>296,578</u>
Operating Expenses		
Compensation and benefits	145,096	140,723
Contractual services	56,624	59,458
Supplies and materials	11,203	8,803
Depreciation	20,274	20,243
Utilities	11,419	10,775
Communication	2,608	1,710
Scholarships	9,620	13,871
Travel	6,390	1,769
Other expenses	12,155	5,907
Total operating expenses	<u>275,389</u>	<u>263,259</u>
Operating gain	22,878	33,319
Nonoperating Revenues and (Expenses)		
State appropriations	34,685	33,499
State on-behalf payments	2,458	3,375
Federal grants and contracts	13,566	18,578
State grants and contracts	10	60
Private gifts	25	4,770
Interest on indebtedness	(9,241)	(7,779)
Investment income/(loss)	(4,690)	1,476
Endowment income	3,152	4,425
Net nonoperating revenues and (expenses)	<u>39,965</u>	<u>58,404</u>
Income before other revenues, (expenses), gains, or (losses)	62,842	91,723
Other Revenue, Expenses, Gains or Losses		
Federal grants and contracts for capital projects	-	-
State appropriations for capital projects	-	-
Private gifts for capital assets	-	-
State school and land funds	2,107	1,902
On-behalf payments for OCIA capital leases	848	1,265
Additions to permanent endowments	(262)	-
Total other revenue, (expenses), gains, or (losses)	<u>2,693</u>	<u>3,167</u>
Change in Net Position	<u>65,535</u>	<u>94,890</u>

OU HEALTH SCIENCES CENTER
STATEMENTS OF NET POSITION
AS OF SEPTEMBER 30, 2022 AND 2021
UNAUDITED - MANAGEMENT'S USE ONLY
(\$ in thousands)

	9/30/2022	9/30/2021
Assets		
Unrestricted cash and cash equivalents	632,841	610,490
Restricted cash and cash equivalents	19,203	19,012
Accounts receivable, net	123,368	181,114
Lease receivable	28,884	-
Inventories and supplies, at cost	1,050	6,641
Loans to students, net	7,600	7,462
Deposits and prepaid expenses	5,391	5,093
Endowment investments	52,505	54,950
Investments	172,178	180,158
Investments in real estate	2,025	2,025
Net OPEB	4,188	324
Capital and lease assets, net	584,941	577,308
Total Assets	1,634,174	1,644,577
Deferred Outflows	84,174	148,243
Liabilities		
Accounts payable and accrued expenses	77,623	78,755
Unearned revenue	7,618	47,857
Accrued interest payable	1,090	1,182
Deposits held in custody for others	4,934	730
Lease liability	931	-
Accrued compensated absences	31,125	37,806
Net pension liability	164,036	312,230
Total OPEB liability	111,909	140,723
Federal loans liability	7,585	7,621
Capital lease payable	12,422	14,452
Revenue bonds payable	117,300	124,124
Total Liabilities	536,573	765,480
Deferred Inflows	185,184	65,617
Net Position		
Net Position	996,591	961,723
Total Net Position	996,591	961,723

OU HEALTH SCIENCES CENTER
STATEMENT OF REVENUES, EXPENSES AND CHANGES IN NET POSITION
FOR THE THREE MONTHS ENDING SEPTEMBER 30, 2022
UNAUDITED - MANAGEMENT'S USE ONLY
(\$ in thousands)

Operating Revenues	9/30/2022	9/30/2021
Student tuition and fees (net of scholarship allowances)	35,877	32,214
Patient care	15,483	14,675
Pharmaceutical sales	20,213	29,933
Federal grants and contracts	27,224	27,309
State grants and contracts	19,455	16,290
Private grants and contracts	58,256	99,619
Sales and services of educational activities	457	449
Sales and services of auxiliary enterprises:		
Steam and Chill	2,825	2,317
Other	10,958	16,709
Other revenues	4,442	3,765
Total operating revenues	195,190	243,280
Operating Expenses		
Compensation and benefits	143,147	185,805
Contractual services	23,891	27,033
Supplies and materials	22,511	33,864
Depreciation	7,364	6,762
Utilities	4,701	3,697
Communication	1,287	1,367
Scholarships	1,263	1,170
Other expense	6,887	6,738
Total operating expenses	211,051	266,436
Operating loss	(15,861)	(23,156)
Nonoperating Revenues and (Expenses)		
State appropriations	20,235	22,230
State on-behalf payments	3,596	2,824
Private gifts	1,576	2,413
Interest on indebtedness	(1,104)	(1,197)
Investment income/loss	1,161	2,139
Endowment income	4,627	4,552
Net nonoperating revenues and (expenses)	30,091	32,961
Income before other revenues, (expenses), gains, or (losses)	14,230	9,805
Other Revenue, Expenses, Gains or Losses		
Federal grants and contracts	-	212
State appropriations for capital projects	1,232	1,415
State school land funds	1,000	1,000
OUHPI Capitalization	-	(88,672)
Total other revenue, (expenses), gains, or (losses)	2,232	(86,045)
Change in Net Position	16,462	(76,240)