

JOURNAL OF THE FACULTY SENATE
 The University of Oklahoma (Norman campus)
 Regular session - September 11, 1989 - 3:30 p.m.
 Conoco Auditorium, Neustadt Wing, Bizzell Memorial Library

The Faculty Senate was called to order by Professor Andy R. Magid, Chair.

- PRESENT:** Ahern, Baker, Bauman, Bergey, Christian, Farmer, Fife, Flowers, Foote, Gabert, Goodey, Gudmundson, Harper, Herstand, Hill, Hinson, Jaffe, James, Kenderdine, Kiacz, Knapp, Kutner, Levy, Magid, McManus, Minnis, Moore, Mouser, Nelson, Nicewander, Paolino, Petry, Rideout, Ryan, Salisbury, Sankowski, Schnell, Smith, Striz, Swoyer, Vestal, Ward, Weaver-Meyers, Wedel, White, Zaman, Zelby, Zonana
- PSA (Professional Staff Association) representatives: Barth, Bloomgarden, Boehme
 UOSA representatives: Yeates
- ABSENT:** Blick, Gilje, Hopkins, Stoltenberg

TABLE OF CONTENTS

Announcements:

- Roster of Senate members for 1989-90.....2
- Schedule of regular Senate meetings for 1989-90.....2
- ✓ Fall General Faculty meeting.....2
- Arts & Sciences Dean Search committee.....2
- ✓ Program Review Panel replacement.....2

Disposition by the Administration of Senate actions:

- ✓ Summary of actions for 1988-89.....2
- Sexual orientation discrimination.....2
- Council on Campus Life.....2
- Mid-semester grade reports.....2
- Process for revising the OU Student Code.....3
- Appointments to councils/committees/boards.....3

Remarks by President Richard Van Horn.....3

Senate Chair's Report:

- Presidential appointment.....4
- Sexual harassment consultant.....4
- Meeting with President Van Horn.....5
- ✓ Computer terminal.....5
- ✓ Football.....5

Focus on Excellence: Duane Stock.....6

- Election, councils/committees/boards.....6
- Report on faculty salaries by Faculty Compensation Committee Chair....6
- Report on FY90 budget by Budget Council Chair.....7
- Recommendations on two-for-one nominations by Committee on Committees.8

APPROVAL OF JOURNAL

The Senate Journal for the regular session of May 1, 1989, was approved.

ANNOUNCEMENTS

The Chair introduced the new members of the Faculty Senate. The roster of Senators for 1989-90 is attached (Appendix I).

The regular meetings of the Faculty Senate for 1989-90 will be held at 3:30 p.m. in the Conoco Auditorium on the following Mondays: September 11, October 16, November 13, December 11, January 15, February 12, March 5, April 9, and May 7.

The Faculty Senate planning/discussion sessions will be held September 18-22. The purpose of these sessions is to identify issues that the Senate should address. A sign-up sheet was circulated during the meeting so that all Senators could sign up to attend at least one of the one-hour sessions.

The Fall General Faculty meeting will be Thursday, October 5, at 3:30 p.m. in room A235 of the Energy Center. President Van Horn will be the guest speaker. [Note that this meeting was originally scheduled for October 19.]

The Senate Executive Committee nominated Professors David Huettner (Economics) and Claude Duchon (Meteorology) for the faculty-at-large position on the Arts & Sciences Dean Search Committee. Prof. Duchon was selected to serve on the Committee.

The Senate Executive Committee nominated Prof. Keith Busby (Modern Languages, Literature, and Linguistics) to replace Prof. David Morgan (Political Science) on the 1989-90 Academic Program Review Panel (see 4/89 Senate Journal, page 5). [Note that the agenda incorrectly stated that Prof. Morgan replaced Prof. Busby.]

The Senate Executive Committee elected Prof. Peter Kutner as Parliamentarian of the Faculty Senate and General Faculty.

DISPOSITION BY THE ADMINISTRATION OF SENATE ACTIONS

[The summary record of the disposition by the administration of Senate actions for September 1988 to August 1989 is attached (Appendix II).]

On May 17, 1989, the OU Regents disapproved the proposed revisions in the Student Code pertaining to sexual orientation discrimination (see 2/89 Senate Journal, page 5). The recommendation for a policy statement that would apply to faculty and staff members is still under consideration by the ad hoc committee.

On July 14, 1989, Interim President Swank approved an operating document for the Council on Campus Life that contains provisions different from those endorsed by the Faculty Senate (see 4/89 Senate Journal, page 5). The Executive Committee and administration are working on resolving the problems.

The proposal for mid-semester grade reports (see 5/89 Senate Journal, page 4) was approved June 5, 1989, by Interim President Swank.

Interim President Swank recommended that no action be taken on the proposal to change the process for revising the OU Student Code (see 5/89 Senate Journal, page 4) until Student Congress has had an opportunity to consider the matter.

The 1:1 nominees for the end-of-the-year vacancies on councils, committees, and boards were approved (see 5/89 Senate Journal, page 3), and the faculty selected by the administration from the 2:1 nominations is attached (Appendix III).

REMARKS BY PRESIDENT RICHARD VAN HORN

Prof. Magid noted that the duties of the President, according to page four of the Faculty Handbook, are as follows: "As the chief executive and academic officer of the University, the President is responsible to the Board of Regents of the University for the administration of the Institution." The one place where there is a specific requirement that the President is obligated to perform is on page 137 of the Faculty Handbook, which states: "The President of the University shall present to the first meeting of the Faculty Senate in each new academic year a general message on the state of the University in which he or she shall give recommendations for the furtherance of the progress of the University." Prof. Magid said the Senate was happy to have Dr. Van Horn present to carry out the one required aspect of his job as President of the University.

Dr. Van Horn said that one of his goals is for OU to become one of the top 20 or 25 universities in the nation within the next five or six years. He said OU should be the dominant University in the state, and to be that, OU must be more effective at drawing students from the northeast portion of the state. He said he believes there should be a broader distribution of students throughout the state, and more graduate students should be recruited.

The President suggested that some portion of OU's research programs should be tailored for the state. Research that benefits Oklahoma will assist the state in achieving a higher level of economic well-being and, in turn, increase the funding for the University. He called for external funding to be at the \$150 million level within five years if OU is to become nationally visible.

Dr. Van Horn said OU should have a large and a strong undergraduate program. He would like the student body to be at about the 20,000 level. Additional recruiting efforts should focus on bringing in good students from a broad distribution, rather than trying to increase the number of National Merit Scholars. His feeling is the number of National Merit Scholars will probably increase because of momentum. He explained that he views the new admission standards as a way to bring in students who have the ability to profit from the education, not as a way to keep anyone out.

The legislature and state regents seem to be committed to improving the state funding, so OU can probably anticipate a fairly consistent increase in state funding over the next five years. With somewhat better organization the University should be able to raise \$30 million a year in private funding. Another source of funds for the University will come from a steady increase in research, grants, and contract funding. Other sources of funding are internal reallocations. By cutting back in certain areas within

the University, more money can be directed into high priority academic programs. President Van Horn will be talking with administrators to determine what can be given up. He suggested the number of University automobiles as one area that could be examined. He said he would like to identify \$5-10 million for academic programs. He told the Senators that he hoped these are the kinds of decisions that they expected him to make to ensure that academic programs are well-supported. He said, "If we can't pay competitive salaries, if we can't solve faculty salary compression problems, then we can't be one of the 20 great universities in the state."

To make sure OU is visible and well-represented in Tulsa, President Van Horn has decided to place a development officer and admissions officer at the College of Medicine in Tulsa. He will probably combine admissions, financial aids, and student recruiting in a single organization. He plans to enhance graduate recruiting by adding more scholarships. To facilitate research, Dr. Van Horn would like to allot incentive money to some research areas by providing matching funds for equipment.

During the question and answer period, Prof. Weaver-Meyers asked whether Dr. Van Horn considered the library as an academic program. Dr. Van Horn said many different things go in to make up the academic program. His first priority is faculty size and faculty salaries; second is faculty support, secretarial support, and departmental operating expense support; third is libraries and computing; and fourth is academic support services, such as admissions, that help attract students. When asked about OU's participation in the University Center at Tulsa by Prof. Moore, President Van Horn said he expects the role of OU and OSU to increase and the role of Langston and Northeastern State to remain about the same at UCT. He said he understood that it would take funding away from the Norman Campus, but that over time it should generate additional state funding. He has asked Provost Wadlow to allocate additional funding to increase OU's participation in Tulsa and also to get authorization for additional teaching there. He also would like to get more visibility out of the OU College of Medicine in Tulsa. That is part of his strategy for OU to be seen as serving the entire state and being interested in the entire state.

SENATE CHAIR'S REPORT

Prof. Magid reported on the following items:

"Presidential Appointment. The day after our final Senate meeting of the Spring semester of 1989, the University of Oklahoma Board of Regents named Dr. Richard L. Van Horn the 12th President of the University. Dr. Van Horn officially began his duties Monday morning July 17; his very first action that day was a 7:30 a.m. breakfast meeting with the Executive Committees of the Norman Campus and Health Sciences Center Campus Faculty Senates. I trust that the symbolism of the timing of this meeting will be appreciated by this Senate.

"Sexual harassment consultant. On August 22, the Executive Committee of the Senate met with Dr. Sue Rosser, Director of Women's Studies at the University of South Carolina and a consultant on sexual harassment, over lunch hosted by Provost Wadlow. Dr. Rosser called the Committee's attention to the unusually high attrition rate for female faculty at the University of Oklahoma. She also discussed with the Committee policies in place at other Universities governing the propriety of faculty members acting in a

supervisory capacity over students or other faculty to whom they are bound by ties of affection. Finally, general issues regarding discrimination against women and sexual harassment were also discussed. For convenience, I will refer to all of these matters as pertaining to the climate for women on campus. It's likely that Provost Wadlow will be asking for Senate advice on policies and programs regarding improving this climate. I'd like to ask that you all consult your colleagues about the climate for women on campus and bring their concerns to the small group agenda-setting sessions next week.

"Meeting with President Van Horn. Dr. Van Horn resumed the University's tradition of meeting monthly with the Faculty Senate Executive Committee with a meeting held August 31. Topics discussed included Incentives for Sponsored Research, the Campus Master Plan, Library Funding, the Council on Campus Life, and other matters of mutual interest. I'd especially like to discuss sponsored research. Your Executive Committee is, of course, supportive of Dr. Van Horn's ambitious goal to increase sponsored research and training grants by \$90 million dollars University-wide over the next five years. It is the \$150 million dollars he told us about this afternoon and is \$90 million dollars more than the \$60 million dollars that the University is currently producing. We also want to make sure that the impact that the effort towards these goals has on personnel decisions, like tenure, promotion, and salary increases, and on setting academic program priorities takes due cognizance of faculty concerns. Fifteen years ago the University administration began to require peer-reviewed publications or creative activity as a necessary requirement for tenure and promotion. The Faculty Senate of those days, in expressing their honest concern that these new requirements not negate traditional faculty prerogatives necessary for academic freedom, appeared to some to oppose the idea that peer-reviewed publication or creative effort is an expected outcome of serious scholarship. We need to be careful to avoid such appearances in our discussion of incentives for sponsored research. Regarding academic program priorities, we have the recent explosion in the number of endowed chairs and professorships as an example. We're all grateful to the generous donors of these important academic assets and to the professional and volunteer development staff that brought these projects to fruition. I think it's also fair to say that the choice of chair projects has basically reflected the interests of donors and development staff. Similarly, one wonders to what extent the interests of sponsoring agencies will be reflected in our academic program priorities. Again, I hope that you'll consult your colleagues on these matters and raise their concerns in the small group sessions.

"Computer Terminal. University Computing Services has supplied the Senate Office, Room 406 of the Union, with a terminal into the 3081 and a TSO account. We are collecting Senator's e-mail addresses and hope to begin electronic distribution of some Senate communications. Please fill out the e-mail address forms and return them to us so we can begin this project.

"Football. Finally, on a lighter note, I want to report on my experience during the week of September 2 as a Faculty Guest of the Football Program. I visited a practice, several team meals, and joined them on the sideline for a game. I can report that (a) post game locker room conversation is subdued by, say, Faculty Fieldhouse standards; and (b) I unexpectedly found team meals to be much quieter than I recalled from college cafeteria experiences, until it was pointed out to me that most of these young men are pretty serious about their eating; (c) Football coaches (unlike players or Faculty guests) eat mounds of scrambled eggs and thick rare steaks for

breakfast on game days; and (d) that a person of average height can see very little standing on the sideline behind the football team. Actually, I found the experience quite useful. We all know what Dr. Tom Hill (who was my host for this experience) has done to systematize the academic support system for scholarship athletes. Dr. Hill is now also in charge of the athletic dormitories, and we can expect similar improvement in the dormitory living environment. I'm mentioning all of this so that I can say, should Dr. Hill contact you about being a Faculty Guest of an athletic program, please at least consider accepting his invitation."

FOCUS ON EXCELLENCE: DUANE STOCK

Prof. Roger Rideout, Senate Chair-Elect, focused on Professor Duane Stock, who joined OU's Division of Finance in 1979. Since his arrival here at OU, Professor Stock's research has centered on helping the banking and finance industries more accurately assess the percentage rate of risk. By improving the means to determine the risk banks confront in loaning money at a particular percentage rate, Professor Stock is helping managers fund loans more soundly. In 1981 and 1987 his research was aided by fellowships from OU, and in 1986 the Prochnow Foundation at the University of Wisconsin at Madison and the Graduate School of Banking associated with that school awarded him a grant to calculate the differences in yields on bonds instead of loans. The outcome of this project will help banks protect themselves against the economic changes that have contributed to so many bank closings and so many savings and loan foreclosures recently. In the troubled area of banking Professor Stock is a leader in the national effort to minimize these kinds of problems and to establish a stronger fiscal base for banking operations.

ELECTION, COUNCILS, COMMITTEES, AND BOARDS

The Senate approved the Committee on Committees nominations to fill vacancies on University and Campus Councils, Committees, and Boards (Appendix IV).

FINAL REPORT ON FACULTY SALARIES BY PROF. RYAN DOEZEMA, CHAIR OF THE SENATE COMMITTEE ON FACULTY COMPENSATION

Prof. Doezema explained that the report is divided into two sections (Appendix V). The first section is a summary of the Fall 1988 interim report, which documents the low faculty salaries at OU relative to peer institutions and the decline in the number of faculty since 1984. The second section is a follow-up of two concerns raised by the Faculty Senate: (A) a substantial jump in the M & O share of the E & G budget and a decline in the staff salary share of the E & G budget from 1985/86 to 1986/87; and (B) the ranking of administrative salaries at OU relative to peer institutions. The M & O jump and staff salary decline were caused by an internal shift of funds in the Administrative Affairs area. The salaries of selected administrators also lag peer institutions but not as much as do the faculty salaries. New figures not included in the report show that for 1988-89 the salaries of 33 top-level OU administrators are 6% below the average in the Big 8 and Big 10, while OU faculty salaries are 18% below.

REPORT BY PROF. JAY SMITH, CHAIR OF THE BUDGET COUNCIL, ON THE FY90 BUDGET

Prof. Smith presented a report on the budget for the current fiscal year (Appendix VI). For FY90 the E & G budget for the Norman Campus, which includes the Law Center and the Oklahoma Geological Survey, is about \$118,858,980. That is an increase over last year's budget, which was \$105,952,355. Including agency special funds and sponsored research, the budget for this year is \$229,666,781.

The E & G budget increased by \$13 million--\$8.1 million in centrally allocated revenues and \$4.9 in designated revenues. Designated revenues are revenues that are generated by a department or budget unit and are earmarked for a particular purpose, for example, Continuing Education & Public Service. The \$8.1 million increase in centrally allocated sources of revenues--\$5.6 million in state appropriations and \$2.3 million in tuition--was distributed as follows: \$4.25 million for salary and wage increases; \$2.5 million for new positions, including 22 new faculty positions; \$780,000 for M & O increases; and \$600,000 for other areas such as fringe benefits. The total state appropriation for the Main Campus was about 17% of the total higher education appropriation, compared to 17.2% for FY89 and 17.1% for FY88. Thus, OU is receiving more funds but a lower share. Tuition revenue was based on an anticipated decrease of approximately 450 students, whereas the actual decrease was more than that. With regard to the salary increases for faculty, the main campus received a 5.4% increase and the Law Center an 8% increase.

Prof. Smith reported that the Budget Council was concerned that only one of its eight recommendations from last year was accepted by the administration, and that was a recommendation extending appreciation to Interim President Swank for his careful and timely consideration of Council actions. He said he believed it would take more than a recommending body to get the recommendations implemented or accepted. The other Council recommendations concerned the following issues: (a) Too many satisfactory performance raises are being called merit raises; (b) The percentage of Section 13 funds available for the Norman Campus has been eroding. The Norman Campus allocation of Section 13 funds should be increased because the majority of the students, faculty, and buildings (most of which were erected before 1971) are on the Norman Campus; and (c) if the increase in the FY90 state appropriation to higher education were over \$30 million, the additional funds allocated to OU should go to faculty and staff salary increases.

Prof. Zelby asked whether faculty administrators are classified as faculty or staff. Prof. Doezema said he believed they were classified as staff. Prof. Zelby said the Chronicle of Higher Education Almanac [September 6 issue] lists OU faculty salaries as third from the bottom for public institutions in the U.S. Prof. Magid noted that in the summer issue of the Journal of Higher Education OU is #100 in average compensation, adjusted for cost-of-living, and the list includes institutions that are not doctoral.

Prof. Nicewander said he had received a memo during the summer indicating that funds available to the Research Council this year would be reduced by about \$250,000. He asked if that was still true. Prof. Schnell said it was his understanding that the money was restored late in the summer. [Note: The restoration is one-time money.] Prof. Magid explained that Prof. William Shelton (Zoology), Chair of the Research Council, would have a report at the November Faculty Senate meeting on that issue.

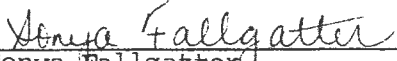
Prof. Christian asked whether Prof. Smith had any information on the distribution of merit raises for faculty. Prof. Smith said he did not have that information. Prof. Magid thanked Professors Doezema and Smith for their reports.

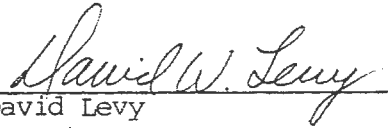
COMMITTEE ON COMMITTEES' RECOMMENDATIONS ON TWO-FOR-ONE NOMINATIONS

Prof. Rideout, Chair-Elect and Chair of the Committee on Committees, presented a recommendation requesting President Van Horn to reduce the number of committees for which the Senate is required to provide two nominations per vacancy. Currently, there are 24 such committees; the proposal is to change 16 of those to one-for-one status. Also contained in the report is a suggestion that Chairs/Directors/Deans be encouraged to nominate a wider spectrum of faculty for councils and committees, because many individuals have not served on a council or committee in at least ten years. Prof. Ryan noted that, having served on the Committee on Committees in the past, he wondered whether the committees should be reviewed periodically to determine whether it is necessary for the Senate to submit nominations for the positions. He cited as an example the Bass Memorial Scholarship, which requires one faculty member each from Economics and Political Science. The Senate will vote on the report at next month's meeting. (The report is available from the Senate office.)

ADJOURNMENT

The meeting adjourned at 4:50 p.m. The next regular session of the Senate will be held at 3:30 p.m. on Monday, October 16, 1989, in the Conoco Auditorium.


 Sonya Fallgatter
 Administrative Coordinator


 David Levy
 Secretary

Norman Campus Faculty Senate
 Oklahoma Memorial Union, Room 406
 325-6789
 WA0236@uokmvsu.bitnet

The University of Oklahoma
Faculty Senate (Norman campus)
 1989-90

Andy Magid (Mathematics) - Chair
 David Levy (History) - Secretary

<u>Senators</u>	<u>Representing</u>	<u>Term</u>
Harm, Nickolas (Architecture)	Architecture	1989-92*
McManus, William (Architecture)	Architecture	1987-90
Christian, Sherril (Chemistry & Biochem.)	Arts & Sciences	1989-92*
Farmer, John (Zoology)	Arts & Sciences	1987-90
Fife, James (MLL&L)	Arts & Sciences	1988-91
Gabert, Trent (HPER)	Arts & Sciences	1988-91
Gilje, Paul (History)	Arts & Sciences	1989-92*
Goodey, Paul (Mathematics)	Arts & Sciences	1988-91
Gudmundson, Lowell (History)	Arts & Sciences	1988-91
Hinson, Bruce (Journalism & Mass Comm.)	Arts & Sciences	1988-90
Hopkins, Penny (Zoology)	Arts & Sciences	1989-92*
Jaffe, David (Journalism & Mass Comm.)	Arts & Sciences	1989-92*
James, Thomas (Political Science)	Arts & Sciences	1989-91**
Minnis, Paul (Anthropology)	Arts & Sciences	1988-90
Nicewander, Alan (Psychology)	Arts & Sciences	1987-90
Petry, Robert (Physics & Astronomy)	Arts & Sciences	1989-92*
Ryan, Stewart (Physics & Astronomy)	Arts & Sciences	1987-90
Sankowski, Edward (Philosophy)	Arts & Sciences	1988-91
Swoyer, Chris (Philosophy)	Arts & Sciences	1989-92*
Vestal, Bedford (Zoology)	Arts & Sciences	1987-90
Ward, Wanda (Psychology)	Arts & Sciences	1989-92*
Wedel, Kenneth (Social Work)	Arts & Sciences	1988-91
White, Luther (Mathematics)	Arts & Sciences	1989-92*
Zonana, Joyce (English)	Arts & Sciences	1987-90
Flowers, Marilyn (Economics)	Business Administration	1989-92*
Kenderdine, James (Marketing)	Business Administration	1987-90
Knapp, Chris (Accounting)	Business Administration	1989-91
Mouser, James (EAP)	Business Administration	1988-91
Smith, Jay (Ed. Psych.)	Education	1987-90
Stoltenberg, Cal (Ed. Psych.)	Education	1988-91
Bergey, Karl (AME)	Engineering	1987-90
Blick, Edward (PGE)	Engineering	1988-91
Foote, Bobbie (IE)	Engineering	1989-92*
Striz, Alfred (AME)	Engineering	1989-92*
Zaman, Musharraf (CEES)	Engineering	1989-92*
Zelby, Leon (EECS)	Engineering	1987-90
Herstand, Ted (Drama)	Fine Arts	1989-92**
Kiacz, Daniel (Art)	Fine Arts	1988-91
Nelson, Joy (Music)	Fine Arts	1988-91
Paolino, Ray (Drama)	Fine Arts	1989-92*
Rideout, Roger (Music)	Fine Arts/ <u>Chair-Elect</u>	1987-90
Ahern, Judson (Geology & Geophysics)	Geosciences	1988-91
Harper, Charles (Geology & Geophysics)	Geosciences	1989-92*
Salisbury, Neil (Geography)	Geosciences	1988-91
Hill, Anita (Law)	Law	1988-91
Kutner, Peter (Law)	Law	1989-92**
Moore, Allen (Naval Science)	Provost Direct - ROTC	1988-91
Weaver-Meyers, Patricia (Univ. Libraries)	Provost Direct - Library	1987-90
Schnell, Gary	Graduate College	1989-92*
Baker, Marvin (Geography)	Liberal Studies	1987-90

* New member

** Re-elected member

RECORD OF DISPOSITION BY ADMINISTRATION OF FACULTY SENATE RECOMMENDATIONS
(September, 1988 - August, 1989)

Number	Date of Senate mtg.	Item*	Origin	Disposition, Date
1	9-19-88	Faculty replacements, councils/committees	Senate	Appointed, 11/4/88
2	9-19-88	Faculty nominations, 1988-89 Program Review Panel	Provost's office	Appointed, 9/27/88
3	9-19-88	Policy on ethics (conflict of interest)	President's office	Revised policy approved by OU Regents 10/13/88
4	9-19-88	Admission standards proposed by Eliason Task Force [see #7]	President's office	Acknowledged, 10/6/88
5	10-17-88	Faculty replacements, councils/committees	Senate	Appointed, 11/4/88
6	11-14-88	Faculty replacements, councils/committees	Senate	Appointed, 1/6/89
7	11-14-88	Administration's 10/31/88 admission standards [see #4]	President's office	Modified standards approved by State Regents 12/5/88
8	11-14-88	Resolution on facilities planning	Senate	Approved in part, 12/23/88
9	11-14-88	Employment Benefits Committee ex officio membership	Senate & Personnel	Approved except for Faculty Welfare Comm. member, 2/23/89
10	11-14-88	Abolishment of the OU-Texas holiday	Senate	Awaiting input from UOSA, 11/29/88
11	11-14-88	Usefulness and continuation of <u>OU Update</u>	President's Office	VP Univ. Affairs to consider modifying, 1/10/89
12	11-14-88	Faculty Compensation Comm. faculty salaries interim report	Senate	Acknowledged, 12/5/88
13	12-13-88	Proposal for a Council on Campus Life [see #24]	Senate	Awaiting input from EEC and UOSA, 1/5/89
14	1-16-89	Resolution commending State Regents	Senate	Acknowledged, 1/27/89
15	1-16-89	Faculty replacements, councils/committees	Senate	Appointed, 1/27/89
16	2-13-89	Faculty replacements, councils/committees	Senate	Appointed, 2/22/89
17	2-13-89	Policies pertaining to sexual orientation discrimination	Senate	Rec. 1 disapproved by OU Regents, 5/17/89; Rec. 2 in committee
18	2-13-89	Resolution on athletic programs	Senate	Acknowledged, 2/22/89
19	3-13-89	Faculty replacements, councils/committees	Senate	Appointed, 4/25/89
20	3-13-89	Division by campus of Section 13/new college funds	Senate	Opposed to allocation based on student body, 3/17/89
21	3-13-89	University-wide general education requirements	President's office	Approved by OU Regents, 6/15/89
22	3-13-89	FS to review any substantive changes in general education	Senate	Forwarded to OU Regents, 3/17/89
23	4-10-89	Faculty nominations, 1989-90 Program Review Panel	Provost's office	Appointed, 4/20/89
24	4-10-89	Compromise proposal for a Council on Campus Life [see #13]	Senate	Recommendation of VP Student Affairs approved, 7/14/89
25	5-1-89	Mid-semester grade reports	Provost's office	Approved, 6/13/89
26	5-1-89	Change in the process for revising the OU Student Code	Senate	Awaiting input from UOSA, 5/22/89
27	5-1-89	End-of-year faculty replacements, councils/committees	Senate	Appointed, 7/7/89

*Full text of recommendation can be found in Senate Journal for date indicated at left

SELECTIONS FROM 2:1 FACULTY SENATE NOMINEES
FOR COUNCILS/COMMITTEES/BOARDS (Spring 1989)

ACADEMIC REGULATIONS COMMITTEE: (1989-93)
Fred Miller (Law)
Avraham Scherman (Educ. Psych.)

ATHLETICS COUNCIL: (1989-92)
Douglas Montgomery (Naval Science)
Jay Smith (Educational Psychology)

CAMPUS DISCIPLINARY COUNCIL I: (1989-91)
John Albert (Mathematics)

CAMPUS DISCIPLINARY COUNCIL II: (1989-91)
Frank Seto (Zoology)

CAMPUS TENURE COMMITTEE: (1989-92)
Sean Daniel (Music)
Teree Foster (Law)
Richard Tersine (Management)

CLASS SCHEDULE COMMITTEE: (1989-93)
Thomas Hill (Mathematics)
M. Zaman (CEES)

COMMENCEMENT COMMITTEE: (1989-92)
William Bauman (Architecture)
M. Zaman (CEES)

COMPUTING ADVISORY COMMITTEE: (1989-92)
Sudarshan Dhall (EECS)
Joel Dietrich (Architecture)
Mark Gillett (Law)

EMPLOYMENT BENEFITS COMMITTEE: (1989-93)
Russell Mathis (Music)

ENERGY CONSERVATION COMMITTEE: (1989-91)
Murad Ozaydin (Mathematics)

EQUAL OPPORTUNITY COMMITTEE: (1989-92)
Donna Nelson (Chemistry/Biochemistry)

FACULTY AWARDS AND HONORS COUNCIL:
David Etheridge (Music) (1989-92)
Joakim Laguros (CEES) (1989-92)
George Henderson (Human Relations) (1987-90 term of Richard Gipson)

FILM REVIEW COMMITTEE: (1989-91)
Vassilios Theodoracatos (AME)

GRADUATE ASSISTANTS APPEALS BOARD: (1989-91)
Richard Cifelli (Zoology)

INTRAMURAL COMMITTEE: (1989-92)
Alan Velie (English)

LEGAL PANEL: (1989-92)
Theodore Roberts (Law)
Robert Smith (Law)

PATENT ADVISORY COMMITTEE: (1989-92)
Akhtar Khan (AME)
Bruce Roe (Chemistry/Biochemistry)

UNIVERSITY JUDICIAL TRIBUNAL: (1989-91)
Stan Eliason (Mathematics)
Joyce Palomar (Law)

UNIVERSITY LIBRARIES COMMITTEE: (1989-92)
Frances Ayres (Accounting)
Pat Eidson (Architecture)
James Estes (Botany/Microbiology)

UNIVERSITY RECREATIONAL SERVICES ADVISORY COMMITTEE: (1989-91)
Brent Gordon (Mathematics)

A. Index IV

FACULTY SENATE NOMINEES FOR COUNCILS/COMMITTEES/BOARDS, September 1989

Athletics Council (2:1)

to complete the 1988-91 term of Joseph Rodgers:

Kevin Saunders (Law)
Alan Velie (English)

Campus Tenure Committee (2:1)

to complete the 1987-90 term of R. Doug Elmore:

Charles Bert (AME)
Melvin Platt (Music)

Campus Tenure Committee (2:1)

to complete the 1988-91 terms of Robert Nye and Roland Lehr:

Frances Ayres (Accounting)
Sub Gollahalli (AME)
Tillman Ragan (Educational Psychology)
Michael Rogers (Music)

Commencement Committee (2:1)

to complete the 1987-90 term of Joanna Rapf:

Ralph Hummel (Political Science)
Roger Zarnowski (Mathematics)

Computing Advisory Committee (2:1)

to complete the 1987-90 term of Richard Mallinson:

Ronald Cox (AME)
H. Wayland Cummings (Communication)

Equal Opportunity Committee (2:1)

to complete the 1989-92 term of Donna Nelson:

Vivien Ng (History)
Jerlene Reynolds (Architecture)

Faculty Advisory Committee to the President (1:1)

to complete the 1988-90 terms of Jeanne Howard and Donna Nelson:

George Henderson (Human Relations)
Judith Lewis (History)

Faculty Appeals Board (1:1)

4 positions with 4-year terms (1989-93):

N. Jack Kanak (Psychology)
Eldon Matlick (Music)
Virginia Milhouse (Human Relations)
William Sutton (AME)

Faculty Appeals Board (1:1)

to complete the 1988-92 terms of Fred Batt and Joseph Rarick:

Philip Lujan (Communication)
Walter Wei (Mathematics)

Faculty Appeals Board (1:1)

to complete the 1987-90 term of Allen Knehans:

Marjory Cornelius (Music)

Investigative Council on Sexual Harassment (1:1)

to complete the 1987-90 term of Sally Jackson:

Jill Dobriner (English)

Legal Panel (2:1)

to complete the 1987-90 term of Judith Maute:

Jerry Parkinson (Law)
Robert Spector (Law)

Research Council (1:1) [humanities & arts]

to complete the 1987-90 term of Ronald Schleifer:

Helga Madland (Modern Languages, Lit. and Ling.)

Rhodes Scholarship Selection Committee (1:1)

to complete the 1986-91 term of Sally Jackson:

Sandra Ragan (Communication)

University Scholars Selection Committee (1:1)

1 position for 1989-92:

Nim Razook (EAP)

2:1 = The Faculty Senate submits two nominations for each vacant position; selection is made by the President.

FINAL REPORT
FACULTY SENATE COMMITTEE ON FACULTY COMPENSATION
September 1989

This report is divided into two sections. The first summarizes the interim report which we released in November 1988, and the second discusses two follow-up concerns raised by the Faculty Senate.

I. Summary of the November 1988 report.

The interim report presented data (Tables 1 and 2 and Figure 1) which show that, for the years 1980/81 through 1988/89, faculty salaries maintained a nearly constant share of the OU Norman Campus E & G budget and very nearly kept pace with the cost of living. This maintenance of the status quo has resulted in a continued low ranking of faculty salaries at OU relative to a set of peer institutions as well as to a set of AAU universities (Tables 3 and 4). Over the past decade (Figure 2), due to the precipitous decline of total faculty number since 1983, little progress in improving the faculty-student ratio was made.

II. Follow-up issues.

A. M & O anomaly.

Figure 1 shows a substantial jump in the M & O share of the E & G budget from the 1985/86 to 1986/87 budget years. At the same time, the figure shows a decline in the staff salary share of the E & G budget. To investigate this anomaly, the compensation committee obtained Table 5 from the Office of Institutional Research, which shows the M & O budgets by college and unit for the years 1985/86 and 1986/87. It is clear that the M & O increase from 19.5 to 22.8 million dollars is attributable to the 4.0 million dollar increase in the M & O budget of the Administrative Affairs area. Table 6 shows the breakdown of this increase within the Administrative Affairs area. Tables 7 and 8 (taken from the 85/86 and 86/87 OU operating budgets) show, however, that the M & O increase occurred at the expense of the wages and salaries categories within the Administrative Affairs area and did not signify an increase in the total Administrative Affairs budget. Thus both the jump in the M & O budget share as well as the drop in staff salary share seen in Figure 1 were caused by an internal shift of funds in the Administrative Affairs area.

B. Administrative salaries.

In view of the low ranking of OU faculty salaries relative to peer and AAU institutions, it is natural to inquire, as did a number of Faculty Senate members, about the relative ranking of administrative salaries at OU. To examine this question, we make use of Tables 9 and 10, where salaries of selected administrators are compared to equivalent Big Eight salaries (Table 9) and to salaries of a group consisting of Big Eight, Big Ten, and the University of Texas (Table 10).

Of the 35 positions listed in Table 9, there are 16 positions for which the OU salary falls below the Big Eight average and 19 for which the OU salary is higher than the Big Eight average. The total of the 35 OU salaries is 0.4% higher than the total of the 35 corresponding Big Eight average salaries. Although OU is thus at the Big Eight average, it lags behind in the comparison of Table 10. Of the 34 positions, there are 12 for which the OU salary falls in the lowest quartile, 16 for which the OU salary falls in the second quartile, 3 for which the OU salary is in the third quartile, and 3 which fall into the highest quartile. Thus the OU salaries are, in general, well below the median salaries for the group consisting of the Big Eight the Big Ten, and the University of Texas.

It seems clear therefore that the administrative salary structure at OU, while not presenting so bleak a picture as do faculty salaries (Table 4), does not stand out regionally and lags that at Big Ten universities.

Members of the 1988-89 Committee on Faculty Compensation:

Ryan Doezema (Physics & Astronomy), Chair
E. L. Lancaster (Music)
Alan Nicewander (Psychology)
Nim Razook (Environmental Analysis & Policy)
Robert Schlegel (Industrial Engineering)

E & S BUDGET CHANGES
UNIVERSITY OF OKLAHOMA, NORMAN CAMPUS
FY 1981-1989

UNIVERSITY TOTAL

Years	-----Faculty -----		Graduate Assts	Staff	M & O Budget	Total Budget	Annual % Change	Cumulative % Change
	Teaching	Other						
1980-81	\$22,903,910	\$1,976,783	\$2,201,031	\$21,281,632	\$14,824,067	\$63,167,423		
1981-82	26,384,574	2,318,952	2,626,428	26,660,840	16,985,918	74,974,712	18.89%	18.89%
1982-83	31,046,215	2,812,168	3,121,212	32,846,466	20,168,328	89,994,389	20.03	42.47
1983-84	30,968,411	2,889,294	3,126,087	30,531,284	18,782,838	86,297,914	-4.11	38.62
1984-85	30,127,013	2,940,942	3,286,467	28,556,707	18,313,432	83,224,561	-3.56	31.75
1985-86	32,354,723	3,260,758	4,180,886	32,034,027	19,506,513	91,338,907	9.75	44.59
1986-87	31,233,303	3,277,491	3,217,688	27,737,102	22,793,211	88,258,795	-3.37	59.72
1987-88	32,075,839	3,291,941	3,320,555	28,777,987	22,881,809	90,345,931	2.36	43.03
1988-89	34,144,322	3,392,450	4,710,979	31,206,565	26,255,279	99,709,595	10.36	57.85

- Notes: 1. Faculty and Staff budgets include fringe benefits and retirement.
 2. "Other faculty" includes administrative faculty (deans, associate deans, and assistant deans), research faculty, and library faculty.
 3. "Teaching faculty" includes faculty whose primary function is instruction. It also includes chairs and directors of academic departments.

Office of Institutional Research 10/88

TABLE 1

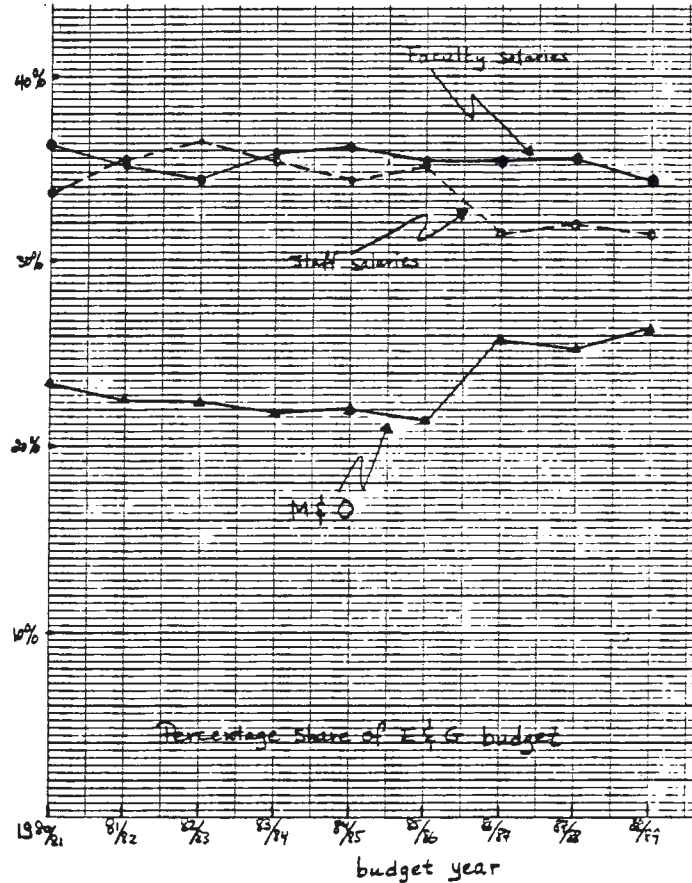


FIGURE 1

AVERAGE FACULTY SALARY BY RANK IN CURRENT AND CONSTANT DOLLARS
 FISCAL YEARS 1979-1988
 University of Oklahoma, Norman Campus

<u>Rank</u>	<u>Fiscal Year</u>	<u>Current Dollars</u>	FY 1979
			<u>Constant Dollars</u>
PROFESSORS	1979	25,537	25,537
	1980	27,096	23,907
	1981	30,655	24,243
	1982	34,046	24,776
	1983	38,368	26,769
	1984	38,593	25,970
	1985	38,877	25,178
	1986	41,551	26,153
	1987	41,431	25,510
	1988	43,796	26,180
ASSOCIATE PROFESSORS	1979	20,154	20,154
	1980	21,361	18,847
	1981	23,658	18,709
	1982	26,312	19,148
	1983	29,602	20,653
	1984	29,301	19,717
	1985	29,262	18,951
	1986	31,622	19,904
	1987	31,387	19,325
	1988	33,240	19,870
ASSISTANT PROFESSORS	1979	16,148	16,148
	1980	17,539	15,475
	1981	19,147	15,142
	1982	20,924	15,227
	1983	23,470	16,375
	1984	23,649	15,914
	1985	23,849	15,445
	1986	26,562	16,719
	1987	26,961	16,600
	1988	28,396	16,975
INSTRUCTORS/ LECTURERS	1979	10,954	10,954
	1980	11,284	9,956
	1981	12,152	9,610
	1982	13,603	9,899
	1983	15,935	11,118
	1984	15,247	10,260
	1985	14,810	9,591
	1986	14,784	9,305
	1987	15,373	9,465
	1988	15,180	9,074

- Notes: 1) Library faculty is not included.
 2) 12-month salaries are converted to 9-month equivalent using the factor .8182.
 3) Current dollars are converted to FY 1979 constant dollars based on the Consumer Price Index; FY 1988 CPI is estimated at a 3% inflation rate.

Source: "HEGIS Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty," various years, OIR.

TABLE 2

FACULTY HEADCOUNT AND AVERAGE SALARIES IN THOUSANDS BY RANK
 PEER INSTITUTIONS AND THE UNIVERSITY OF OKLAHOMA
 1987-88

PEER INSTITUTIONS	--P R O F E S S O R--			-A S S O C P R O F-			--A S S T P R O F--			-I N S T R U C T O R-		
	Head- count	Average Salary	Rank- ing	Head- count	Average Salary	Rank- ing	Head- count	Average Salary	Rank- ing	Head- count	Average Salary	Rank- ing
U. of Colorado-Boulder	427	\$49.5	13	241	\$37.8	11	180	\$33.6	6	16	\$24.9	4
U. of Illinois-Urbana	979	53.8	6	547	37.8	11	427	33.6	6	3	-	-
Northwestern Univ.	434	61.0	1	210	41.0	3	197	37.0	1	-	-	-
Indiana U.-Bloomington	596	51.7	9	334	36.2	14	258	30.9	14	3	-	-
Purdue U.-Main Campus	560	55.1	5	421	38.6	7	399	32.3	11	66	21.0	10
U. of Iowa	477	51.0	12	277	38.7	5	235	32.8	8	12	27.5	2
Iowa State U.-Ames	487	48.7	14	330	37.0	13	331	31.0	13	144	21.0	10
U. of Kansas-Lawrence	474	44.2	16	285	32.8	18	152	28.3	18	18	20.7	13
Kansas State Univ.	340	40.7	20	241	31.0	20	226	27.8	20	97	21.4	9
U. of Michigan-Ann Arbor	820	59.1	2	338	44.5	1	399	36.8	2	13	23.2	7
Michigan State U.-East Lansing	990	51.3	10	449	38.7	5	447	32.4	10	76	24.0	6
U. of Minnesota-Mnpls. St. Paul	780	52.1	7	483	38.3	8	333	32.7	9	23	28.8	1
U. of Missouri-Columbia	364	44.6	15	258	34.0	15	217	30.4	15	63	22.3	8
U. of Nebraska-Lincoln	462	41.5	19	269	32.0	19	233	28.0	19	26	18.5	16
Ohio State U.-Main Campus	741	57.9	4	605	42.0	2	519	35.3	3	65	24.6	5
Oklahoma State Univ.	346	43.1	18	277	33.6	16	215	29.9	16	37	20.7	13
Texas A&M Univ.	533	51.3	10	415	38.8	4	378	32.1	12	12	20.8	12
U. of Texas-Austin	872	58.1	3	502	38.3	8	425	33.9	4	32	26.7	3
U. of Wisconsin-Madison	900	52.1	7	206	38.2	10	293	33.7	5	1	-	-
U. OF OKLAHOMA-NORMAN	291	43.8	17	234	33.2	17	180	28.4	17	14	18.9	15
PEER INSTITUTION AVERAGE	11,582	52.0		6,688	37.8		5,864	32.6		707	22.5	
% Difference		18.8%			13.8%			15.0%			18.9%	
Base number for ranking			20			20			20			16

Note: Average salaries are not given when the number of individuals in a given rank is five or fewer.
 Source: Economic Status of the Profession, 1987-88, AAUP.

Office of Institutional Research 5/88

TABLE 3

FACULTY HEADCOUNT AND WEIGHTED AVERAGE SALARIES IN THOUSANDS
BY RANK AND UNIVERSITY
27 AAU PUBLIC UNIVERSITIES, BIG EIGHT AAU UNIVERSITIES AND THE UNIVERSITY OF OKLAHOMA
1987-88

AAU PUBLIC UNIVERSITIES	--P R O F E S S O R--			-A S S O C P R O F-			--A S S T P R O F--			-I N S T R U C T O R-		
	Head- count	Average Salary	Rank- ing	Head- count	Average Salary	Rank- ing	Head- count	Average Salary	Rank- ing	Head- count	Average Salary	Rank- ing
U. of Arizona	643	\$53.3	15	354	\$39.2	10	270	\$33.2	13	20	\$27.9	3
U. of California-Berkeley	936	64.2	1	253	42.3	2	195	36.1	3	-	-	-
U. of California-Los Angeles	855	63.0	2	265	41.0	6	286	36.2	2	-	-	-
U. of California-San Diego	351	60.8	4	113	41.6	5	112	35.1	5	-	-	-
U. of Colorado-Boulder*	427	49.5	22	241	37.8	19	160	33.6	11	16	24.9	7
U. of Florida	953	53.9	13	739	40.9	7	592	34.5	6	97	25.5	6
U. of Illinois-Urbana	979	53.8	14	547	37.8	20	427	33.6	12	3	-	-
Indiana U.-Bloomington	596	51.7	18	334	36.2	22	258	30.9	23	3	-	-
Purdue U.-Main Campus	560	55.1	10	421	38.6	15	399	32.3	20	66	21.0	18
U. of Iowa	477	51.0	20	277	38.7	14	235	32.8	14	12	27.5	4
Iowa State U.-Ames*	487	48.7	23	330	37.0	21	331	31.0	21	144	21.0	17
U. of Kansas-Lawrence*	474	44.2	25	285	32.8	27	152	28.3	27	18	20.7	19
U. of Maryland-College Park	474	55.8	9	430	39.9	9	242	32.7	16	91	24.0	12
U. of Michigan-Ann Arbor	820	59.1	5	338	44.5	1	399	36.8	1	13	23.2	13
Michigan State U.-East Lansing	990	51.3	19	449	38.7	13	447	32.4	18	76	24.0	11
U. of Minnesota-Mpls. St. Paul	780	52.1	16	483	38.3	16	333	32.7	17	23	28.8	1
U. of Missouri-Columbia*	364	44.6	24	258	34.0	24	217	30.4	24	63	22.3	14
U. of Nebraska-Lincoln*	462	41.5	28	269	32.0	28	233	28.0	28	26	18.5	22
U. of North Carolina-Chapel Hill	514	55.8	8	287	40.1	8	216	34.5	7	8	28.7	2
Ohio State U.-Main Campus	741	57.9	7	605	42.0	4	519	35.3	4	65	24.6	9
U. of Oregon-Eugene	244	43.9	26	188	33.9	25	184	28.5	25	68	22.1	15
Penn State U.-University Park	537	54.2	12	426	39.1	11	370	32.3	19	152	20.4	20
U. of Pittsburgh-Main Campus	434	54.2	11	422	39.0	12	302	30.9	22	63	21.5	16
U. of Texas-Austin	872	58.1	6	502	38.3	17	425	33.9	8	32	26.7	5
U. of Virginia-Charlottesville	406	62.6	3	259	42.1	3	240	33.7	10	21	24.5	10
U. of Washington-Seattle	845	50.8	21	459	35.7	23	333	32.8	15	9	24.7	8
U. of Wisconsin-Madison	900	52.1	17	206	38.2	18	293	33.7	9	1	-	-
U. OF OKLAHOMA-NORMAN	291	43.8	27	234	33.2	26	180	28.4	26	14	18.9	21
AAU PUBLIC UNIVERSITY AVERAGE	17,121	54.2		9,740	38.7		8,190	33.1		1,090	22.9	
% Difference		23.7%			16.6%			16.5%			21.1%	
BIG EIGHT AAU AVERAGE	2,214	45.7		1,383	34.7		1,113	30.3		267	21.3	
% Difference		4.4%			4.6%			6.7%			12.6%	

Base number for ranking

28

28

28

22

*Big Eight AAU member

Note: Average salaries are not given when the number of individuals in a given rank is five or fewer.

Source: AAUP, Economic Status of the Profession, 1987-88

Office of Institutional Research 5/88

TABLE 4

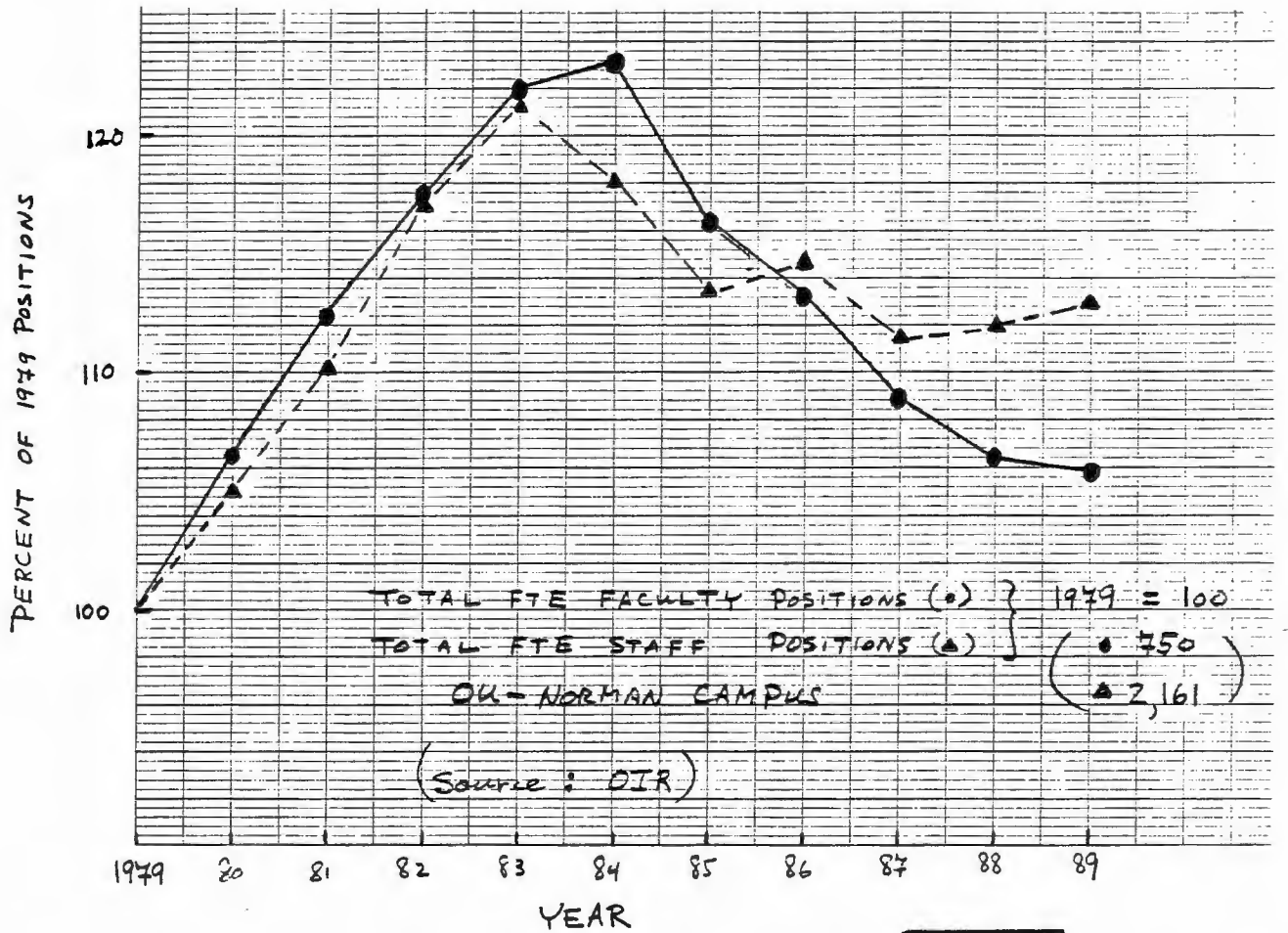


FIGURE 2

M & O BUDGET CHANGES BY COLLEGE AND UNIT
 FY 1985-86 TO FY 1986-87
 UNIVERSITY OF OKLAHOMA, NORMAN CAMPUS

	1985-86	1986-87	M&O Change
	-----	-----	-----
PROVOST AREA			
ARCHITECTURE	\$83,133	\$109,485	\$26,352
ARTS AND SCIENCES	903,893	705,272	(198,621)
BUSINESS ADMINISTRATION	362,628	366,439	3,811
EDUCATION	71,526	76,765	5,239
ENGINEERING	313,135	415,724	102,589
FINE ARTS	201,050	168,229	(32,821)
GEOSCIENCES	470,461	261,906	(208,555)
ENERGY CENTER	111,251	131,239	19,988
GRADUATE COLLEGE	17,307	17,445	138
LIBERAL STUDIES	84,568	84,830	262
UNIVERSITY LIBRARIES	1,571,965	1,300,886	(271,079)
ACAD RECORDS & UNIV REGISTRAR	191,141	161,588	(29,553)
VP FOR INSTRUCTIONAL SERVICES	98,711	233,140	134,429
VP FOR RESEARCH ADMINISTRATION	1,137,543	1,108,988	(28,555)
PROVOST DIRECT	605,383	475,768	(129,615)
 TOTAL	 6,223,695	 5,617,704	 (605,991)
 VICE-PROVOST FOR CE & PS	 2,059,961	 2,231,924	 171,963
 VICE-PRESIDENTIAL AREA			
VP FOR ADMINISTRATIVE AFFAIRS	10,207,818	14,226,969	4,019,151
VP FOR UNIVERSITY AFFAIRS	274,923	226,668	(48,255)
VP FOR STUDENT AFFAIRS	138,156	175,106	36,950
VP FOR EXECUTIVE AFFAIRS	601,960	314,840	(287,120)
 TOTAL	 11,222,857	 14,943,583	 3,720,726
 UNIVERSITY TOTAL	 \$19,506,513	 22,793,211	 \$3,286,698

Office of Institutional Research 11/88

TABLE 5

M & O BUDGET CHANGES BY DEPARTMENT
 VICE-PRESIDENTIAL AREA
 FY 1985-86 TO FY 1986-87
 UNIVERSITY OF OKLAHOMA, NORMAN CAMPUS

	1985-86 -----	1986-87 -----	M&O Change -----
VP FOR ADMINISTRATIVE AFFAIRS			
Bursar	\$100,946	\$58,357	(\$42,589)
Purchasing	41,000	36,412	(4,588)
Controller	4,758	4,813	55
Property Control	6,500	1,542	(4,958)
Budget Office	18,923	12,989	(5,934)
Accounting Services	34,635	34,960	325
Vice-Pres Admin Affairs	17,406	12,287	(5,119)
Personnel Services	59,968	57,156	(2,812)
Information Systems Support	5,716	4,558	(1,158)
University Risk Management	76,235	76,833	598
Central Mail Service	61,356	49,412	(11,944)
Employees Executive Council	7,628	3,662	(3,966)
Information Processing Center	36,650	27,569	(9,081)
Instructional Computer Service	1,166,400	1,715,466	549,066
Research Computer Services	470,412	627,349	156,937
Grants and Contracts	25,060	25,967	907
Off. of the Director, Physical Plant	42,074	59,478	17,404
Building Operations and Maintenance	758,980	2,224,780	1,465,800
Landscape and Grounds	126,500	722,883	596,383
Custodial Service	42,736	148,101	105,365
Fire & Police (Public Safety)	106,573	66,694	(39,879)
Collection of Refuse	39,151	39,151	0
Hauling Service	4,100	46,254	42,154
Energy Conservation & Conver	22,400	22,400	0
Radiation Safety	7,880	11,263	3,383
University Safety Council	0	6,220	6,220
Real Estate Development	6,902	4,957	(1,945)
Architectural-Engineering Services	21,402	26,890	5,488
Biological Station Maintenance	21,104	36,209	15,105
Storeroom Operations	0	16,433	16,433
Operations Project	75,000	79,576	4,576
Data Processing	498,470	864,509	366,039
State Regents	204,722	204,722	0
Membership Fees	33,253	37,591	4,338
Reimbursable Services	100,000	100,000	0
Power Water Heat and Light	5,483,796	6,244,745	760,949
Space Rental	406,444	442,043	35,599
City Services	72,738	72,738	0
TOTAL	10,207,818	14,226,969	4,019,151

	PAGE NO.	TEACHING SALARIES	OTHER SALARIES	WAGES	MAINT & OPER	TOTAL
SUMMARY OF VICE PRESIDENT FOR ADMINISTRATIVE AFFAIRS						
127-003	BURSAR	22	44,835	272,175	100,946	417,956
127-004	PURCHASING	23	206,618	138,342	41,000	385,960
127-005	CONTROLLER	24	59,400	16,973	4,758	81,131
127-006	PROPERTY CONTROL	25		41,413	6,500	47,913
127-008	BUDGET OFFICE	25	116,096	36,650	18,923	171,669
127-009	ACCOUNTING SERVICES	26	148,485	138,430	34,635	321,550
127-012	VICE PRES ADMIN AFFAIRS	27	142,650	33,779	17,406	193,835
127-132	PERSONNEL SERVICES	29	284,232	272,662	59,968	616,862
127-143	INFORMATION SYSTEMS SUPPORT	31		14,560	5,716	20,276
127-151	UNIVERSITY RISK MANAGEMENT	31	24,084		76,235	100,319
127-177	CENTRAL MAIL SERVICE	32		144,092	61,356	205,448
127-178	EMPLOYEES EXECUTIVE COUNCIL	33	20,011	6,816	7,628	34,455
127-182	INFORMATION PROCESSING CENTER	33	20,200	98,725	36,650	155,575
127-244	INSTRUCTIONAL COMPUTER SERVICE	35	598,833	240,123	1,166,400	2,005,356
127-444	RESEARCH COMPUTER SERVICES	40	228,645	91,708	470,412	790,765
127-499	GRANTS & CONTRACTS	41	194,338	150,537	25,040	369,935
127-700	OFFICE OF THE DIRECTOR, PHY PL	43	484,252	212,147	42,074	738,473
127-701	BUILDING OPERATIONS & MAINT	44		1,367,903	758,980	2,126,883
127-707	LANDSCAPE & GROUNDS	45		588,369	126,500	714,869
127-708	CUSTODIAL SERVICE	45	71,598	1,310,520	42,736	1,424,854
127-709	FIRE & POLICE PROTECTION	50	136,456	318,001	106,573	561,030
127-711	COLLECTION OF REFUSE	53			39,151	39,151
127-715	HAULING SERVICE	53		42,154	4,100	46,254
127-716	ENERGY CONSERVATION & CONYER	54			22,400	22,400
127-723	RADIATION SAFETY	55	41,040	3,369	7,880	52,289
127-750	REAL ESTATE DEVELOPMENT	56	25,578	10,308	6,902	42,788
127-781	ARCHITECTURAL-ENGINEERING SERV	56	213,634	64,842	21,402	299,878
127-782	BIOLOGICAL STATION MAINTENANCE	58		84,913	21,104	106,017
127-785	STOREROOM OPERATIONS	59	49,356	179,817		229,173
127-790	OPERATIONS PROJECT	60	27,400	25,812	75,000	128,212
127-844	DATA PROCESSING	61	261,309	104,730	498,470	864,509
SUBTOTAL ADMINISTRATIVE AFFAIRS			3,399,050	6,009,870	3,906,865	13,315,785
BENEFITS AND RETIREMENTS						
127-096	ADMINISTRATION STAFF BENEFITS	28	230,696	158,279		388,975
127-193	ADMINISTRATIVE RETIREMENTS	34	51,306			51,306
127-196	GENERAL EXPENSE STAFF BENEFITS	35	424,201	248,594		672,795
127-293	INSTRUCTIONAL RETIREMENTS	36	447,747			447,747
127-296	INSTRUCTIONAL STAFF BENEFITS	40	5,185,389	865,717	737,729	6,788,835
127-496	ORG RES STAFF BENEFITS	41	577,673	87,714		665,387
127-696	LIBRARY STAFF BENEFITS	42	198,996	140,441		339,437
127-796	PHYSICAL PLANT STAFF BENEFITS	60	132,742	411,503		544,245
SUBTOTAL BENEFITS AND RETIREMENTS			5,185,389	2,929,078	1,784,260	9,898,727
OTHER GENERAL UNIVERSITY						
127-011	STATE REGENTS	27			204,722	204,722
127-174	MEMBERSHIP FEES	32			33,253	33,253
127-197	RESERVE FOR CLASSIFIED SALARY	35		10,000		10,000
127-250	REIMBURSABLE SERVICES	36			100,000	100,000
127-719	POWER WATER HEAT & LIGHT	54			5,483,796	5,483,796
127-720	SPACE RENTAL	55			406,444	406,444
127-721	CITY SERVICES	55			72,738	72,738
SUBTOTAL OTHER GEN'L UNIVERSITY				10,000	6,300,953	6,310,953
TOTAL OTHER UNIVERSITY			5,185,389	2,929,078	1,794,260	6,300,953
GRAND TOTAL ADMINISTRATIVE AFFAIRS			5,185,389	6,328,128	7,804,130	10,207,818

(1385/86)

TABLE 7

SUMMARY OF VICE PRESIDENT FOR ADMINISTRATIVE AFFAIRS		PAGE NO.	TEACHING SALARIES	OTHER SALARIES	WAGES	MAINT & OPER	TOTAL
127-003	BURSAR	22		44,835	243,429	58,357	346,621
127-004	PURCHASING	23		185,293	125,352	36,412	347,057
127-005	CONTROLLER	24		59,400	16,973	4,813	81,186
127-006	PROPERTY CONTROL	25			40,997	1,542	42,539
127-008	BUDGET OFFICE	25		115,048	36,400	12,989	164,437
127-009	ACCOUNTING SERVICES	26		131,675	137,317	34,960	303,952
127-012	VICE PRES FOR ADMIN AFFAIRS	27		118,700	33,779	12,287	164,766
127-132	PERSONNEL SERVICES	28		249,479	266,070	57,156	572,705
127-143	INFORMATION SYSTEMS SUPPORT	30			14,560	4,558	19,118
127-151	UNIVERSITY RISK MANAGEMENT	31		48,034	2,535	76,833	127,402
127-177	CENTRAL MAIL SERVICE	32			144,092	49,412	193,504
127-178	EMPLOYEES EXECUTIVE COUNCIL	33		20,011	6,698	3,662	30,371
127-182	INFORMATION PROCESSING CENTER	33		20,200	98,150	27,569	145,919
127-244	INSTRUCTIONAL COMPUTER SERVICE	35				1,715,466	1,715,466
127-444	RESEARCH COMPUTER SERVICES	39				627,349	627,349
127-499	GRANTS & CONTRACTS	40		199,277	143,313	25,967	368,557
127-700	OFFICE OF THE DIRECTOR, PHY PL	42		457,074	191,921	59,478	708,473
127-701	BUILDING OPERATIONS & MAINT	43				2,224,780	2,224,780
127-707	LANDSCAPE & GROUNDS	44				722,883	722,883
127-708	CUSTODIAL SERVICE	44		60,194	1,172,559	148,101	1,380,854
127-709	PUBLIC SAFETY	49		162,027	328,704	66,694	557,425
127-711	COLLECTION OF REFUSE	52				39,151	39,151
127-715	HAULING SERVICE	52				46,254	46,254
127-716	ENERGY CONSERVATION & CONVER	52				22,400	22,400
127-723	RADIATION SAFETY	54		33,000	10,260	11,263	54,523
127-724	UNIVERSITY SAFETY COUNCIL	54		11,000	3,536	6,220	20,756
127-750	REAL ESTATE DEVELOPMENT	55		25,578	10,308	4,957	40,843
127-781	ARCHITECTURAL-ENGINEERING SERV	56		184,688	49,475	26,890	261,053
127-782	BIOLOGICAL STATION MAINTENANCE	56			53,808	36,209	90,017
127-785	STOREROOM OPERATIONS	57		49,356	149,989	16,433	215,778
127-790	OPERATIONS PROJECT	58		24,440	22,212	79,576	126,228
127-844	DATA PROCESSING	59				864,509	864,509
SUBTOTAL ADMINISTRATIVE AFFAIRS				2,199,309	3,302,437	7,125,130	12,626,876
BENEFITS AND RETIREMENTS							
127-096	ADMINISTRATION STAFF BENEFITS	28		276,544	145,829		422,373
127-193	ADMINISTRATIVE RETIREMENTS	34		51,306			51,306
127-196	GENERAL EXPENSE STAFF BENEFITS	34		475,875	239,334		715,209
127-293	INSTRUCTIONAL RETIREMENTS	36		447,747			447,747
127-296	INSTRUCTIONAL STAFF BENEFITS	39	5,017,017	718,575	717,912		6,453,504
127-496	ORG RES STAFF BENEFITS	40		771,321	110,598		881,919
127-696	LIBRARY STAFF BENEFITS	41		185,451	142,020		327,471
127-796	PHYSICAL PLANT STAFF BENEFITS	59		216,920	429,529		646,449
SUBTOTAL BENEFITS AND RETIREMENTS			5,017,017	3,143,739	1,785,222		9,945,978
OTHER GENERAL UNIVERSITY							
127-011	STATE REGENTS	27				204,722	204,722
127-174	MEMBERSHIP FEES	31				37,591	37,591
127-197	RESERVE FOR CLASSIFIED SALARY	35			10,000		10,000
127-250	REIMBURSABLE SERVICES	35				100,000	100,000
127-719	POWER WATER HEAT & LIGHT	53				6,244,745	6,244,745
127-720	SPACE RENTAL	53				442,043	442,043
127-721	CITY SERVICES	53				72,738	72,738
SUBTOTAL OTHER GEN'L UNIVERSITY					10,000	7,101,839	7,111,839
TOTAL OTHER UNIVERSITY			5,017,017	3,143,739	1,795,222	7,101,839	17,057,817
GRAND TOTAL ADMINISTRATIVE AFFAIRS			5,017,017	5,343,048	5,097,659	14,226,969	29,684,693

(1986/87)

TABLE 8

SALARIES OF SELECTED ADMINISTRATIVE POSITIONS
IN THE BIG EIGHT UNIVERSITIES
1987-88

CUFA Position Number	Position Title	University Codes							Univ. of Oklahoma	Average (Excl. OU)	Range	
		E	N	X	K	G	F	V			Low (Includes OU)	Hi
EXECUTIVES												
101.0	Chief Executive Officer	\$95,000	\$94,530	\$96,600	\$103,880	\$130,000	\$106,000	\$92,004	\$89,250	102,575	\$89,250	\$130,000
201.0	Chief Academic Officer	85,720	84,800	84,000	92,400	-	77,500	81,996	84,750	84,403	77,500	92,400
301.0	Chief Business Officer	82,000	82,600	72,000	73,185	98,000	56,600	78,948	79,330	77,619	56,600	98,000
501.0	Chief Student Affairs Officer	79,954	78,000	72,504	77,910	84,000	70,250	45,996	69,048	72,659	45,996	84,000
401.0	Chief Development Officer	-	-	68,496	55,000	-	-	75,000	Vacant	66,165	55,000	75,000
305.0	Legal Counsel	-	-	64,550	-	59,943	58,442	29,700	Vacant	53,159	29,700	64,550
307.0	Director, Affirmative Action	47,161	46,300	29,100	51,895	65,400	43,260	37,008	54,500	45,732	29,100	65,400
EXECUTIVE AFFAIRS												
318.0	Director, Internal Audit	-	49,750	51,504	-	34,603	-	39,084	52,884	43,735	34,603	52,884
518.0	Director, Athletics	88,452	69,600	68,496	-	78,083	71,427	69,252	89,230	74,218	69,252	89,230
PROVOST AREA												
210.0	Dean, Architecture	-	64,900	-	71,400	-	66,560	71,940	68,400	68,700	64,900	71,940
213.0	Dean, Arts and Sciences	83,513	86,950	66,996	94,500	91,900	77,870	72,000	84,000	81,961	66,996	94,500
214.0	Dean, Business	78,174	77,100	76,200	94,500	81,400	82,600	71,868	85,000	80,263	71,868	94,500
216.0	Dean, Continuing Education	-	70,500	-	50,045	-	66,930	57,924	70,000	61,350	50,045	70,500
218.0	Dean, Education	71,012	73,700	65,856	65,027	88,900	71,760	71,868	69,110	72,589	65,027	88,900
219.0	Dean, Engineering	88,500	83,500	80,196	100,000	97,500	79,800	73,092	76,500	86,084	73,092	100,000
222.0	Dean, Fine Arts	-	-	-	-	82,900	66,560	-	63,140	74,730	63,140	82,900
223.0	Dean, Graduate Programs	82,000	80,500	69,000	75,889	95,370	72,551	73,728	69,320	78,434	69,000	95,370
228.0	Dean, Law	92,185	96,500	-	Vacant	-	83,930	-	80,850	90,872	80,850	96,500
203.0	Director, Library Services	65,664	66,500	65,004	71,400	77,500	70,315	61,944	65,280	68,332	61,944	77,500
303.0	Director, Admissions and Registrar	57,679	51,300	54,456	57,500	48,680	37,050	43,080	53,195	49,964	37,050	57,679
204.0	Director, Institutional Research	40,479	56,150	45,600	45,000	53,000	44,100	67,260	48,980	50,227	40,479	67,260
ADMINISTRATIVE AFFAIRS												
303.0	Chief Budgeting Officer	-	48,408	55,140	68,940	38,000	45,500	41,520	52,560	49,585	38,000	68,940
209.0	Administrator, Grants and Contracts	Vacant	65,755	71,820	61,792	49,700	37,220	38,868	44,680	54,193	37,220	71,820
306.0	Chief Personnel Officer	-	39,784	48,000	55,180	57,500	44,249	45,000	55,900	48,286	39,784	57,500
309.0	Director, Computer Center	67,882	-	57,300	-	-	58,501	65,976	60,600	62,415	57,300	67,882
312.0	Chief, Physical Plant	61,770	56,100	60,744	69,015	77,600	48,312	46,008	60,600	59,936	46,008	77,600
313.0	Comptroller	65,347	59,000	50,004	-	59,400	53,500	47,520	57,900	55,795	47,520	65,347
314.0	Director, Accounting	35,808	36,375	42,120	57,785	45,814	42,684	32,148	46,180	41,819	32,148	57,785
315.0	Bursar	-	29,175	39,600	57,785	-	-	-	41,300	42,187	29,175	57,785
316.0	Director, Purchasing	48,923	Vacant	36,000	51,060	-	42,950	37,392	55,400	43,265	36,000	55,400
317.0	Director, Bookstore	36,750	36,050	22,180	54,480	35,100	-	30,180	35,836	35,790	22,180	54,480
320.0	Director, Campus Security	47,205	38,290	43,200	53,028	39,430	37,800	26,448	Vacant	40,772	26,448	53,028
STUDENT AFFAIRS												
506.0	Director, Student Financial Aid	43,675	43,645	55,512	62,000	55,500	37,000	38,496	Vacant	47,975	37,000	62,000
507.0	Director, Food Services	48,024	38,329	53,736	43,632	46,800	-	37,860	44,756	44,730	37,860	53,736
508.0	Director, Student Housing	49,926	52,000	-	69,035	-	52,500	43,968	49,741	53,486	43,968	69,035
513.0	Director, Student Placement	-	Vacant	46,800	45,991	42,850	34,950	37,428	45,180	41,604	34,950	46,800
514.0	Director, Student Counseling	52,521	46,000	52,800	51,221	63,300	44,091	26,016	Vacant	47,993	26,016	63,300
515.0	Director, Student Health Services (Physician Admin.)	62,357	79,295	67,224	74,672	81,500	52,500	76,536	68,818	70,583	52,500	81,500
522.0	Director, Campus Recreation/Intramurals	26,324	30,821	-	42,120	40,308	26,407	35,412	41,775	33,565	26,324	42,120
UNIVERSITY AFFAIRS												
404.0	Director, Alumni Affairs	49,426	-	51,780	Vacant	52,500	-	61,704	50,580	53,853	49,426	61,704

Source: "1978-88 Administrative Compensation Survey", College and University Personnel Association, 1987-88 Big Eight Data Exchange.
Office of Institutional Research 3/88

TABLE 3

SALARIES OF SELECTED ADMINISTRATIVE POSITIONS
IN THE BIG EIGHT, BIG TEN UNIVERSITIES, AND THE UNIVERSITY OF TEXAS
1987-88

CUPA Position Number	Position Title	Median	Quart-1	Quart-3	Cases	Univ. of Oklahoma
-----	-----	-----	-----	-----	-----	-----
EXECUTIVES						
101.0	Chief Executive Officer	\$115,000	\$96,600	\$135,300	7	\$89,250
201.0	Chief Academic Officer	92,400	81,996	114,480	15	84,750
301.0	Chief Business Officer	82,600	73,185	98,000	15	79,330
501.0	Chief Student Affairs Officer	79,954	70,250	83,200	16	69,048
401.0	Chief Development Officer	75,000	68,496	83,200	7	Vacant
305.0	Legal Counsel	64,500	58,442	75,000	10	Vacant
307.0	Director, Affirmative Action	46,000	44,100	51,895	17	54,500
EXECUTIVE AFFAIRS						
318.0	Director, Internal Audit	49,750	41,820	56,292	12	52,884
518.0	Director, Athletics	78,083	69,600	90,000	11	89,230
PROVOST AREA						
210.0	Dean, Architecture	71,940	66,560	91,680	7	68,400
213.0	Dean, Arts and Sciences	86,950	72,000	96,300	12	84,000
214.0	Dean, Business	94,500	78,174	100,000	16	85,000
216.0	Dean, Continuing Education	70,000	61,714	74,018	12	70,000
218.0	Dean, Education	81,700	71,760	88,900	15	69,110
219.0	Dean, Engineering	97,500	83,500	105,150	15	76,500
222.0	Dean, Fine Arts	-	-	-	-	63,140
223.0	Dean, Graduate Programs	85,850	73,728	95,370	16	69,320
228.0	Dean, Law	106,800	96,500	124,650	11	80,850
203.0	Director, Library Services	76,000	66,500	86,350	16	65,280
503.0	Director, Admissions and Registrar	54,500	48,680	62,500	14	53,195
204.0	Director, Institutional Research	45,000	44,100	48,000	9	48,980
ADMINISTRATIVE AFFAIRS						
303.0	Chief Budgeting Officer	55,140	45,500	65,000	9	52,560
209.0	Administrator, Grants and Contracts	63,800	58,840	71,500	15	44,680
306.0	Chief Personnel Officer	57,495	48,000	77,750	15	55,900
309.0	Director, Computer Center	65,976	57,800	67,882	7	60,600
312.0	Chief, Physical Plant	61,770	56,100	69,015	16	60,600
313.0	Comptroller	63,600	59,000	69,300	13	57,900
314.0	Director, Accounting	50,004	42,120	57,785	15	46,180
315.0	Bursar	39,600	31,260	47,940	8	41,300
316.0	Director, Purchasing	50,060	42,950	53,085	14	55,400
317.0	Director, Bookstore	39,120	36,050	41,947	12	35,836
320.0	Director, Campus Security	47,205	39,430	53,028	17	Vacant
STUDENT AFFAIRS						
506.0	Director, Student Financial Aid	50,000	43,675	56,150	16	Vacant
507.0	Director, Food Services	46,800	39,031	53,520	11	44,756
508.0	Director, Student Housing	61,980	52,000	68,903	11	49,741
513.0	Director, Student Placement	45,991	42,850	49,000	13	45,180
514.0	Director, Student Counseling	51,780	46,000	59,228	14	Vacant
515.0	Director, Student Health Services (Physician Admin.)	76,536	62,357	81,500	16	68,818
522.0	Director, Campus Recreation/Intramurals	49,640	35,412	50,611	13	41,775
UNIVERSITY AFFAIRS						
404.0	Director, Alumni Affairs	60,650	51,780	65,000	9	50,580

Note: Institutions included in this study are: the Big Eight, Big Ten Universities, and the University of Texas.
Source: "1978-88 Administrative Compensation Survey", College and University Personnel Association
Office of Institutional Research 1/89

TABLE 10

SUMMARY OF TOTAL NORMAN CAMPUS BUDGET

	FY88 Budget	FY89 Budget	FY90 Budget
EDUCATIONAL AND GENERAL:	-----	-----	-----
NORMAN CAMPUS	\$90,345,931	\$99,709,595	\$111,896,215
LAW CENTER	4,241,100	4,422,722	5,021,465
OKLAHOMA GEOLOGICAL SURVEY	1,587,741	1,820,038	1,941,300
TOTAL EDUCATIONAL AND GENERAL	96,274,772	105,952,355	118,858,980
AGENCY SPECIAL FUNDS	66,464,296	75,690,280	72,407,801
SPONSORED RESEARCH	28,500,000	33,000,000	38,400,000
TOTAL NORMAN CAMPUS BUDGET	<u>\$191,239,068</u>	<u>\$214,642,635</u>	<u>\$229,666,781</u>
SERVICE UNITS (1)	<u>\$48,994,057</u>	<u>\$48,609,633</u>	<u>\$62,883,712</u>

(1) These funds are also budgeted in one of the above fund types (Educational and General, Agency Special or Sponsored Research) and therefore should not be added to the Norman Campus Budget total. Although Service Units serve as an intermediary for expenditures of other operating departments, budgets for service units funds must be presented to the Board of Regents for approval.

The University of Oklahoma

FY90 E&G Budget Information
NORMAN CAMPUS

The Educational and General Budget increased by \$13.0 million for FY90. Increased revenues were derived from the following sources:

CENTRALLY ALLOCATED REVENUES - \$8.1 million

State Appropriations - \$5.6 million

There was a \$5,075,000 increase in state appropriations for the Main Campus of which \$325,000 was designated for the Oklahoma Biological Survey by the State Regents and legislative intent. The Law Center received an additional \$417,000 while the Oklahoma Geological Survey received an increase of \$106,000. Total appropriations for the Norman Campus are approximately 17.0 percent of the total Higher Education appropriations for FY90 which compares to 17.2 percent for FY89 and 17.1 percent for FY88.

Tuition Revenue - \$2.3 million

Following the adoption of a four-year tuition rate increase plan by the State Regents (FY90-FY93), the tuition rates for FY90 increased by an average of 17 percent for the Main Campus and approximately 40 percent for the Law Center. For the Main Campus, this resulted in an original projection of a \$3.2 million increase in new tuition revenues based on constant enrollment for FY90. However, later estimates of student enrollment projected a decrease of approximately 450 students which reduced the initial projection by \$541,000. The University Regents also approved an increase of \$619,000 for tuition and fee waivers which further reduced the original tuition revenue projection. Finally, the Dietetics Program was transferred to the Health Sciences Center which reduced the anticipated revenue by an additional \$35,000. The projected net increase in new tuition revenue for the Norman Campus was \$2.0 million. New tuition and fees revenue for the Law Center was estimated to increase \$300,000.

Indirect Costs Revenue - \$230,000

Revenues derived from indirect cost reimbursements were estimated to increase by \$230,000 for FY90 (excluding CE&PS).

Distribution of Centrally Allocated Revenues

The centrally allocated revenues mentioned above totalled \$8.1 million and were distributed to the following areas:

Salaries and Wages - \$4.25 million

\$4.25 million was allocated for salary increases for faculty (5.4% increase for the Main Campus and 8.0% for the Law Center), staff (5.0% for the Main Campus, Law Center and Geological Survey) as well as graduate assistants and other pool positions (5.0% for all areas).

New Positions - \$2.5 million

Allocations for Norman Campus new positions in FY90 included 22 new faculty positions, 8 new academic staff positions, 12 new Centennial Research Assistants, 12 new graduate assistants, 11 staff positions in university development, 7 staff positions in Student Affairs including 4 positions transferred from auxiliary accounts, 2 grants and contracts positions, 2 police officers, an accounting position, and 2 staff positions at the Law Center. \$276,000 was also added to undergraduate instruction for adjunct teaching faculty and graduate assistants.

Maintenance and Operations - \$780,000

M&O increases for FY90 included \$100,000 for Main Campus Library Acquisitions, \$15,000 for Law Library Acquisitions, \$50,000 each for academic and research M&O, \$100,000 for the Honors Program, \$170,000 for the Oklahoma Natural Heritage Inventory, \$69,000 for Arts and Sciences General Education, \$34,000 for library automation, \$50,000 for Computing Services and \$58,000 for M&O increases in other VP areas. The Law Center also added an additional \$53,000 to M&O while the Geological Survey added \$31,000 to M&O funding.

Other Increases - \$600,000

Other allocations for FY90 included increases to fixed costs such as fringe benefits, utilities, refuse disposal, institutional memberships, etc.

DESIGNATED REVENUES (Main Campus) - \$4.9 million

(These are revenues generated by a department/budget unit or are earmarked for a particular purpose)

Continuing Education & Public Service - \$1.7 million

CE&PS estimated income increased by \$1.7 million including \$1.6 million derived from increased program and course offerings as well as \$116,000 in anticipated indirect cost increased revenue.

OU Foundation Reimbursements - \$1.36 million

OU Foundation Reimbursements for academic areas increased by \$1.36 million for FY90 consisting of \$256,000 in new foundation academic support as well as \$1.1 million in supplemental academic support previously brought into the budget on a monthly basis throughout the fiscal year.

Miscellaneous Reimbursements - \$400,000

Miscellaneous income reimbursements, including miscellaneous refunds, overpayments, and small gifts and grants (e.g. State Regents initiatives), were anticipated to increase by \$400,000 for FY90.

Auxiliary/Service Unit Overhead Reimbursements - \$1.4 million

\$1.4 million of revenue and expenditure budgets were transferred from auxiliary and service unit accounts to the E&G budget for FY90. This action was taken to gain compliance with the "Auxiliary Enterprises/Service Units Fiscal Policies and Procedures Implementing Guidelines" approved by the University Regents in September, 1988.

Other Designated Revenue Changes - \$75,000

The E&G budget also increased an additional \$75,000 due to net increases for designated accounts such as Televised Instruction, Library Copy Service, Library Database Search, Contract Social Services, etc. These accounts receive earmarked revenues from specific sources or are self generated revenues.

ENDOWED CHAIRS

The State Legislature also appropriated \$4 million statewide for endowed chairs which is in addition to the \$15 million appropriated in FY89. Of the \$19 million total, the State Regents have earmarked \$9.1 million for OU (\$5 million for the Norman Campus and \$4.1 million for HSC). At the present time, OU has requested the establishment of 17 chairs and professorships for the Norman Campus as well as 9 chairs and professorships at the Health Sciences Center. Of the 26 total chairs and professorships, all meet the 50 percent matching funds requirement with 7 currently fully funded. The total amount of matching funds raised to date is \$6.2 million.