

**MINUTES OF A REGULAR MEETING & RETREAT
THE UNIVERSITY OF OKLAHOMA BOARD OF REGENTS
WEDNESDAY & THURSDAY, JUNE 14-15, 2023**

<u>ALL UNIVERSITIES</u>	<u>Page</u>
Executive Session	38570 38715

RETREAT PRESENTATIONS & DISCUSSION

Future Trends in Higher Ed, Tuition & Fees, Updates on Freshman Housing, Enrollment, & Athletics	38575
---	-------

MINUTES

March 7, 2023, Organizational Meeting May 5, 2023, Special Meeting	38596
---	-------

ALL UNIVERSITIES

2024 Meeting Dates	38596
--------------------------	-------

REPORTS OF COMMITTEE CHAIRS.....38597

CAMERON UNIVERSITY

REPORT OF THE UNIVERSITY LIAISON, REGENT BRAUGHT	38602
---	-------

REPORT OF THE PRESIDENT OF THE UNIVERSITY	38602
--	-------

CONSENT ITEM(S)

The Consent Agenda contained items 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.

Substantive Program Changes.	38606 38607
-----------------------------------	----------------

Campus Master Plan of Capital Projects	38606 38608
---	----------------

Duncan Campus Fire Suppression System Water Damage Repair	38606 38608
---	----------------

ACTION ITEMS

Fiscal Year 2024 Budget.....	38069
------------------------------	-------

Tuition and Mandatory Fee Rates for Academic Year 2023-2024	38611
Food Services Contract Renewal	38613
Revisions to Regents’ Policy - Institutional Equity	38614
Revisions to Regents’ Policy - Student Fee Collections	38614
Academic And Administrative Personnel Actions-Cu	38614

FOR INFORMATION ONLY ITEMS

The listed items were identified, by the administration, in each agenda item as “for information only.” Although no action was required, the opportunity to discuss or consider any of them individually was provided.

Curriculum Changes	38615
Custodial Services Contract Renewal.....	38615 38617
On-Call Architects and Engineers Quarterly Report	38615 38617
Quarterly Report of Purchase Obligations.....	38615 38618
Quarterly Financial Analysis	38615 38618

ROGERS STATE UNIVERSITY

REPORT OF THE PRESIDENT OF THE UNIVERSITY	38619
--	--------------

ACTION ITEMS

Fiscal Year 2024 Budget.....	38622
Tuition and Mandatory Fee Rates for Academic Year 2023-2024.....	38623
Substantive Program Changes	38625
Department & School Name Changes	38627
Campus Master Plan of Projects.....	38628
Revisions to Regents’ Policy - Institutional Equity	38628
Revisions to Regents’ Policy - Student Fee Collections	38629
Contract for Restroom Rehabilitation.....	38629
Contract for Cybersecurity Services	38630
Academic & Administrative Personnel Actions.....	38630

FOR INFORMATION ONLY

The listed items were identified, by the administration, in each agenda item as “For Information Only.” Although no action was required, the opportunity to discuss or consider any of them individually was provided.

On-Call Architects and Engineers Quarterly Report	38631
	38632
RSU Quarterly Report of Purchases	38631
	38632
Quarterly Financial Analysis	38631
	38633

THE UNIVERSITY OF OKLAHOMA

REPORT OF THE PRESIDENT OF THE UNIVERSITY	38633
--	--------------

CONSENT ITEMS

The Consent Agenda contains items requiring Board approval, but for which no substantive discussion is anticipated. Prior to seeking approval of the Consent Agenda, the Chair will provide any Board member the opportunity to move an item from the Consent Agenda and onto the Action Agenda to be discussed.

Awards, Contracts, and Grants	38635
Program Addition – Master of Public Health	38633
	38636
Program Addition – Nutritional Sciences Certificate	38633
	38637
Program Addition – Dual Degree in Master of Business Administration and Doctor of Dental Surgery	38633
	38637
Program Modification – Master of Science in Periodontics	38633
	38637
Graduate College Admissions Policy Exception	38633
	38638
Name Change—School of Chemical, Biological Engineering	38633
	38639
Use of Section 13 and New College Funds	38633
	38640
Outstanding Juniors item	38633
	38642
Esports Facility Architect Selection.....	38633
	38642

	<u>Page</u>
Utility Plant Expansion.....	38633 38644
Purchase of Active Load Pull Measurement System.....	38633 38645
Purchase of High Throughput and Cell Culture Systems.....	38633 38645
Microsoft Products.....	38633 38646
Modification of Elsmere Contract.....	38633 38647

ACTION ITEMS

Fiscal Year 2024 Budget Plan – All	38648
Tuition & Mandatory Fee Rates for AY 2024 - NC & Law	38649
Tuition & Mandatory Fee Rates for Fy 2024 – HSC	38652
General, Limited and Special Obligation Bonds Resolution – HSC	38656
General, Limited and Special Obligation Bonds Resolution – NC	38657
Honorary Degrees	38659
Posthumous Degree - Raquel Gonzalez	38659
Regents’ Policy 1.3 - Acting President	38660
Revisions to Regents’ Policy - Institutional Equity.....	38660
Revisions to Regents’ Policy - Endowed Chairs & Professorships	38660
Revisions to Regents’ Policy - Student Code	38661
Revisions to Regents’ Policy – Athletics Rules & Compliance	38661
Tailgating Policy Authorization.....	38662
Ratification - Aviation Ground Lease Modification	38662
Ratification - Microscope Purchase – HSC	38663
Search Committee – Vice President for OU Tulsa	38663
Search Committee, Dean College of Pharmacy—HSC	38664
Academic Program Review Final Reports - HSC	38665
Substantive Program Changes - NC	38666

Change to Paid Time Off for Faculty Contracted with OU Health - HSC	38674
Freshman Housing Master Plan	38675
865 University Research Park Basement Renovation Architect Selection.....	38676
Biomedical Sciences Building 6th Floor Lab Renovation Architect Selection.....	38677
University Research Park 755 3rd Floor Renovation	38678
Sam Viersen Gymnastics Facility Renovation	38679
Resolutions Honoring Athletic Teams.....	38680
Resolution Honoring Service of Joseph Castiglione, Sr.	38684
National Oceanic & Atmospheric Administration Ground Lease – NC	38686
Sale of OU Health Partners Midwest City Clinic Building	38686
Academic Personnel Actions	38687
Administrative & Professional Personnel.....	38693

FOR INFORMATION ONLY ITEMS

The listed items were identified, by the administration, in each agenda item as “For Information Only.” Although no action was required, the opportunity to discuss or consider any of them individually was provided.

Nonsubstantive Program Changes	38700	38701
Principal Gifts to the University	38700	38708
Foreign and Domestic Periodical Subscription Services	38700	38708
Athletic Air Charter Services	38700	38709
Cleaning Services	38700	38710
Concession & Catering Services for Athletic Events.....	38700	38710
Athletic Charter Bus Transportation	38700	38711
Security Personnel Services for Athletic Venues	38700	38711
Video Scoreboards, Displays, and Servicing.....	38700	38712

Page

Fire Inspection Services - NC	38700
	38712
Quarterly Report of On-Call Architects, Engineers, Construction Managers & Construction Services	38700
	38713
Quarterly Financial Analysis - All	38700
	38715

**MINUTES OF A REGULAR MEETING & RETREAT
THE UNIVERSITY OF OKLAHOMA BOARD OF REGENTS
June 14-15, 2023**

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 Evergreen Room of the Postoak Lodge & Retreat in Tulsa, Oklahoma, at 8:32 a.m., June 14, 2023.

The following Regents were present for all or parts of the meeting: Natalie Shirley, Chair of the Board, presiding; Regents Eric Stevenson, Frank Keating, 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 Jeff Blahnik, Matt Brockwell, Sean Burrage, Joe Castiglione, Tomás Díaz de la Rubia, Brian Holderread, Belinda Higgs Hyppolite, and David Surratt; Acting Chief Communications Officer Melissa Caperton; 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 were Dr. Larry Rice, President of the University and Vice President Mark Rasor.

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 8:30 a.m. on June 13, 2023, both as required by 25 O.S. 1981, Section 301-314.

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

The Board remained in the Evergreen Room for the executive session, with others leaving the room.

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, discuss and/or consider adoption, modification, and/or rejection of programmatic, financial, student, career services, research, study abroad, academic-online or in-person, departmental, and

- personnel matters and issues regarding Rogers State University, Cameron University, University of Oklahoma, and the University of Oklahoma Health Sciences Center;
- Review, discuss, and/or consider adoption, modification, and/or rejection of financial settlements with affiliated and/or historically affiliated entities;
 - Review, discuss, and/or consider the application of recent federal, state, local, and administrative laws and regulations relating to pending and/or anticipated litigation matters and potential and/or pending legal risks;
 - Review, discuss, and/or consider existing and/or potential improvements to facilities, land and equipment related to athletics operations, teams, student athletes, personnel and businesses in connection with conference realignment;
- b. 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);
- c. 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);
- 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 the Academic and the Administrative and Professional Personnel Actions agenda items of the Rogers State University, Cameron University, and the University of Oklahoma public agendas as authorized under 25 O.S. § 307(B)(1);
- e. Routine, periodic review, and/or consideration and adoption, modification, or other action related to required background checks and security clearances for University personnel identified in Attachment A and all members of the Board of Regents as authorized under 25 O.S. § 307(B)(1);
- f. Discussion of assessment of potential vulnerability of governmental facilities as authorized under 25 O.S. § 307(B)(11)(b) and 51 O.S. § 24A.28(A)(2);
- g. Discussion of confidential 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, discuss, and/or consider adoption, modification, and/or rejection of programmatic, financial, student, academic-online or in-person, study abroad, research, departmental, and personnel matters for Rogers State University, and/or Cameron University, and/or the University of Oklahoma, and/or the University of Oklahoma Health Sciences Center;
 - Review, discuss, and/or consider adoption, modification, and/or rejection of financial settlements with affiliated and/or historically affiliated entities;
 - Review, discuss, and/or consider existing and/or potential improvements to facilities and equipment related to athletics operations, teams, student athletes, personnel, and businesses in connection with conference realignment;
- h. Discussing the purchase and/or appraisal of real property as authorized under 25 O.S. § 307(B)(3);

- i. Discussion of confidential information pertaining to donors or prospective donors under 25 O.S. § 307(B)(7) and 51 O.S. § 24A.16a;
- j. 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.

- k. 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.

- l. Discussion of litigation filed against or threatening to 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 process the claim or 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;
8. *Estate of Elizabeth Whittaker*, Case No., PB-2020-1372, in the District Court for Oklahoma County, Oklahoma;
9. *Garg v. University*, Case No. CJ-2018-628 in the District Court for Cleveland County, Oklahoma;

10. *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;
11. *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;
12. *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*;
13. *Lewis v. Regents of the University of Oklahoma*, Case No. CJ-2022-1018, in the District Court of Cleveland County, Oklahoma;
14. *Melton v. University, et al.*, Case No. CJ-21-423 in the District Court for Cleveland County, Oklahoma;
15. *Meyer v. University, et al.*, Case No. CIV-15-403 in the United States District Court for the Western District of Oklahoma;
16. *The Sustainable Journalism Foundation. Et al., v. Board of Regents* Case No. CV-2021-1770 in the District Court for Cleveland County, Oklahoma;
17. *Tufaro v. University, et al.*, Case No. CIV-20-1138-J in the United States District Court for the Western District of Oklahoma;
18. *Tufaro v. University, et al.*, Case No. 23-6039, in the 10th Circuit Court of Appeals;
19. *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;
20. *Estate of Montae IMBT Johnson*, Case No. PR-21-00851-1 in Probate Court, Dallas County Texas;
21. *USA Today and The Oklahoman v. State of Oklahoma, ex rel Board of Regents of the University of Oklahoma*, Case No CV-2022-4152, in the District Court of Cleveland County, Oklahoma;
22. Natural Gas Claim. Claim by the University for damages caused by Winter Storm Uri;
23. *Robert Albino v. State of Oklahoma, ex rel The Board of Regents of the University of Oklahoma and the University Graduate College*, Case No. CJ-2022-3611, In the District Court of Tulsa County (transferred to Cleveland County on February 13, 2023. Cleveland County case number CJ-2023-235);
24. *Sarah Rogers v. University of Oklahoma, College of Medicine and OU Health Partners, Inc.*, CJ-2023-00106 (District Court for Tulsa County);

25. *Barry Jointer v. Board of Regents for the University of Oklahoma*, Case No. 23-CV-68-HE, in the United States District Court for the Western District of Oklahoma;
26. *In re: Diamond Sports Group, et al*, Case No. 23-90116 (CML); In the Bankruptcy Court for the Southern District of Texas, Houston Division (Ballys Bankruptcy);
27. *House v. Nat'l Collegiate Athletic Ass'n (In re: Coll. Athlete NIL Litig.)*, Case No. 4:20-cv-03919, in the United States District Court for the Northern District of California;
28. *Boston G. Williamson v. State of Oklahoma, ex rel. Board of Regents of the University of Oklahoma, and Tracy Pearl, J.D.*, Case No. CJ-23-637, In the District Court of Cleveland County, Oklahoma;
29. *Jane Doe v. State of Oklahoma ex rel. Board of Regents of the University of Oklahoma and John Doe*, Case No. CIV-23-495, in the United States District Court for the Western District of Oklahoma.

ATTACHMENT A

Individuals include:

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

- Deputy General Counsel, Norman Campus
- Executive Deputy Athletics Director
- President of the University of Oklahoma Foundation, Inc.

Regent Keating moved the Board adjourn Executive Session and return to open session at 9:39 a.m.

As the Board returned to the open meeting, the Chair commented that no votes were taken in executive session and no items not listed on the agenda for discussion were discussed.

RETREAT PRESENTATIONS

Chair Shirley thanked everyone for coming to the meeting. This is going to be a slightly different format than what you usually see in our regular meetings. This is actually our retreat. And at our retreat, as I'm sure all of you who attend retreats know, those retreats are done to discuss larger ideas and to understand and think through the issues that our universities face. So what you will hear today in this public session is discussion. There will be questions and ideas tossed about. And I hope that as you reflect upon, and perhaps even report upon what you hear today, that you offer context for it; context that this is thinking and ideas and ruminating on where we want to go as a University. And with that we're going to go into our public presentations on the goals and futures of our Universities. First up is appropriately higher ed future and trends. And to start that off, I want to call upon our chief strategy officer, Jim Morrison.

Dr. Morrison thanked the Chair and Board for the opportunity to meet and introduced the consultants who would facilitate the discussion about future trends in higher education. Kasia Lundy and Haven Ladd (joining via Zoom) are two esteemed thought leaders at the intersection of strategy and innovation in higher education. Kasia Lundy is a principal at EY Parthenon and leads the firm's education practice with 20 years of consulting experience with the firm, as well as serving as chief of staff for three Harvard University presidents. Kasia brings a broad range of expertise in strategic planning, outcome, academic outcome, and operational efficiency improvement. Just to name a few areas. Joining Kasia here momentarily is her colleague Haven Ladd, a partner in EY Parthenon's education practice. Haven has advised management teams of districts and colleges and universities and policymakers in the rapidly changing higher education. Haven is a frequent speaker and writer about higher education strategy and has led the strategy and execution of numerous alliances and partnerships in higher education.

Mr. Ladd thanked Jim for the introduction and proceeded to share a few slides giving some background to their perspectives on higher education. Kasia and Haven were founding members of the education practice, 25 years earlier. Since then, we've worked with a wide range of institutions running the gamut from small liberal arts, lots of publics, lots of R1s, lots of med schools, et cetera. We think if we've added up correctly, the institutions we've worked closely with have covered about three million students. That being said, that does not mean that we know all of the nuances of what the University of Oklahoma is doing, is going through, and all of the nuances, of course, of your individual three institutions. So our viewpoint is a little bit higher level but we're also here to be a resource to you to provide some background and to answer any questions about our perspectives and how they might affect any of your planning going forward. To tell you what we do, it's a wide range of things, but we work both very much on the strategic side as well as the

operational side of universities. Both Kasia and I have led the vast majority of not-for-profit mergers in higher education, which has been a relatively unique part of our practice over the last many years, and one that has been growing. We'll talk more about that if it comes up later in conversation. So this is generally what EY Parthenon does, what Kasia and I are involved in, and how we've worked deeply with universities, you know, over the last 20 plus years.

As a board of regents, you want to start with a big picture of enrollment. And the reason is that people are sort of wondering today, many of our clients are wondering today, why does higher ed feel like it's so much harder today than it used to be? Why is there so much news and chatter about it? Why are people debating the value proposition? And it's because higher education as an overall market is fundamentally in a different period now over the last rough decade than it has been in any of our memory. So going back to, you know, 1956, up until 2011, higher education enrollments in the United States were fundamentally growing at slightly different rates, but always positive. Every year was always slightly better than the year before. More students more faculty, more staff, more money into the system. All of that changed nationwide in 2010 and -11. And now we've been in this period of slight contraction in terms of negative enrollment growth for about a decade at about minus 1% per year, which doesn't sound like a lot, but when you're coming off of periods of a long history where the growth rates were five, six, eight percent, that minus 1% decline leads to a very different competitive environment, one in which there is substantially increased competition for students, competition for dollars, competition for clout and differentiation competition for faculty and staff. And that increased competition leads to a very different competitive dynamic. Overall, we'd love to be able to say, when we forecast out to the future, everything's going to be better and we're returning back to three, four, five percent growth. We do not believe that to be the case. We won't spend much time on our full forecast here, but at the highest level, we anticipate roughly flat growth in four-year public and private, not-for-profit institutions as well as in community colleges going forward. Within that roughly flat, we might see slight declines in community college and some of the regional colleges and slight growth in some of the more flagship institutions like your campus in Norman, obviously. But fundamentally, we're in this period of stagnant growth for the foreseeable future. And in fact, unfortunately after fiscal years 26 and 27, we actually anticipate more declines as sort of the demographic cliff that we've all read about begins to take effect in higher education enrollments. So that's the big history, and that's why we think about it, that history has had a pretty substantial impact on the operations of higher education and may start with one picture on capacity.

This is a picture (graphic shown on screen) just at the highest level of an analysis that we at EY Parthenon have been running in conjunction with Illumina Foundation for a number of years. What we look at in the top of these bars, you don't need to see the numbers, it's probably small on your screen, but it doesn't really matter. At the top of these bars, we look at the total instructional capacity of universities, and it's using a metric that has to do with the number of instructional staff, the average class size that they're able to educate. And that comes up with a hypothetical number of how many students you could serve. That's at the top of this chart going back from 2009 to 2022. The blue bars are the real data. The blue bars are the actual number of full-time equivalent students enrolled in US higher education. The takeaway from all of this is that the white is getting bigger as the blue gets smaller. Intuitively that makes sense. What most institutions have been doing over this time period as they've sought and as they've tried to enroll more students, is they've developed an increasing number of programs, in cybersecurity, advanced data

analytics, AI now, et cetera. And each time that new programs are developed, typically new faculty is hired and rarely are prior programs or prior, you know, sunsetted or prior faculty exited out of the system. The net result is a steady increase in overall capacity with a steady decrease in number of students, such that today in FY22, we and the Lumina Foundation estimate that we're living with roughly 25%, technically 24% excess capacity in higher education. That has all sorts of effects on the cost structure, the business model, the need to fill these campuses. But it's a good foundational assumption kind of that we are living in this world of excess capacity and that the vast majority of institutions are doing everything they can to try and fill that capacity with more students. So that's sort of the highest level kind of background on what's going on. And now I want to dive into some of the more local or regional trends that are more relevant specifically to you. This chart has a bunch of lines and we don't need to focus on them in all that much granularity, but what these lines represent is the supply of potential students that could be attracted to your three institutions. We measure that supply in one format, a simple format as the number of high school graduates that are coming out. The reason that that this is a useful metric is because this is easily forecastable. This is not black box science stuff. We can count the number of students that come through high school and make assumptions around retention rates and graduation rates. And each of these lines here are individual states that in some way, shape or form feed into the University of Oklahoma or your system overall. The dark blue line in the middle is the Oklahoma lines, specifically other lines or other states. And I will call attention to the gray line at the top being Texas, which obviously given your location is a substantial feeder for all of your campuses, particularly the Norman campus in general, what we see going forward is not a lot of growth. So this sort of speaks to the prior slide around overall long-term enrollment trends. We can't get all that excited about this, and unfortunately, Texas, which, if you look at the growth rate of the gray line, the top line from 2012 and 13 up through the most recent reported year 19 and 20, had been on a very steep upward trajectory. And by the way, the Texas High School graduates are on the right hand axis just because there's so many more of them than all the other states. That substantial period of growth we expect to decline in terms of growth rate between the period of right now FY2021 and the academic year 26 and 27, you see a slight continued uptick from Texas graduates, high school graduates, but then there will be a decline, and that decline will be material in terms of total numbers losing, you know, 30 or 40,000 students coming out of Texas over a period of years that will ultimately affect your own planning and your own capacity utilization going forward. So that's one picture just on regional trends. I now want to turn to a different picture that thinks about the students that are enrolled in high school and how their demographics are changing overall.

This slide presents a series of data that look at the makeup of high school graduates both in the US on the left and in Oklahoma on the right. The two years that we show are, you know, roughly a decade before, so academic year 2011, and then the most recent year we can get data for the academic year 24 of sort of next year's high school graduates. What will they look like? The colors on here represent different ethnic groups. So the white or non-Hispanic at the bottom, followed by Hispanic or Latino, followed by black or African-American in the one, the lightish blue, Asian, and then all others at the top. The key takeaway on this is that we see the mix really is beginning to look different over a very, very short amount of time. So if you look at the number of white non-Hispanic students nationwide, that number is declining an absolute basis by over 11% over this period of only 13 years and in Oklahoma, that number is going down by 4%. There's a fundamental decline, even as the number of high school graduates continues to rise, the real growth

that we're seeing in the market comes elsewhere. And as we think about Oklahoma, I'll just focus our attention on the right hand side of this. 181% growth in high school graduates over 13 years in the Hispanic or Latino communities. Very substantial growth in the Asian community, but coming from a smaller population and about 2% growth in black or African-American populations, the demographics are fundamentally changing. And the implication for many of our institutions is that they need to adopt, adapt, and evolve to meet those changing needs of students, or said slightly differently. The students that we might remember from a generation ago are not the average or the majority of the students that we'll be serving going forward. Another way of thinking about this data is the impact not just on high school graduates changing, but what does it mean in terms of who's enrolled in colleges today? So this next picture looks at a snapshot of academic year 22, the most recent data we can get from the Integrated Postsecondary Education Data System (IPEDS) in terms of who's actually enrolled in college. Again, I'll make the point that what we thought of as the traditional sort of average student looks very, very different today, and this will only get more different going forward. When you look at through four different snapshots of who this sort of student is today, on the left, we look at race and ethnicity. So non-white makes up the majority of students, 52% of students, white students or non-Asian students or non-Latino. Students are the minority just as of academic year 22. Interestingly, we look nationwide as well. Part-time students are an increasingly important share of overall college students. Our general shorthand, is of course, college students used to be four year full-time residential students. That's just not true. That population of 56% full-time is continuing to decline and post pandemic, we expect to continue to decline even more quickly. They're also increasingly low income. So we look at 31% and we use Pell recipients as a shorthand metric for lower income students. Thirty-one percent of today's college students are Pell recipients. All of our work with other clients suggest that that number will continue to grow over time. And finally, you know, 23% of today's college students are ages 25 and over. Our commentary on that number is that is likely to substantially grow. And the reason it's going to grow is that colleges we're working with typically say, hmm, there's not a lot of growth in high school graduates, so let's look for other populations to serve and let's increasingly tailor our offerings to meet the needs of a more adult population. One who may have some credits or no credits, but certainly not a full degree, and who needs skills that will prepare them for their jobs going forward. So quick snapshot of some of the demographic trends, and obviously there's a lot more nuance behind all of these, and this is just sort of a foundational lens to get a little bit of grounding in where you might go going forward. I now want to turn into the second topic, this role of digital. Also one that we could spend hours and hours talking about separately, but we want to give a little flavor of what we see going on. And again, I'll start with the big picture. This is a picture that tracks as far back as IPEDS tracks digital or online students relative to on-ground students. And to orient you to the chart would go back from academic year 2003 to academic year 22. The gray bars at the bottom are the on-ground students. The colored bars at the right are the online or hybrid students. And the reason there's different colors is only that IPEDS has changed their data definition. So we think about them very much the same. Prior to 2013, they included one data source of online slash hybrid; following 2013, they broke those out into two. We can sort of mentally ignore academic year 21 for a second because that was covid, that was chaos. Every student was off campus, dealt with digitally, et cetera. There were a very, very small number of students that were still on campus. But ignoring that blip in academic year 21, we still see a pervasive consistent trend of decline in on-ground students and increase in online or hybrid enrollments. When we look at the long period prior to covid, we're actually seeing a 3% consistent decline in on ground

students. And that's an amazing number to think about when, I don't know the experience on your campuses, your three campuses, but every campus we go around to is still building things. Dorms are going up all the time, new classrooms are going up all the time. Science centers are going up all the time, and yet there's a decline in the number of residential students to fill in those buildings. All of the growth has been online, and that has been the case for well over 20 years. Our anticipation is that there'll be continued growth in online going forward. And of course, the definitions of what online or hybrid or even on ground residential will mean will change as universities figure out how to use the digital delivery capabilities to continue to educate the needs of their students. So what are some of the drivers of this? There are three drivers that we sort of track in general. One is the driving of demand from students. And if you look at Gen Z students, they are digital natives. I don't think that should surprise anyone. Eighty-four percent of our Gen Z students report being comfortable using technology. What I find more interesting is that when you survey them, 75% indicate a preference, a positive preference for some form of virtual instruction coming out of the pandemic. And that's an amazing stat because we know, and you've all seen it, that the learning experience for many of these students done in this way by Zoom during the pandemic was not great. And yet despite that, 75% have a preference for some form of virtual instruction. It will need to be an important part of what higher education is offering going forward. And an important competency of universities as they compete for students going forward. In the middle is the view from institutions themselves, particularly instructors, faculty, they're beginning to come around. For a long time, faculty were resistant, excuse me, faculty on average were resistant to the use of a technology digital hybrid in the classroom. There obviously were leading innovators who are out in front of that. And that's wonderful. But an average faculty was viewed as resistant. That is no longer the case. So even as of this survey, which is just over a year ago, almost 60% of faculty or instructors, digital technology has helped improve student grades relative to the old way of teaching, the old in-class, in-person way of teaching. It's a significant positive impact. And the vast majority of colleges today who offer a PhD in teaching use a course of technology as a component of that offering. So they offer specifically a teaching with technology course. It's an amazing stat. Colleges are going this way in the future and are comfortable doing so. And finally on the right, and you've probably seen all this before, employers fundamentally care about this. All employers, every other employer knows that the future is digital and that the future workforce needs to be comfortable, savvy and advanced in all of their uses of digital technology, digital literacy, learning, et cetera. So the drivers are real. We don't expect them to be going away anytime soon.

And of course, the hot topic of right now is AI, artificial intelligence. So you know, here's some data that we wanted to share on the impacts of generative AI on education. What the slide on the left shows is the areas of the education experience that respondents, essentially CIOs across universities, think will be impacted by generative AI. The blue is that they're already being impacted, and this survey was done in February of 2023 of this year. And the black is likely to be impacted. What this says is there's a lot of folks who believe that, you know, all of these areas will be impacted by AI. Our color commentary on this is that these estimates are likely very, very low. The rate of change in the use of generative AI, even from February 14th this year to the middle of June, has been dramatic. And we anticipate that all of these areas will fundamentally be impacted in some way, shape, or form in the future. And there's of course a question whether that impact is positive or negative. The chart on the right gives some sense of that positive or negative sentiment toward generative AI. And in general, there's more green on here than red. So C-level managers, directors, managers and staff see a little bit more green.

There's still some negativity among faculty, and we absolutely get that the concerns of cheating using AI in any way, shape or form are very, very real. And despite lots of companies investing lots of dollars in quote, fixing that concern, it has not been dealt with yet. So it's still out there, it is still a concern. And I think from our kind of professional view, that is, you know, likely a concern that will continue to be grappled with for some years to come as we generally grapple with the risks inherent in generative AI. And then the last slide on this topic shows some of the academic areas that, you know, our clients believe will be positively benefit or will use generative AI in changing the way things are done. I will also say, you know, this sort of analysis that looks at how potentially generative AI will be used in grading or course planning or anti plagiarism, the anti-cheating thing, communications, it's already being used by many institutions to write emails that go out regularly to potential applicants using research, tutoring, employee education, et cetera. This is all very real. If anything, these areas will grow dramatically and we're not even looking at the operational side of universities. To put some of the operational opportunities of generative AI in context we just listened to you across an EY internal webcast. And the estimate is across the big four professional services firms. So firms just like Ernst and Young, which cover a huge amount of range of professional services, those four firms have announced that they're investing in total about \$10 billion in AI enabled services. Those AI enabled services will ultimately affect all of the operations, finance, HR, IT type services that any company or institution in the US or globally supports. So there's going to be a substantial change going forward, the magnitude of which is still impossible to properly discern at this point. AI is here to stay and, and not really going anywhere for the foreseeable future, but as I keep saying, it is still very much unknown and there are still very real risks that all academic institutions will grapple with.

And the last trend that I'll talk about before turning it over to Kasia is around the business model. I intentionally use the word business model of higher ed, recognizing that all of our clients are not-for-profits in this space. But fundamentally, this is a business that needs to generate income or revenues to cover its costs over time. Otherwise, there is no university, there are no faculty, et cetera. The starting views thinking about, you know, what are the big trends in some of the key simplified revenue sources overall, starting with tuition, the picture is not great. And tuition revenue obviously is a function of two different things, volume and price. Volume we already talked about, which is flat to potentially down in terms of the number of students, but price is the other big lever. So net tuition revenue, the other big lever that the university's been pulling for a long time, the general consensus amongst our clients is that that is a lever that's going to be harder to pull going forward than it has been historically. And I'll share a slide on why we believe that's this big red negative going forward in just a minute. Research activity, another huge source of revenue for, you know, particularly all the R1 institutions, many of which are public that we work with. You know, unfortunately research activity and research funding has been broadly, you know, flat over, quite a long time. There have been growth overall in the dollars available, but also more competition for all of those dollars in the federal government. Our net sort of view on the future of research as a differential source of revenue for institutions is that it'll be roughly a non-impact. So we've made sort of a horizontal error here, and the reason is that as the total dollars available may continue to grow as our government continues to fund it, those dollars are not growing in their impact on discretionary revenue for institutions. In fact, the indirect cost recovery rates continue to fall over time. So our anticipation is that universities cannot really look at research as an incremental source of funding for more operations. They will fund research activities, but it won't change the business model. Philanthropic giving still grows, and that is a bit

of a bright spot that as long as the value proposition for higher education is intact. And we'll hold that conversation for Kasia for the next section. But there's a lot of dollars out there and many of the endowments, you know, have been relatively hard hit during the pandemic, but things are beginning to come back. So we actually believe on the endowment side and the philanthropic giving side, there's more opportunity there. And as you've probably all seen the data, more public institutions are taking advantage of philanthropic giving as a way to bolster their operations above and beyond state aid. And the reason that's important is in general, and we don't know as much about what's going on locally in Oklahoma, there's obviously a lot of political back and forth, but in general across the country, our institutions that we work with are seeing declining state appropriations for public higher education. Our macroeconomic forecast also suggests that most states will have either flat to declining state tax receipts over the years to come and couple that with a decline in federal stimulus dollars, which we know is already happening. We have generally a negative view on what you can expect from state legislatures in terms of appropriations nationwide. And I need to caveat this over and over again, which is we are not, this is not a crystal ball of what's going on in Oklahoma or your spending in or your state appropriations in any way, shape or form. This is a national view of what's going on in terms of the big drivers. I do want to double click into tuition to back up the point I just made that most of our clients don't believe that tuition is a lever that can be pushed or pulled substantially more going forward. One, this is a very simple chart that looks at the growth rate in real dollars. So we've indexed all of these dollars for inflation back to or 2020, 2021. And there are four bars representing public, two-year colleges, public colleges, private, not-for-profit four years and liberal arts colleges. And one of the most important pieces of data on this is the dotted line that cuts across sort of the near the bottom of all of these, that 1.4% is the growth rate of median US household income inflation adjusted. So quite simply what we see is that the tuition rates have been growing at two to three times the median household income for a very, very long time. This is over the last decade. We can actually take it back much farther than that. Most of our clients are now saying this is fundamentally non sustainable. And as they think about planning for the future, most of our clients will actually plan for generally sort of flat net tuition. So when you take the offset of list price increases and then increased discount rate, they're generally saying, we don't believe we can get a whole lot more net pricing growth from our students and our families going forward. Perhaps as a result of that or a recognition that something else needs to happen, many institutions have turned to another source of funding, which is institutional debt. And we won't go into depth on this, but we are somewhat shocked by the magnitude of the change in institutional debt.

So what this chart is showing is not student level debt. We all hear about that. We read about it, and inside higher ed all the time, this is actually the long-term debt that institutions are carrying in order to fund their operations. And in this period of declining enrollment, as we just talked about declining pricing power, what we've seen is that all types of institutions have substantially increased the amount of debt. And we've measured this on a per full-time equivalent in enrolled student basis to try and normalize it. And the data is, is from our point of view, somewhat eye opening. Just in the last eight years, 2011-2019, large public institutions on average have increased their long-term debt by 31%. That results in the bottom of this. If you look at the little dashboard in terms of 2019, the most recent data we can actually get on this picture is \$17,000 of debt per student per institution. So as they think about sources of revenue, there's obviously this big debt picture to pay off. This picture was developed and small publics have grown even faster. Of course, large privates have substantially more debt, but I'm not going to talk

about them now. It's less relevant to you. They also typically have big endowments. The reason this is so important is this debt increase was raised at a time when interest rates were diminutive, diminutive. No one really worried about it because interest rates were practically free. We all know that we're now in a period where interest rates are substantially higher than they were in this period of 11 to 19. And now the cost of servicing this debt is becoming a material component of the cost structure of institutions. Is this too much? We don't really know. Our general answer to that question is it's not too much debt as long as you can continue to grow. But growth, as we've said, is very challenging in higher education today. So that is just a quick debt picture. And now I want to turn to another or a more consolidated measure of financial health. And for some context, EY Parthenon has, because we've been doing this for a long time, has been measuring the financial health of institutions for a very, very long time. And we can go on our website, there's a calculator you can use, but we have a metric which we've tried to simplify relative to all the ones that are out there to a very simple metric that we can all understand. We happen to call it the institutional viability metric. We're not marketing people, but we call it the IVM. That metric is made up very simply of six underlying metrics you can all look at and all track on your own data financial positions that's measured by profit margin, reserve ratio, market demand. So, is your total enrollment growing or shrinking over the last five years? Is your annualized net tuition and fees growing or shrinking? And finally, how are you doing in terms of delivering the promises that you made to students? So are you graduating your students and are you retaining them? We blend these six metrics together and here's the weighting. You know, these percentages are how we weight each of these metrics to come up with a very simplified view of institutional liability. What we've done nationwide is divide institutions into three fundamental categories, stable monitor, which means there's some real risk factors or at risk, which means they have multiple risk factors across these metrics. In the US the good news is overall 70% of our institutions are stable with only about 10% of them roughly at risk. In Oklahoma, it looks a little bit more precarious. So roughly 25% of the institutions in Oklahoma are at risk. 25% are in the monitor category and 50% in the stable category. As this is a public meeting, we are not actually going to name institutions in each one of those individual categories because we are always worried as a firm of sort of a quote, run on the bank, which is a people here institution is at risk to students and family run away from it and, and not enroll. And does that put it more at risk? That is not a business we want to be into, but we're happy in a private setting to follow up and share individual results for you with each of your institutions overall. But that's the picture in Oklahoma according to this metric of institutional sort of financial viability. And finally, I'll share one more slide, which is the net result of all of this. The net result of all of these pressures facing higher education, the net result of the increasing competition for students, the net result of needing to invest in digital to figure out ways of innovation has been a real change in the landscape of higher education. At the top of this, and you probably can't see all the small numbers on your screen, but you can see hopefully numbers that are going up and to the right are the number of the count of mergers between not-for-profit institutions each year going all the way back to 2000. And the net result of that is 177 mergers have occurred since 2000. More and more institutions are saying, we can't do this alone, we would be better off developing greater strength and greater resiliency and greater innovation by partnering together with multiple different institutions. The flip side of that coin is that other institutions have said, we can't do this alone. The business model is too challenged, the future is too bleak and we don't want to merge or didn't think about it. So we end up closing and there's been roughly 311 institutional closures over this time. So just under 500 institutions in 20 years, or about 12% of our total degree granting institutions are no longer operating

as standalone institutions. They've either closed or they've merged together. So those are collectively a set of the big trends that are facing in terms of data facing higher education. I want to turn it over to Kasia to talk about how the value proposition has evolved over time.

Ms. Lundy showed a slide with a map. Just want to pause on this for a moment before we open up to a full discussion. Obviously, when we all think about universities, we think about the audiences that they serve and there is what I would call the sort of more traditional student audience, the 18 to 24 year olds who may come right out of high school or not too long after that. And then there's everybody else. And I know you're already doing some really great things for the more, again, what I would call traditional student population in the sense that those Gen Zers, as Haven was pointing out, are looking for some really explicit things these days out of their experience at universities when it comes to experiential learning what they're actually learning in the classroom and not just outside of the classroom. And then how career services helps them find that first job and that second job and so on. This chart is more about those other students and those other audiences. Interestingly, you are in a state which you know, by many studies and by many measures is potentially and we hear this word and trend very, very often to the point where maybe some of us are tired about hearing about automation. But certainly there are states across the US, some more so than others, that are exposed to this threat of automation. Automation is at the end of the day going to affect every job, whether that is a college job or not. It may not eliminate that job, but it will change the nature of the job. What that means is that people who are currently working will find their occupations and their day-to-day tasks and jobs changing and may need to be either re-skilled or up-skilled. And I think that poses a really interesting question for you and the university or your campuses in terms of how do you play in this space going forward. And that is probably the question that we would like to leave you with. And at the end of the day, I don't think any of us here, certainly not me and Haven, we would not be saying the degree is going to go away. There's lots of conversation these days about the unbundling of degrees, but we don't think the degree itself is going to go away. However, it's important to think about what is the portfolio of program offerings that universities have on the credit side, we've certainly seen a move towards shorter credentials, more stackable credentials, more competency based, more skills focused and on the non-credit side, and from a lifelong learning perspective, we've seen a lot of interest from both workers and also employers in some sort of skill demonstration. So going back to badging, that is a fairly new area, even though it's been talked about a lot in the country, it still feels like it's in the experimentation zone and a little bit of the wild, wild west. So what sort of ground you enrolled, you carve out for selves in this space to both do good for yourself, good for students, good for the state I think is a super interesting and important question for this group to consider and I'll stop there. Chair Shirley, here are some questions that we just wanted to put on the page as starters for a discussion, but we also understand we may be out of time for a discussion.

Jim Morrison thanked the Board for the opportunity and thank you Haven and Kasia. This is such an important engagement exercise to pause, to reflect on what's happening nationally in terms of trends. A lot of these trends are so nuanced in terms of how it applies to an individual institution. And many of these things that are, you know, sometimes in the red or yellow are not applicable to flagship R1 universities, but it's so important for us to be following these trends, to bring these trends to leadership, to have, you know, hard conversations to reflect on who we are as an institution and how we can

get out ahead even in areas where we are in many cases, green if you will, in terms of our status in comparison to some of these trends. So we're in a very good position. But nevertheless, this is a really important exercise. So I appreciate the opportunity to have this discussion.

Chair Shirley stated this presentation was illuminating, and thanked Jim, Kasia, and Haven for the information.

Matt Brockwell, Senior Vice President, and Chief Budget Officer Stewart Berkinshaw presented next.

Our mandate, and to achieve excellence as we strive to do, we have to be financially able to attract and retain the best faculty, the best students, the best facilities in the face of competitive market pressures. We are ultimately in a free market environment, and we cannot operate in a bubble. We need to acknowledge those competitive pressures. If we don't and we don't have the financial resources necessary to invest strategically, then ultimately we risk being caught from behind by the other universities that are aggressively investing in their students and their faculty and their facilities in response to the market demands of what students and their families are looking for in higher ed. So how do we do this? Well, the funding model at OU, like so many other flagships, right, is it's a four-legged stool. Obviously the University bears responsibility and plays a significant role in efficiently and strategically shepherding our resources, right? But then the alumni, the state as well as the students and their families all have parts to play in funding our endeavor. So let's look at those a little bit more closely. What's our role as the institution? Well, we've got to shepherd our resources responsibly and we think we've done that and we continue to do that. Over the last six years, we have achieved cost savings, recurring cost savings in the neighborhood of \$140 million that have either been outright saved or redirected for more strategic purposes. Further to that point, we've kept our overhead levels low. If you look at the Power Five schools and the publics, that's about 50 schools. We are the seventh lowest in terms of our overhead charge. So institutionally, we're keeping our costs low compared to others, right? A great example of that is you look at our faculty and staff over the last 10 years, average raises, annual raises for our faculty and staff are less than 1% a year, less than 1% a year. And you put that in the face of annual inflation, somewhere in the neighborhood of two and a half percent, you do the math. We've all taken 18 to 20% salary reductions in terms of real dollars. So again, those are costs that our faculty and our staff are absorbing for the benefit of the institution. So make no mistake about it, the University is making an investment. Further to that point we are increasing financial aid to students of need. So the University is definitely doing its part. We've got more to do, but we are doing our part to maintain costs and keep it affordable for students and shepherding our resources responsibly happily. When it comes to the state, we're happy to announce that they have really stepped it up and we had a great year at the legislature. They're doing their best to increase funding for us both through the normal appropriations process, as well as one-time special purpose funding as well. So we're happy that that leg of the stool appears to be getting stronger and stronger. The alumni, the friends of the University, they're stepping up as well. We've got, as everybody knows, the Lead On campaign where we hope to raise \$2 billion over seven years. And happily, we earmarked 25% of that, \$500 million, to go specifically to student aid. So we've increased student aid significantly in the past. We intend to commit another \$500 million of endowment money as part of the campaign to further add to that. So we are doing and the alumni are doing their bit as well, so that leaves us with the students and their families. It's important that we have the ability to charge our customers a market rate. It's a competitive market, and we need to charge

competitive rates, market driven rates so that those that can afford to pay can pay it. But we still have the financial resources available for those that can't afford to still have access to an OU education. So that's what's vitally important about the market rate of tuition, is those that can pay will. And it also then provides additional funding to help those that can't pay to still have access. So it's a virtuous circle. As we look at tuition and fees, they account for about two-thirds of our total operating budget. The state appropriations account for about 20. So that tells you the orders of magnitude that we're talking about. When we look at tuition, that is the lifeblood of the University's financial picture. And so, again, it's so, so important then that this big chunk of our core revenues is stable, is reliable, and that has the ability to grow modestly and consistently over time so that we've got the necessary revenues to pay for core operations. We're not talking about one-time allocations from the state to build a building or fund a particular special project, right, it's the core operations that deal with higher utility bills, higher insurance bills, things of that nature, and provide raises for our faculty and our staff, which as I referenced earlier, have been less than robust in the past. So I think that's vital that any organization that's going to be successful has to have core revenue sources that are reliable and increasing steadily over time. So when we drill down a little bit more on the tuition side of things, average tuition rates for in-state students have declined, not increased, declined 6% over the last five years. That's well below the rate of inflation for higher ed. That's well below the rate of inflation for the economy as a whole. And it's well below the statistics that the EY folks just quoted, decreasing 6%. That's not sustainable. And that's why we're asking for a 3% across the board, increase in tuition and mandatory fees for both in-state students and out-of-state students. What that means is that for in-state students, before waivers, before scholarships, just the gross amount that we're asking for, that means that in-state students would pay approximately--wait for it--\$280 a year more on tuition. That's less than a dollar a day. That's at full sticker price, less than a dollar a day. Right? By the time we factor in waivers and scholarships, in-state students would still be paying less on average than they were paying six years ago. Let me repeat that. In-State students, just based on full sticker, would be paying less than a dollar a day increase as a result of what we're asking for. And after waivers, after scholarships, net tuition paid by in-state students is still less than they were paying six years ago. So this is not profligate spending, this is not usurious. This is a modest and reasonable request so that we can deal with the inflationary pressures that the universities face and also make a modest, modest increase in comp for our faculty and our staff. And also, bear in mind too, that under the Crimson Commitment Program, those students who have family income of less than \$60,000, most of them would see zero increase. Zero increase as a result of this request that we're making. So again, we think this is well conceived, well analyzed, just justifiable and goes towards really necessary fund expenditures. Again, as I said, raises for faculty, much needed deferred maintenance for campus facilities, increase investment in research, IT cost. We've got big IT costs to deal with cybersecurity risks. We've expanded our career counseling services as well. So these are all necessary and valid expenses that we need this increased tuition revenue to help defray these costs. As part of this, as we considered this, we did our research too. We have spoken with a number of student leaders around this. They understand the need for this. And we've gotten full throated support from student organizations and student leaders understanding what this is for. They think the PRI priorities make sense. And so we have the support of student organizations as well. So in summary, we think this is integral to the success of the University. We need to have sufficient funding for our strategic imperatives and to take care of our people. And so that's why we believe that this 3% increase in tuition and mandatory fees should be approved. Thank you.

Brian Holderread, Vice President for Operations, presented an update on freshman housing next.

This is an item that we have been discussing for over two years now as we've brought forward the master plan in several other agenda items. I want to remind everybody always of what our key themes for this have truly been around as we've really thought through what is freshman housing and why so big, yet small has always been a major factor for us, really meaning big university, yet small community, and how do we create those small communities when it comes to any of our housing? That gets into the community size. Your roommates--we feel first year and freshman need roommates. It's vital there is also life outside the unit. So what we call sticky spaces. How do you create the reason to be out of your room doing other items and moving forward. And then also safety, on time and on budget, which is always important in any kind of major capital project. The typical unit for what we're looking for, we have the three that are up. So we're doing a single, what we call a suite, which is a two to one fixture ratio. And then the very traditional semi suite, which is the four to one. Very traditional to what we currently have in our towers right now. We're kind of recreating those just slightly. Basically, the other very interesting thing we've done here compared to what most students would've gone through from any of the towers, whether Adams, Walker, Couch is we have moved the sinks out into the rooms rather than within the, the restroom itself. It just creates a little more ease as we go through most of this. This is overall just executive summary for where we're at. Phase one, this is a two phase project, so we have phase one. It is a \$195 million total project. Phase two is projected at \$210 million. A little bit of a different number there. Just depending on, we also have to monitor inflation. Inflation has been rather tough on most of the industry since Covid. So we are continuing to monitor that. We have considered a 1% increase in students year over year. We've gone through this both for Phase one and Phase two. And then obviously just for us to hit any of the previous Board of Regents policies, which is the debt service limit of 1.10 when we do think about any other bonding capacities.

Phase one is really where the current Adams site is, and Phase two will be the Walker site. It does expand up to where Cate number three is. Phase one will be the two-building approach. We're right at 1,147 revenue beds as we've done this. One of the other things we have, we have done is tried to reduce the RA to student size. Right now we're closer to one to 70 from part of the towers. We're right around one to 42, one to 43 from the majority of everything we've done for the new construction. That's one of those other items that we really feel helps with student retention; it's just monitoring a little more during your first year experience and can help. So that's one of those valuable assets as we continue to look at that from a ratio standpoint. As we get into Phase two where the site opens up just a little bit more for us, that's where we're allowed to kind of look at three different buildings. We are trying to do these just a little different, so nothing looks the exact same as we've gone through this. But you can notice a lot of similarities kind of in what we're doing, whether it's kind of an L Wing or what we call a T wing that's been created. This (image on screen) gives just an overall general idea of what is, what will be there and what we're taking away. The prominent things to really notice here is where Adams and Walker are. Couch is technically to the South, just barely on the slide. And we do also remove First Street in this process. So we're going to create this entire area as we continue to expand. This will be done in a multitude of phases to where First Street, a portion of it's already been taken away in demolition. We'll come back to and continue to do that once we get to Phase two. Everything will be run in phases

as we continue to move forward. The other interesting thing this allows us to do, and this is something you'll see as you look through the plans, but Adams Center, Walker and Couch all technically have basements where their buildings are currently. So what we've attempted to do in those areas, because one of the items we have is storm shelters are in every part of our buildings. So if you live within University housing, we have a spot for you in a storm shelter. We've tried to take advantage of literally the hole that's already there as we've dug down and demoed. And then we're going to put a basement in those buildings. We're going to have an on-grade storm shelter for those where there's not currently a basement. For what the first floors will have, what we've attempted to do in all of these is put one additional type of service in each building. So the north building, which will be the first one built and brought forward we're going to put a coffee shop in it. It's also closest to the academic units. So from any other students that are, that are leaving this is an easy spot to come and go. For the south building we're going to put a convenience store. Right now, Walker Tower currently has the convenience store that's set up for that. So we're replacing it as we get into the other three buildings. As we walk through the rest of the master plan, we will continue to look at different venues in each one of those, attempting to find other things, you know, smaller maybe a kind of sandwich grab and go shop. Just a multitude of different items that we could put in each one of those. But we'll continue to explore that once we get into the Phase two overall, what we call just the common res life plan.

This is pretty common for the first two buildings. It's just slightly mirrored or flipped for how the north and south building will run. But we have a multitude of the singles, the two to one suite that we talked through earlier, and the four to one suite. We also have a lounge and then study lounge or quieter lounge on each area, with the more central lounge in the middle. The other interesting thing we've really done here that do want to just point out is between floors two and three and then four and five, we actually have a spot off that landing off the lounge where you can look down to the floor below you. So if you're on three, you can actually see two. And what we're trying to do is create additional community between each floor, not just isolate the floors nobody can ever see. So if you hear and see something going on that lounge at the center part of the building, it's going to allow some student interaction, Hey, what's going on there? Hey, let's come join you. Just more ways to create environments for students to, once again, be in the sticky spaces out of your room engaging in the University community.

All these buildings are five stories. We consider those code efficient. It keeps us out of some other areas once it gets into the code. We will not have the high rises that were previously there. As you really consider this overall housing master plan, this will be very transformational when it comes to the entire landscape and environment of the University. I mean, as we remove those towers over the next, eight to 10 years as they all finish coming down, it will transform the total landscape that we're going to have around the University. To me it's going to be much more friendly, a little bit more, not as intimidating. When I talked about the big yet small, that was some of the stuff we got back in student surveys sometimes, you know, it's just you see these bigger towers, ooh, that's a little different. But these fall right in line with what's been done previously with Headington Hall and the residential colleges and then also with Cross. So it's all kind of following the same line of overall scale and massing.

This (slide) is just another view as we've attempted to create two semi-individual courtyards that offer other options to create community, but then yet everything interacts and flows between buildings. In response to a

question, VP Holderread discussed how plans for the new construction provide a different floor plan and room style than other housing available on campus, with this new building offering more traditional suites. We're purposely attempting to create multiple different room types. These buildings are also truly set up more as almost a Lego. These are set up to where they are modular, they can be adapted. We can also adapt if for some reason, I mean everybody wants a single room now; we would have some capacity issues with that as we're looking forward, but these are adaptable. You can look at the two one, the suite versus the single. It's the exact same room. We're just putting a different bed in it. So these are very easily adaptable. Same with the traditional semi suite. You could also turn that from a four to one to a two to one there in the same way. Let's not forget, once again, this master plan is expandable at any time. We're in Phase one of the master plan. Right now we're planning on the Phase two. We haven't even considered what's going to be done on the Couch tower site whatsoever besides the removal of the building. We have continued expansion, we have continued adaptability at our fingertips as we continue to think through this master plan as we continue to move forward. The room size in what we're building now is right at 528 square feet and what we're tearing down was 435 square feet, so we are increasing the total size offered. The other major thing we've done is moved the restroom component to the interior side versus the exterior side.

Just quick next steps. Obviously Phase one we're going to continue. We'll be bringing some more stuff, back to the Regents. I think there's even stuff for this meeting but we're going to get back into the master plan. Master plans to me are never, they should never be dated. They're continuously ongoing. We need to be smart and say, what did we get right? What should be modified as we're thinking about Phase two? Let's just make sure we're thinking through everything. Do we have the right bed count, other data, demographics, all the stuff we've heard and talked about so far today, we do want to continue to take that into account. Looking into Phase two budget. You know, we tried to say on time, on budget earlier, that's something we're going to continue to monitor. Hopefully some of the cost inflation numbers continue to settle just slightly from what they've done over the past. We're up 33% since we brought this project forward, just as for an example. Something we're monitoring. But we're continuing to make sure that our budgets are staying caught up and up to date when it comes to that. And then we really have to consider, like I said, that Couch Tower site has not been truly thought through what do we need to do there. And so that gives us some, some other capabilities. Now, none of that's budgeted in Phase one or Phase two whatsoever, so it would need to be brought back from some form of review. But those are some items we could continue to look at as we move forward.

Right now what we have on the schedule is the north building will be ready for fall of '25. And the south building will be for the fall of '26. We staggered them for a few reasons when we first brought this out. And the construction labor market is pretty tight. We didn't want to compete and try to say, do all the concrete structure at once, do all the framing, do all the masonry at once. We can stagger the crews a little bit and help draw down the size. It also helped from some of the performance standpoint a little bit too, that we've also talked about as we're trying to keep the budgets on this tight. That helped just spread that out just a little more to help in that process too. There will be some ups and downs during construction and the different phases, but when Phases one and two are complete we will be almost bed neutral.

The plan is to begin Walker demolition sometime after the fall of '26. That's really the student population that we're serving right now, that's going to move into the two new buildings. So then when you get through that, so we're at

roughly about three years. We're going to be roughly in that '29 kind of time period for a lot of the Phase two to begin opening. We'll need to review some staggered opening potentially on that. We do have some capability to stagger some of that, for instance, the furthest north building on that, because that's where Cate three sits currently. We could bring that forward a little differently. Once again, these are proforma kind of conversations we're going to have to have. If we accelerate the proforma, it could affect the debt service that we're trying to definitely monitor as we walk through this. But we do have some flexibility in this, but most of that would be '29 would be the easy answer. Right now, Couch Center is once again not planned whatsoever besides for the removal of it. And then it'll be a green field site is what we would call it at that point for us to make consideration. Meaning we're taking it back to just a kind of a sod or turf area, green field site, meaning it could be built for anything, and that would be sometime probably in '30 for removal. And then, so you're looking at '30 to '31 for any kind of major movement or construction activity items on that site, if we were to choose to move forward with that.

The next speaker was Jeff Blahnik, Vice President for Enrollment Management.

Thank you, Chair Shirley, and thank you, Regents, for this opportunity to speak. I've been asked to speak a little bit about specifically the freshman class. And just to orient everyone you know, the big national deadline where every student has to or is kind of encouraged to commit to a school is May one, and we're past that date. There's still a lot of movement that happens between now and census. So in terms of final numbers, we're going to more as the summer continues to play out. First before I say anything further, I wanted to really recognize the incredible work that the office of Admissions and Recruitment, the individuals in that department, our enrollment management communications team, the student financial center, and our money coaches do. There are a lot of people behind the work that leads to these results and all of our campus partners, frankly. So much intentionality, innovation goes into this. And really showing students how, what it means to be part of the OU Family, kind of that big but small idea that Brian mentioned. So I really wanted mention them. The last two years, you'll remember that we are coming on the heels of two record classes. The story of the last couple years. Especially as that we raced out to very large leads over the previous year through operational efficiency, through communication, through earlier deadlines. And then that came back to earth a little bit. We still ended up you know with record classes, but, the leads that we had earlier maybe didn't play out throughout the entire cycle. This year was a different story. Every single class is a different story. But this record break breaking class, there was early engagement, and that early engagement really held throughout the cycle and really sustained. Yield rate is something that we track very closely. Yield rate is the number of admitted students divided by the number of deposited students. So basically the number of students who commit of those who are admitted, that grew this year, for those who visited campus by 3.7% to this point, this is through June 1st. From 62 to 60, roughly 66%. So roughly two out of three visitors to campus are committing to OU, which is a really strong yield rate. Not only did we get more visitors, so more, more people are visiting OU, but the yield rate is also increasing. Similarly, those who yielded based on or those students who visited and filed a FAFSA. So both of those kind of important metrics to determine a student's interest grew by 4%. Again, more students doing those items and more students yielding from that group. We had an almost 15% growth in gross deposits. Those are students that initially deposit to indicate that they're coming. As you all know, as we've talked about in the past, we have a melt rate that we also track. Those are

students that double deposit at different schools. And we're still tracking that as time goes on. But 15% more students committed in initially to us, we had 19% increase in housing contract contracts or exemptions submitted by June 1st, and a 28% growth in New Sooner Orientation (NSO), our enrollment program, by June 1st. So students are taking the next step. There's an engagement that has really held this year, which we haven't seen in the same way in previous years. Last year our melt rate was about 15%. It's going to be north of that. That's just kind of the way things are looking. Our freshman class projections, we're expecting about an eight to 9% growth in our freshman class this year. So it'll depend on kind of how the next couple months shape up for melt. Why the melt rate? It's a national trend. We certainly have looked at that. Students you know, obviously have many different options. We know kind of anecdotally and just as we work with students that they get competing offers late in the process, often over the summer from other schools. So we see some of that during our time. We have an appeals committee that reviews some of those situations. But we know that's occurring. There's been a definite shift in what a commitment really means and, what are the different steps that are indicated. That's why we look at things like our housing contracts, our NSO signups, all of those different factors, beyond the deposit that kind of show us that a student's truly interested. We definitely do try to address this. And as students, don't show up for, let's say, NSO, our team is very proactive in working with those students. There's not one reason, there are many different reasons why students will commit and then decommit. But we are very intentional about following up with those students.

Generally speaking, across the country, students tend to stay closer to home, obviously within 50 miles. I believe 75% of students now actually stay closer than 50 miles or closer to home. In terms of Arkansas, we do recruit in Arkansas. We have folks here in Tulsa that recruit in Arkansas. The challenge there is the amount of discounting that University of Arkansas does for out-of-state students and in-state students, and we have other competitors for that state as well. It's not one of our top five, but I think it would be eighth on this list after these numbers that are provided. But certainly, we do recruit Arkansas and, we have people across the country that are trying to recruit for us. They have a new Arkansas program for non-residents, which is a program that where you can get basically in-state tuition plus 10% essentially.

Moving on to a little bit more information about our class with some early statistics. This is still a moving target somewhat, but we see a 50-50 split now between residents and non-residents. Because of the growth of this class, we're seeing increases in both residents and non-residents. So, Oklahomans and otherwise diversity in this class is growing, as was mentioned earlier. You know, demographics are shifting and this class we're projecting to be 2% more diverse in terms of race and ethnicity in this class in terms of academic profile, very similar to previous years.

Thought this might be of interest. The counties where students are coming from in this freshman class. And again not finalized yet, but this, this seems to be the ranking. You can see it really starts and ends with Oklahoma. So we have you know Oklahoma County, Cleveland County, and Tulsa County leading the way in terms of where our students are coming from. Several different counties in Texas kind of follow up. So Collin County you know, obviously Plano, Frisco, Allen, McKinney; Tarrant County is Fort Worth; Denton County, Flower Mound, that area. And then Dallas Highland Park, some of those high schools and Harris County we're really growing in the Houston area as well. So, so great to see that. And then the top 10 is finalized there with Canadian and Comanche Counties. Here on the right you'll see

where we're really growing in terms of yield. So this isn't necessarily numbers, but looking really at that yield that I mentioned, the number of admitted students divided by the number of deposited students. Southwest Houston yield was way up in that area. Oklahoma City and western Oklahoma. We kind of grouped all that together for these purposes. That was our second highest growth in yield. You see several different Texas areas as well. I wanted to note the state of California and the state of Colorado. We have people on the ground in both of those places, and we're seeing some increases in both yield and deposits in, in both of those states. And then some other considerations that I wanted to just talk a bit about. Melt, as I mentioned, is just a challenge. And our reason, Chair Shirley, you brought it up and it's something that we continue to study and work individually on to try to combat. We're still open to deposits. We're still working with students. We will be right until the very, very end of the cycle. We're seeing again strong growth in both residents and non-residents. One thing that we didn't anticipate at the beginning of this cycle was how strong the yield would be in the DFW area. We were up overall in DFW roughly right around 2%. We expected yield to be even, maybe even decline a little bit even as we've gotten more applications. The reason for that? I always have to start with our team. Our team is working really hard. We have five people in the DFW area who are really working that area hard. I think, as a university, we're taking some strategic steps. You know, expanding the aviation program was a huge factor this year, being able to kind of triple the size of the freshman class from 50 to 150 in aviation. And I think just the general momentum, what we're seeing, a lot of students really feel like this is a special place. I think we all know what a special place OU is; it's big, but small; people feel like there's that individual attention that they get as a student, but it has all the big opportunities that you would want in an R1 institution. So I would say that those are kind of the factors that I'd throw in. In terms of the biggest gaining programs: Atmospheric and Geographic Sciences, so obviously, you know, a very strategic move by Provost Wright and by President Harroz was shifting things from aviation into AGS this past year and kind of expanding our ability to take aviation students. We had this huge valve that we needed to kind of pull just based on the volume of students that are interested in our number one ranked aviation program in the country. So that was our largest growth college by percentage. Gaylord College is growing rapidly as well. We have 60 more pre-nursing students who are committed. Price has about 200 more students committed to business; obviously we know how strong that college is. Gallogly Engineering has growth, a hundred more students; in architecture, about 20 more students. So those are kind of areas that students are really clamoring for. One of the challenges when you grow this quickly as we're expecting, again, eight to nine percent more freshmen is really trying to support and ensure that the experience that they get when they visit is really the experience that happens. And so I think that's one of the things that we're running up against and really trying to, as a campus, handle appropriately. And so New Sooner Orientation has been a challenge. All of the appointments I talked about earlier filled up very quickly. We had to find new ways to expand those programs, taking some of the degree granting college advisors and putting them into to freshman enrollment. Trying to find just new ways to kind of support and bolster that onboarding experience. And then working with VP Surratt and VP Holderread talking about housing and classroom management, really trying to ensure that we have a great experience. Cross was very, very popular this year, and filled very quickly. Ensuring that we have a really a robust experience in housing. And then also classroom

management. We need more lab space. We had to be very creative to try to accommodate the students that wanted to take a lab science course. And we're kind of continuing to work through some of those issues now. That's sort of a snapshot of where we are with our freshman class.

The Board paused the meeting at 12:09 p.m., returning to the Evergreen Room and open meeting at 1:16 p.m., beginning with a report from the Vice President for Intercollegiate Athletics, Joe Castiglione.

Regent Stevenson introduced Mr. Castiglione, saying, "we're glad to have Vice President, and Director of Athletics Joe C provide us with an athletics update in addition to reviewing some of the athletic agenda items that we will consider this meeting. Joe will also provide a high level overview of our NIL operations, as well as report on some of our SEC transition and the recent SEC spring meetings that he and some of the staff were able to attend. Before we get started, unless you've just been lost for the last few days, OU and softball won our third national championship in a row, back to back to back. So just incredible. And of OU's 43 all time national championships, that is 24 under Joe's leadership, almost one for every year that he's been in this role. So congratulations. Congratulations to Joe C, congratulations to Patty and all the women on the team and I'll turn it over to you.

VP Castiglione thanked Regent Stevenson and the Board to begin his commentary. I've broken my report up into a couple of different sections. And first I'd like to just address the agenda items that you have been reviewing in regards to intercollegiate athletics. Those have been in your book. We've had some previous conversations leading up to this meeting, but happy to answer any questions you might have. The first one is a revision to the Regents' policy 6.3.3, which is Athletics Rules and Compliance. This is just an update to the policy itself that recognizes the amended NIL law that just passed in this legislature a couple of weeks ago, and is now in effect. This just formalizes the interim work that we've done and amends the Regents' policy to allow us to take a more active role in facilitating and supporting NIL activities for our athletes. The second agenda item is Sam Viersen Gymnastics facility renovation. As you've known from previous conversations, this item has been under development, design development, and we ask your approval for the design development phase and the plans that we've presented. And with your approval, it'll allow us to move forward with preparation of construction documents. To refresh those that don't know a lot of detail about this. This project calls for a 2,000 square foot renovation of existing facility and a 15,000 square foot addition. Primarily, you know, the team facilities, training and other site improvements around the facility itself. The cost is scheduled for \$13,750,000. We know that this meeting every year, you recognize the immense success of our athletics teams. And as been mentioned by Regent Stevenson there's been a lot this year and there's nothing mundane about celebrating their success. So we want to just thank you for recognizing the teams and what they've accomplished and student athletes that continue to represent us at the University and our state all over this country in such a special way. And then last item is really what our information items only for you. We always bring these to you. They're purchasing and procurement related, one that is our athletic air charter. This is for the upcoming football season. We made some changes in acquisitions around concession and catering service for athletic events and the contract with our third-party vendor. We have a big change in bus charters. Company has now taken over another company, but they're still local. And this is a purchase

order for their services to address all of our team transportation for the upcoming year. As we always do, we have third party security at our athletic events. So there is a bid for those services and a contract that we'd like to strike with the third party. And then we have various video and scoreboard updates that we need to do around our facilities. So there's a contract with the video provider, and I'll stop there. That's one section.

Continuing with the theme about celebration, something I like to highlight. We talked about the athletic achievements, and they've been incredible but just as stunning has been the success of our athletes in the classroom. It's very, very impressive. We broke a few records this past semester and just fresh off the grades being submitted by professors, I'd like to tell you a little bit about them. In this past semester, we set a record for a cumulative GPA for all of our student athletes. The highest before had been 3.2. We just had a semester where the cumulative GPA is 3.25. That's really, really impressive when you think about all the demands on their time and how they balance everything and all the success that they're having. This is a school record 23rd semester in a row. So nearly 12 straight years of a cumulative GPA of above a three point. And when you think about it, there was only one semester on record before that, that we knew that ever occurred. So congratulations to them. We need to start to narrow it down. We had 17 of our 19 teams have a cumulative GPA of 3.0 or better. So that's, you break it down, that's over three-fourths of our student athletes that have a 3.0 or better. That's nothing we take for granted. And then on top of it, you have even more extraordinary performance where we had an all-time record of 115 of our student athletes that have a 4.0 GPA. So really, really appreciative of what they do and model the right type of profile. As you know, true student athletes, as was mentioned by Regent Stevenson.

We had two team national championships this year, in women's gymnastics and softball, but it's just not just winning. It's the way they're winning. Women's gymnastics: we're back to back champions. Three of the last four and six of the last nine national champions came from the University of Oklahoma. And in softball, as was mentioned, we earned our third in a row, National Champion and Championship. That's five of the last seven, six of the last 10. Just as an extraordinary model of success in track, where we had a first ever Sooner win the national title in Heptathlon, a grueling event. And Pippi Lotta Enok was just extraordinary last weekend during the NCAA championship. So we want to recognize her. We had six conference titles that were won this year. Women's basketball, which was the first since 2009; gymnastics their 10th in the last 11 years; Men's golf, second straight; women's tennis, second straight; and softball won both the regular season and the tournament. Also big, big goal of ours is to continue to get more people involved in our program. We need all sources of new revenue and fundraising has been an enormous focus for us. And we came off an all-time record year last year of over a \$100,000,000 raised. This year, and although there's still some gifts coming in, this is the second highest year on record, which you know, is really very, very special because there were some big eight-figure donations last year, most notably for the softball stadium. So we've had the largest number of seven-figure gifts ever curated during a single year. And that's a special achievement. But you know, having the \$72 million raised this year is, is something we're very, very proud of. There are 17,000 annual donors now in our program, and that's another focus of our growth. And 50% of them have contributed to the University's Lead On efforts. So it shows that people are really getting behind our whole University in a special way.

Regent Stevenson also mentioned in his opening remarks that we are just coming off attendance at the SEC meetings and very appreciative of Commissioner Sankey and the SEC in inviting both President Harroz and I, along with a couple of our staff members to join in that meeting. Although we were there for all the discussions, we're not voting members. So we get to hear the debate, the dialogue, and obviously a lot of the information that is being shared with membership to help us understand, you know, what are the key issues that the SEC is facing. Obviously we spoke a great amount about issues that all of college athletics are facing. So that was really an enlightening experience. And I know there's a lot in the news from that meeting. The decision was made about the 2024 football schedule, and coincidentally, later this afternoon, evening, the schedule will be released on the SEC network. So we're eagerly anticipating that announcement at 6:00 PM Central. As you know, we've had an SEC transition team working since right after our acceptance into the conference. And it's been something that we've been very mindful of also balancing working with the Big 12. So, as we talk about SEC preparedness and readiness, we've been very mindful of working with our current membership and our leadership in the Big 12, our commissioner, Brett Yormark, our colleague member schools, and trying to navigate the future both with the addition of four teams to the Big 12 and our competition during the course of the 23-24 year.

And of, of course, as we met just a month or two ago recognizing and improving our transition to the SEC beginning July 1st, 2024. But just a quick update on some of those items that we've been reviewing and analyzing and developing strategies around. We had 15 separate areas that we focused on, everything from student athlete experience, our staffing and culture, ticketing, game day experiences, finances, travel, community engagement, and obviously, you know, the sports related performance and the areas of which we'll be joining the members that offer the same sports that we do. That's gone very, very well. This past year, we also developed an operational plan, which included data that we collected from those types of assessments and meetings we had with the conference. We've used that in benchmarking activities to help us drive strategies and making the transition as seamless and as successful as possible. We've got timelines established with target dates for certain activities to take place. We developed and worked with the city of Norman and Cleveland County to enact an outside SEC readiness committee to address some of the items that the city needs to consider with, you know, the influx of new fans trying to come to our area and how they experience Norman. And that's been very, very good that they're in a proactive position to be thinking about this transition when it occurs. And, of course finally, and most importantly, we've been engaged in an ongoing way with the SEC leadership in the office. In fact, late last fall, they invited both the University of Texas and Oklahoma to Birmingham, where we spent a full day going through SEC policies, procedures, finance, philosophy, and a variety of other logistical elements that are germane to our transition. Also, we've met with our counterparts, the University of Texas separately. And so it was détente for a while, you know, but the colleagues shared their findings, data, and ideas around strategies that could help us be more efficient in transition. We're competing on the field all the time, obviously, but we're both facing similar transition elements, so why not share that information between each school? And that's been very, very helpful. So that leads us all to where we are today: planning our full entrance to the SEC on July 1st of 2024. So very, very happy about that.

Name, image, and likeness is a significant topic, significant issue in the world of college athletics. I know we have had, a number of different conversations about our strategy and approach, and we've made a significant amount of progress over the last two years since it's been enacted. Obviously, we see, NIL being interpreted far differently than it was intended when it was made permissible July 1 of 21. And every institution is dealing with all the challenges around that. For us at the University of Oklahoma, it's been important to have a very clear strategy and a great story around our approach to name, image, and likeness. We have basically five key elements to the foundation of our NIL philosophy and approach. One is empowering student athletes holistically, two is promoting social impact and community engagement. The third would be championing ethical and responsible engagement in all their activities, be it business or charity. Obviously the education around balancing the athletic and academic excellence they have, as well as financial literacy and business acumen and inspiring them to take an active role in developing their own personal brand. Those have been the key elements of the foundation of our NIL program. So it does break down in a variety of different ways. They've been very entrepreneurial themselves, which they can be, and also the development of collectives. Some have started and already have folded. Some are considering merging with others, and some are very, very successful. For us we now see this narrowing to two primary collective approaches. One has been operating for at least, let's say, a year and a half. That's the Crimson and Cream Collective that's outside of the University, of course. And their goal is to create a seamless conduit between fans and brands interested in engaging with student athletes in return for tangible benefits, and measuring that return on investment. It's an active, ongoing way for businesses to engage and support student athletes using their business in acquiring marketing rights of student athletes. And they can go direct to student athletes or work through the collective itself. This particular collective does not have a charitable endeavor to them. So monies that are generated by or given to this collective are not tax deductible. But they've had some great success. They have the way that people that want to get involved at the earliest levels, \$25, \$50 can get access to media offerings by student athletes themselves.

And that's generated a fair amount of revenue, revenue that can be shared with athletes. The Collective has a contract with athletes. In fact, this is the first collective that we know of that sign every member of our football team and every member of every football team. They're engaged in a variety of things like podcasts. They do camps or clinics, social media activations, and then appearances with the various business partners. The other one that is intended to be charitable is one that we've been developing in advance of, and in expectation of the NIL law passing in our state that's titled or named appropriately the Sooner Charitable Collective. It's its own separate foundation. Its goal is to harness the power of student athlete reputations and foster a culture of giving back. So individuals interested in helping athletes and working with athletes with a charitable angle. They can actually give to this foundation. It would have a tax benefit. Now, just in the last 72 hours or so maybe going back as late as Friday evening, the IRS has issued some interpretations around charitable collectives. We have been very, very mindful and those that put together this foundation been very mindful of what's required around 501(c)(3) charitable activities, so that particular ruling wasn't necessarily addressing this charitable collective. However, we have stopped and made sure that this ruling doesn't impact any of the activities that we have

planned. We are just about to get going. The timing for us probably couldn't have been better, that we got it before anything moved forward. But again, I want to emphasize that the board around this new foundation was intentionally mindful of every, every particular law around 501(c)(3) activities.

We do have something else in the third bucket, if you will, of our NIL efforts and strategies: engaging our media rights partner, Learfield. We were the first school to come out with an activation around national and local brands that are connected to our media rights, and they work with our student athletes and try to create opportunities for them to align with businesses. There's been a few other universities come out since then. So bottom line is, you know, we have been very innovative, creative, and candidly relentless in trying to pursue an NIL strategy, primarily because we're always trying to elevate our student athletes and their experience at the University of Oklahoma. We appreciate, and as I mentioned earlier, with the amendment to the University policy, we want to thank the state legislature for amending the, the NIL law that we had in place. It certainly makes it easier for us to facilitate these opportunities and partner with entities on or off campus on behalf of student athletes. I really feel good about the strategies that we have around this new activity, being mindful of all the NCAA bylaws, but also the new world that exists and how we can help position our athletes for success going forward. That would conclude my report. I'd be happy to answer any kind of questions.

MINUTES

At the request of the Chair, Regent Nagel moved approval of the minutes of an organizational meeting held on March 7, 2023, and a special meeting held on May 5, 2023, as printed and distributed prior to the meeting. The following voted yes on the motion: Regents Stevenson, Keating, Holloway, Nagel, Ross, and Braught. The Chair declared the motion unanimously approved.

2024 MEETING DATES – ALL

The Regents were asked to approve the dates shown for Board of Regents' regular meetings during 2024.

January 11-12	Norman
March 13-14	Oklahoma City
June 11-12	Oklahoma City
Sept. 12-13	Claremore/Tulsa
November 13-14	Norman

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

REPORTS OF COMMITTEE CHAIRS

Regent Nagel, Academic Affairs & Research: This committee met on May 25th. The Regents that form the committee are myself, Regent Ross, and Regent Braught. Our committee does meet regularly to discuss items germane to the committee with no formal action being taken. As a reminder, the scope of this committee is very broad. I'll go ahead and list the items here: enrollment and admissions, student life and student conduct, academic personnel, promotions and tenure, undergraduate and graduate curriculum, academic calendar, research objectives, funding structures and accomplishments, internal and external research, collaborations, intellectual property technology, transfer and commercialization, strategic academic plans, achievement of financial and academic synergies. Technology matters pertinent to the specific support of academics and research. I will note one subject that was discussed, is not covered anywhere by the committees, and we think it probably does fit here, is accreditation. The team has been heavy at work on our re-accreditation and done a good job, which I'll report in a second. We were joined by the respective vice presidents of research and provosts for the Norman campus and the Health Sciences Center, the president of OU Tulsa, President McArthur of Cameron University, and President Rice's team from Rogers State, and a number of key vice presidents and department heads. Taking that agenda a bit out of order, we heard from President McArthur and Cameron University as he emphasized momentum and support for engineering is building at Cameron University. Enrollment projections for 2023-24 are flat, which actually for them has been a good thing because it kind of signifies the reversal of a downward trend in enrollment they've been experiencing, with optimism that things might begin to climb. The dynamic at Cameron is overall stable with planned actions proceeding on time and on budget. We're going to hear from President McArthur today. The Rogers State report was presented by members of the president's team and focused on new programs being offered primarily within the biology and technology fields, aligned with increased student demand and aligned with workforce requirements of the region. Rogers State is planning on increased overall enrollment based on increased applications and has seen a small increase in overall credit hours taken. As a reminder, they went with a program of bundling their credit hours, from a pricing standpoint. And both have had positive trends so the administration is confident we'll continue to have increased momentum there. We spent considerable time discussing OU, including reports on the main Norman Campus, Health Sciences Center, and the Tulsa campus, which, as a reminder, now includes updates on the developmental progress of our newly approved Polytechnic Institute. First and foremost, the University of Oklahoma has been in the process of having its accreditation reviewed and received a preliminary report of no findings, which is significant suggesting the University should now be on a fast track to re-accreditation. This is no small feat led by our provost and a broad team across the University. And a great deal of credit goes to everyone involved in the re-accreditation effort. So on behalf of the Board of Regents, well done. Provost Wright provided a summarization of recommendations for added and deleted courses which is included in our agenda today to review and approve. He also spent significant time talking about the implementation of our merit-based pay system. We talked about that this morning, which will mark the first time in the University's history. It is rewarding faculty based on relative performance using a graduated scale.

Vice president of research, Tomas Diaz de la Rubia provided an update on the University's research activities on the Norman campus. Of note, research activities were up across the main campus with an ever-increasing pipeline of new opportunities. The pipeline of major projects that he's pursuing sits at \$480 million in potential projects that are within OU's past performance range and capabilities to execute and are projected to be secured if awards are in fact made. After reports for the Norman campus were concluded, attention turned to the activities at the Health Sciences Center, where we heard from our new vice president of research Darren Akins, who reported 2023 research expenditures of \$155 million were relatively flat compared to 2022. Yet total awards increased to \$181 million, a 1% increase; while NIH awards, a focus area for OU, climbed 5% to \$80.7 million. Provost Raskob provided a report on the Health Sciences Center, particularly noting increases in expected enrollment across all degree fields offered. We should also note that the search for our new dean of the College of Medicine is still ongoing. Stephenson Cancer Center was granted a renewal of its status as a National Cancer Institute Designated Cancer Center. As we all know, the NCI designation is the highest federal rating cancer centers can achieve, is universally viewed as the gold standard, as we put it, of cancer care and research with only 2% of all cancer centers nationwide earning this prestigious accreditation. Stephenson Cancer Center is Oklahoma City's only NCI designated center as a reminder. Patients who receive care at an NCI designated cancer center can improve their survival rates by up to 25% in Oklahoma, where one in two men and one in three women will receive a cancer diagnosis in their lifetime. OU is dedicated to working to save those lives. We heard obviously our enrollment statistics today from Jeff. I won't repeat a lot of that here, but obviously we're excited about an incoming freshman class. It's going to tip 5,000 students. There's an upward case of that tip, you know, tipping 5,100 students. It's significant growth when you consider where we were last year and exciting for us as Regents. Stressful for the folks that have to figure out how to house, feed and teach them all. But, incredible upward momentum in a short amount of time. And again, just great effort on behalf of all of us or on that whole team and with our gratitude from those sitting up here. I will note, and just in the spirit of setting good expectations, that when last time our committee met and reported, we announced that there's a time, the time may be coming soon, that the tipping point of OU in-state students versus out-of-state students may shift to more out-of-state students. And that time looks to be now based on the report that we saw, it's marked as kind of 50-50 on the chart. That very well could be 51-49. I mean, that's an incredible day for us and one worth noting. Obviously a potential tuition increase was discussed. We heard about that this morning. There was obviously lots of chat about inflation, which has hit. The university is also at every other segment of the economy. At the same time, the product OU offers is getting better. It is unfortunately costing us more to produce and deliver: IT Insurance benefits, dedicating ourselves to deferred maintenance, recruiting efforts in line with and inspired by our strategic plan, investments in capacity to grow and to make sure we have the financial flexibility and wherewithal to offer tuition waivers. The need to make sure every Oklahoman who qualifies to come to OU has the ability to do so, regardless of their economic situation, was all discussed very thoroughly. We also heard from the VP of Student Affairs, David Surratt, who spoke about our graduating class, expansion of career services and increasing number of graduates getting jobs in their fields of study, which is right in line with this group's charge. We did also conclude with a report from vice president Gregg Garn on OU Online. And although the numbers weren't in line with our projections, he continues to be very optimistic about where that's heading. Our agenda today is discussions about the change in relationship with Elsmere, our

partner on OU online. And this committee was supportive of those changes. In short, our product, we feel like is getting better. At OU the results are more measurable, the efforts are more transparent, and with the increased rigor and ever-increasing alignment with the private sector, an OU degree is worth more today to our graduates entering the workplace than it was last year.

Regent Stevenson, Administration & Operations: Typically we cover athletics, IT, and cybersecurity. Given we had a nice update from Joe Castiglione, I don't feel the need to do athletics, so I'll just cover a couple of highlights around it and cybersecurity, really encouraging trends. One OU Health Epic is live as of June 3rd, and that's of course, you know, all of HSC. But given that we also govern Tulsa, which is what we're responsible for, it's very encouraging. And I probably shouldn't use these words, but the words that I heard from David Horton is that it is going amazingly well and they don't want to say it out loud because they're afraid that that's going to jinx things, but they feel really good about that. Most of the issues have been very kind of episodic. Maybe a professor or a doctor wants something special, but it's not an actual issue with the system, it's more just customization. So that's very encouraging and good news. Also a big update. We did get our new Chief Information Security Officer, Jeff Miller has started April 25th. And that was a really important hire for David to have a right hand person on board and making headway right away. A couple other pieces that I'll just touch on that he highlighted as well. One, the consolidation of academic technologies specifically Canvas, which has been on OU's campus for a while, and it's the one of the main systems that we use to get assignments and get grading and turn homework back in. That's also being adopted now at OUHSC. And over the next year, will be completely on that one system. Well, it is a savings about a hundred thousand dollars a year. The bigger issue is that now there's one system to provide protection, just one system to manage. And then the last two things I'll mention in terms of cyber incidents: no major issues or threats. The same issues are the ones that we have. Somebody loses a computer, and then the issues that go around that, that's the main issue. We're very encouraged by that. And lastly, centralization. Centralization is continuing to go well, and we'll provide a fuller update at our next meeting. But David and now with the CISO on board, they'll continue to make good progress there. Consolidating and having more control overall, but very encouraged by what we're seeing there and certainly really grateful for no major incidents.

Regent Braught, Facilities & Properties: Members of the committee, which include Regent Keating, Regent Shirley, and me, met with Vice President Holderread and members of his staff on Thursday, May 18th, to review and discuss numerous items and make recommendations for possible consideration by the full Board. No decisions were made by the committee. The scope of the committee, as a reminder is to provide direction and oversight and make recommendations to the Board on matters pertaining to the University's land use projects and facilities. Specifically, the committee shall oversee operation and facilities management plans. Responsibilities include real estate sales and purchases, leases, rationalizations and easements, mineral rights, physical design, framework, selection of related consultants, facilities, operations, housing, and food matters. Environmental policy matters. Energy matters, sustainability matters. Capital deferred maintenance technology matters pertinent to specific support of facilities and property, and other areas as assigned by the Board of Regents due to a couple of issues that could not be resolved in a timely fashion. We discussed the modification of the ground lease for the Norman Public Schools, Oklahoma Aviation Academy as the original site location had two remaining restrictions that needed to be resolved. First, there was a deed restriction by the Department of Education for five of the 15 acres. Vice President Holderread had been

working with DOE, since November on getting the deed restrictions lifted. But in order to meet the bonding process time for Norman Public Schools, we needed to get the ground lease executed sooner than we could get the paperwork cleared. Second, there's a NOAA radar tower that needs to be relocated, and this would potentially impact the original location for the Aviation Academy. By making the modification to the ground lease and flipping the location to a site directly across the street to the north, this will meet the shortened timeline needed for Norman Public Schools bonding process and provide a clean site not impacted by other aspects of our airport master plan development. We then reviewed the current strategic plan for the Norman campus of owning residential real estate surrounding the campus. The discussion included a review of strategic principles and a discussion of how best to accommodate university needs aligned with the Lead On strategic plan, such as housing needs for graduate and research assistants, or should the University be in the short-term rental market to accommodate visiting professors, new faculty, staff, coaching hires, visiting regents or should the University be in the long-term residential rental market. The committee will continue to work with Vice President Holderread and his staff to define and refine our single family and short-term rental plans and strategic vision for the next few years. The committee also reviewed the current capital projects, including status of the Adams Center demolition and the design options for the Jacobson Hall renovation, both of which are underway. In addition, Vice President Holderread provided an update on the status for implementation of the freshman housing master plan, which we reviewed, where Adams Tower is over 80% removed and construction on Phase One North will begin in August. In addition, he provided an update on the growing need for an eSports facility, the Sam Vierson Gymnastics Facility renovation, and possible proposed revisions for the campus tailgating policy. Also, of note, work continues on Love's Field, which will be the new home to the now back to back NCAA softball National Champions. Framing work on the press box, indoor training, and concessions has already begun, and in addition, road work is being completed on Asp Avenue and Cate Center Drive, as well as some miscellaneous sidewalks around campus for the Health Sciences Center campus. We discussed potential renovation projects for the 865 University Research Park basement, the biomedical sciences building sixth floor lab, and the third floor of 755 University Research Park, along with utility plant expansion. There were other numerous potential projects discussed that will be forthcoming at a later date.

Regent Holloway, Finance, Audit & Risk: The Finance, Audit, and Risk Committee is continuing to operate in alignment with our annual calendar and our formal committee charter. Regent Stevenson and Regent Nagel are the other members of the committee this year. Since our last report in March, we have met once in May. The purpose of that meeting was review of a lot of things and I'll go through those and talk about some of them in a little bit more detail. But the topics included the fiscal 2023 audit plan with our external auditors for us, the committee's charter and annual calendar, proposal to harmonize the Rogers State and Cameron student fee collection policy with that of the University of Oklahoma, insurance coverages, renewals and risk management strategy for the University of Oklahoma, recent and proposed bond issuances at the OU Norman campus and at the Health Sciences Center campus, certain recent cost saving initiatives at the OU Norman campus, the proposed fiscal 2024 budgets and proposed tuition adjustments for each institution, the third quarter and nine months here to date. Financial statements of each institution were compared to the previously established budget. And a written update from Chief Audit Executive Charles Wright on the efforts of the internal audit department, including progress towards operational or internal control improvements from prior audit findings and on

matters received on the University of Oklahoma hotline. So, as I mentioned, I'll cover just a couple of those topics in more detail. First, as it relates to the external audit the scope is similar in previous years at all institutions. It will cover audits of the financial statements of each institution individually with the University of Oklahoma Norman Campus and the Health Sciences Center being audited separately from each other. It will also include certain compliance audits as required under federal awards programs, audits of the two radio stations and the one television station under the governance of the three institutions, and agreed upon procedures reports related to NCAA compliance for the University of Oklahoma Norman Campus. And the Nuclear Regulatory Commission report for the OU Health Sciences Center. Field work on the audits has begun, and the work is targeted to be completed with reports issued in October of 2023. And that is consistent with our past timing and, and all required deadlines. As part of their audit plan, the auditors presented required communications, including their evaluation of significant risks, critical audit areas, critical accounting policies and procedures, and the auditor's consideration of the risk of fraud. Also as mentioned, we received updates on the third quarter financial results for all campuses compared to their respective budgets and on programs or on progress towards established financial goals 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, although, as Regent Nagel alluded to, we do continue to monitor the inflationary impacts on our costs at all campuses, and we continue to monitor enrollment trends of particular note in the budget area. Great strides were made this fiscal year to reduce the budget deficit at the OU Health Sciences Center, so we were very pleased with that report. As to the proposed tuition adjustments, our committee has devoted extensive time to reviewing the plan for tuition and fees since last fall. While no one hopes to have to impose an increase on the families of our students, that desire must be balanced with the current economic environment and the needs, goals, and objectives of each university as a whole, as that's where our governance responsibility lies. Given our extended discussion on this topic this morning, I won't go into further detail there. And then finally, I wanted to close talking about the budgetary standpoint. Looking forward to fiscal 2024, all of our campuses are focused on achieving a balanced budget despite the inflationary pressures. Our focus in this area is on advancing the strategic plan or mission of each university and doing everything we can to make higher education affordable to our students and all Oklahomans, as we discussed this morning. And in particular, we are continuing to be focused on our Health Sciences Center budget. I'll close my report as always with a repeat of our committee's governance expectation. And that is that each university maintains a culture of commitment to ethics and compliance, strong financial internal controls and reporting mechanisms for compliance concerns. We continue to be focused on being wise with the financial resources we are entrusted with, and to achieve the mission and purpose of providing an affordable, high, high quality education and healthcare to our state. And that's my report.

Regent Ross, Health & Clinical Enterprise: I'm the Chair of the Health and Clinical Enterprise Committee, Regent Shirley and Regent Nagel are members of that committee. We did not meet in anticipation of this meeting. So I have a very brief report. I will say I've been orienting as the new chair, and I appreciate Regent Shirley and provost Raskob for helping me understand all of the intricate details and items within the health and clinical enterprise. We have a very large campus, as you know, and a very large budget. And so I took the opportunity to meet with leadership and also tour facilities and kind of get a better grasp of all the all the things going on on that campus. A brief overview of how things are going. We continue to increase enrollment for

nursing as well as other colleges to meet the needs of Oklahoma. NIH funding is on track to be up 5% by year end. We anticipate it going up a larger percentage next year as we continue to recruit faculty. And this is consistent with us being on a path to Blue Ridge ranking top 100. Provost Raskob is continuing to find ways to reduce expenses and we'll continue that effort, and he's done a done a good job on that. Of course, we're making progress to expand Stephenson Cancer Center in Tulsa. And we are continuing to work with building a Tulsa health system partner that we hope to have a definitive agreement and announcement later on this fall to bring NCI Cancer Center and clinical trials to Northeast Oklahoma. That's my report.

CAMERON UNIVERSITY

REPORT OF THE UNIVERSITY LIAISON, REGENT BRAUGHT

On May 17th, Cameron received notice from the Council for the Accreditation of Educator Preparation, reaffirming CU's accreditation for teacher education at the advanced level, with all criteria met and with no areas of concern. This accreditation will remain in place until the spring of 2030. In addition to President McArthur, I would like to recognize Dr. Chris Keller and Dean Jennifer Dennis, along with the rest of the teacher education team for all their hard work on this process. On May 24th, Cameron received notice from the Accreditation Council for Business Schools and Programs, reaffirming CU's Accreditation for the Bachelor of Accounting, BBA and MBA programs with all criteria met, and with no notes, no conditions, and no obligations for improvements. This accreditation will remain in place until 2033. Again, in addition to Dr. McArthur, I would like to recognize the fantastic leadership demonstrated by Dr. Krystal Brue, but it was truly a team effort from everyone on the accounting and business faculty and staff. Cameron has initiated the beginning of a cybersecurity computing and engineering technology project and is currently conducting listening sessions with regional engineering and computing employers to determine current and projected employment needs, as well as solicit feedback on student skill sets and technology familiarity for job shadowing, internship, or employment consideration. I would like to recognize and thank the McMahon Foundation for their recent gift of \$150,000, as well as the Chickasaw Nation for their \$50,000 matching gift, all of which is to be used toward student scholarships. Finally, I would like to congratulate both the men's and women's tennis teams, each of whom were conference champions in the Lone Star Conference. Each team also advanced to the Division two Elite eight, which I believe might be the first time in school history when both teams achieved this accomplishment in the fir in the same year.

REPORT OF THE PRESIDENT OF THE UNIVERSITY

Regent Braught mentioned the listening sessions for cybersecurity computing and engineering. And since you and I discussed one of those listening sessions, ended up with a check to the University for a million dollars. So that was better than listening. That was gifted from the Cameron University Foundation last Thursday by someone who chose to invest in that project with some of the funds going toward Makerspace in engineering, in addition to supporting. So it's a nice item there. Still in awe of Joe Castiglione's report about academic performance of the student athletes at OU. But I will share one brag item for Cameron. We had 33 seniors among our student athletes this year and 29 of those 33 graduated. That's an 85% graduation rate. If I could get anywhere close to that for the student body as a whole, I, I mean.

Athletics does so much more than provide entertainment on Saturdays. It is life changing for the individuals who participate. And that's fantastic. We'll continue our work through the summer renovation projects, the Eugene D. McMahon library, working on the restrooms there and other projects. We're getting ready for an academic festival year. We do that once every three years. The topic this year is mental health. We're going to take a generational approach. So we'll start with mental health support for adolescents, peer level support and then parenting parents so that we'll have a lot of events and activities through the year.

Now, I'll switch into the presentation. I'll go through these slides fairly quickly. I thank you for the long list of questions and preparation. I know we sent you pages and pages of background information, so try to have summarized that. But I thank you for the opportunity to think through those topics and to take a fresh look at our institution. You're exactly right, that I gave Regent Braught all the good news. If I have to pick the single largest challenge for Cameron University, it's been a pervasive persistent enrollment decline. And so, just not to hide it, here's the last decade. The black bars at the top are graduate level; the yellow bars, undergraduate level as we go through. But as part of that retreat packet, we sliced and diced that number. So we do that by gender, race, socioeconomic status, academic preparation, degree level, sought part-time, full-time status. And the decline of enrollment is evident in almost every slice of that statistical pie, which is part of the frustration as you know, figuring out where to put the lever. I'm going to share some of those as we go forward, but historically, Cameron is an intensively local institution. We welcome students from out of state and out of country, but we are really committed to the citizens of southwest Oklahoma. Half of our students graduate from six high schools. 80% of our students come from within 60 miles of Cameron. When they graduate, they continue to work and live in our state, usually in southwest Oklahoma, with the exception of our military related families. But let me show you one of the underlying things here. Since we are so intensively local, again, I know you can't read the numbers. These are the number of high school graduates available in the Cameron University service area. So during that same time period, we've seen a 25% decrease in the student population we would serve. And if you look at those last four dots, the last three years have not been kind. I guess I'm giving a reason for part of that enrollment decline is the student population we serve is decreasing, and the competition for that population is growing. The military is not meeting accessions. You know, we don't have enough people entering our all-volunteer armed services so we're seeing a lot of increase in recruitment out of high schools. Industry, Goodyear in particular, doesn't require college education for great jobs in southwest Oklahoma. So, increased pressure from local employers, and of course, career and vocational training centers want those students. And as you saw from Vice President Blahnik's report earlier, Comanche County and Lawton are the 10th largest provider of students at the University of Oklahoma. So we're competing in a space we didn't compete in 10 years ago. We would've taken students that wouldn't have been eligible to be at the University of Oklahoma as well. So, I'll talk a little bit about that during my portion, how we've responded to that, how we plan to respond to that. And then some of the changes I think we need to make if we are going to have that response. Alright, so first, let me share a little bit better news. Still not great here, but if students are going to be more scarce in our service area, that means the students we have, we have to do a better job taking care of them. All right? That means we need to make sure they come back, help us with their persistence and retention rates, and then we need to help them get out of school, completion and graduation rates. It's not enough just to get into college. We have to get them out and into the southwest Oklahoma workforce and do so in a fiscally responsible manner for us and for

them. I think we talked about that throughout the day, we've made significant progress during the past decade moving those rates, the one semester retention rates moving up from 75% to 87%. Again, none of those numbers are going to make you famous. But the trends are good. And I don't want to undersell the hard work of our faculty and staff to generate those improvements. One number that doesn't show up there, but since we've spent some time talking about finances for our students and talked about financial literacy, Regent Stevenson, when I started as president 10 years ago now we had 250 students in loan default. You know, they had borrowed money and were not paying it back. Through support from our financial aid counselors, financial literacy specialists, and then working with OU to help us with collections, we've dropped that number from 250 to 50. So of the 950 students at loan repayment, only 50 are in arrears. So, it's not just academic achievement, it's helping them on the financial side, too. That means education not only of the student, but increasingly of the student's parents. How do they borrow money? Yes. But borrow wisely and borrow appropriately and manage the interest rates. Our big bet as an institution has been on concurrent high school enrollment. Our bet there is, that's a chance for us to audition with each of those students in high school to show them that Cameron would be a great choice to be their college home after the high school enrollment. That's one of our bright spots. We are now sending faculty out to Cache high school and to the three Lawton high schools. So our folks, and we're not deputizing other people. I mean, we're going to them in Cache's case, because that's Goodyear. I mean, their facilities are actually fantastic. So it's hard for me to get some of the faculty to come back to campus. But we are pleased with that. So those numbers are a bright spot. In 2012, we supported 289 high school students for just over 2200 credit hours. Last year we supported 545 high school students for over 5,000 credit hours. So that's 88% and 135% increases respectively in the course of a decade. The enrollment story has been very, very positive, and we're going to continue to work in that area. Our other efforts include tightening the existing curriculum to remove hoop jumping exercises and to increase our scheduling predictability for our students. Specifically there for the students. They want guaranteed course rotations. I mean, Regent Stevenson, you and I have talked about tuition rates and we'd like them to go the other way. The student body meeting with them, they said if they had to pick between predictable course offerings, where even if the course didn't have big enrollment, we would run it anyway. so they could predict what their enrollment needed to be so they could graduate on time, and a modest tuition increase, they said they would take the tuition increase to have the predictability of scheduling. And of course, their preference was predictability and no increase. But again, that was their trade off when we had that conversation with student body leadership as well. We're also investing time and effort to create digital badges and other micro-credentials embedded within the degree programs for an increasingly impatient student population. Our students aren't willing to commit four years of their lives. I mean, it's actually getting harder for us to get them to commit two years of their lives for an associate degree. So some recent examples of programs there: we did drone videography. And of course, you know, the students have the drones, but we had our TV production teams show them how to use the cameras on those and make production quality. That certificate credential program filled up within hours of us offering it. So we're going to try to figure out how to expand that. And then we've started a new set of credentialing programs in banking and finance for regulatory changes in those industries. So it's not just for current students. We're seeing a lot of returning professionals from the banking industry coming back to take two or three classes to get an updated credential. So again, that's not new curriculum. All those courses are things we've already been doing. This is creative repackaging of existing curriculum so that we can hopefully attract a different enrollment market without generating additional

overhead expense for the institution. I'll change gears here. The curriculum we offer has to match the needs and desires of our community and of our prospective student population. As I said earlier, that's southwest Oklahoma. All right? So we're not, we're not teaching Dallas-Fort Worth. We're not teaching Atlanta yet. But, we have to make sure, are we addressing the needs? I know that's a really busy chart, but starting it, that's the entirety of Cameron's degree offerings. We tried to get it into eight sectors for you. So starting at noon and then moving clockwise. The green is arts and humanities, then education, agriculture, business fields, social and behavioral sciences, STEM. And then the upper left hand is all healthcare. The lower portion is healthcare associated with an associates or baccalaureate degree. And the other one is the Associates in Applied Science. A more vocational program that we do in association with career tech. So what we're looking at as we near the end of our current strategic plan is what actions do we take for the current students and the interest of our prospective student population. We're going to eighth grade is where we're doing our surveying and checking, you know, what do they want to do when they grow up? And do we have the right curriculum mix to attract and attract that audience. And then we're also looking at the regional and state employment opportunities paired with the career choices our current graduates are making. I bet there, just to jump ahead, it's the cybersecurity computing and engineering. I mean, that's with changes at Fort Sill. And then cyber attacks everywhere. Whether that's a hospital, a public school system that's the workforce people are clamoring to get. So the State Regents have made Oklahoma educational data available to link with the Census Bureau and the IRS to provide us a new tool so we can explore not only what our graduates earn, but where they work and what occupations they do. So I've picked two to show you an example of how Cameron is working to satisfy the local needs using our local students. I've picked teacher education, and then I've picked information technology trying to get at the cyber one. So let me start there. It's post-secondary employment outcomes. It's on the Census Bureau site. You can, for any institution in Oklahoma click on the institution, click on the degree area, and you can play with the data. But for this one since teacher education's been so much in the news but also, you know, we have that narrative that because of our teacher pay, that all our teachers are leaving the state. We wanted to look at where are they going. Cameron has produced 500 teachers during this time segment a year later. So this is one year out, 433 of those 501 teachers are still in the state of Oklahoma. So about 85%, okay? And then 400 of those 500 are working in the educational industry. They're teachers somewhere. The numbers, if you go out five years, the number teaching in Oklahoma actually goes back up to 90%. So we're actually getting some of them to come back home after they've left. But if we're looking at, you're a public taxpayer in the state of Oklahoma, and you're investing your tax dollars in Cameron University to grow southwest Oklahoma, growing teachers is part of that obligation. So this slide, I think shows that we're holding up our end of the deal. You know, we're, if we graduate, 500 teachers and 400 are actually working in the state as teachers, I'll take 80%, all right? But now I want to change to a very different story. And this is the computer fields, right? Smaller number of graduates, okay? 214 versus the 500 teachers. But a year out, only half of them are still in the state. So this is a place, if we're trying to meet Oklahoma's workforce needs and we want to grow our industries here, how do we do a better job of helping our computer science, our information technology, our computer networking graduates to find places in Oklahoma, preferably for me in southwest Oklahoma. In the industry, all those dots there, they'll take all those. I mean, it's just there everywhere, because there isn't an industry that doesn't hire IT professionals anymore. So this why we're investing in cybersecurity computing and engineering. It's not only we want to grow those two 14 because we're not producing enough workers to support the area hospitals and certainly not providing enough

workers for the defense contractors that we're trying to attract to our state to meet army needs. And there has the additional wrinkle that I probably need them to be US citizens because they have to be able to get security clearances. It's another important item that we need to invest in our local students and not import students from other countries to fill that role. Because in order to fill the employment needs in our part of the state they need to be able to work in a secure facility as well. I mentioned the million dollar gift from the foundation. Our goal is to use this for the renovation project for Howell Hall, which is where computer science is housed. We have an undersized conference center we'd like to convert to engineering laboratories. The total project there, four and a half million dollars. With that million dollar gift, we're already up to 3 million to do that. I've two more asks that will go out this summer, so I'm confident we're going to raise the money to begin construction this fall to do that. But I'll have to come back to you for approval of contracts before we do anything further there. I've done teacher education, the cybersecurity computing and engineering. The third big investment for us is going to be healthcare, mental and physical. Because we can't have a thriving southwest Oklahoma, if we don't have a safe and healthy citizenry. So those are our three big areas, and when we're looking at how do we consolidate Cameron's curriculum and offerings going forward, we're going to focus on those three areas. So how do we make more teachers, how do we produce healthcare professionals and then take care of the cybersecurity Regent Holloway? It doesn't mean we're giving up on accounting and business. But it hasn't been the big driver, and it's not what people have been clamoring for as much. I did put one more slide here, and then I'll be quiet. Regent Nagel, you had asked at the committee meeting about how we were going to do the compensation program with what the legislature gave us for increased wages. We received about a million dollars earmarked for faculty wages. So we took that million, we're going to do a cost of living for \$3,000 so that everybody gets something. But then we had the chairs and deans do merit based. So they split our faculty into a commendable, upper half of the class. And then extraordinary, the stars, the top 10%. So the median salary increase based on what the legislature gave us, will be 10%. That's going to be the single largest percentage increase in faculty salaries in 20 years. Our legislature really came through for Cameron University this year for the faculty. I mean, staff are going to have some hurt feelings because they weren't included in this. But really the legislature's just helping us hang onto our talent. I mean, getting a 10% raise, I know inflation's running high, but a 10% increase in compensation's going to help us hang onto some people. So we really appreciate the legislature. As you interact with our legislators, if you would say a thank you, too, I'd appreciate your help there.

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- CU
CAMPUS MASTER PLAN OF CAPITAL PROJECTS- CU
DUNCAN CAMPUS FIRE SUPPRESSION SYSTEM WATER DAMAGE REPAIR- CU**

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

SUBSTANTIVE PROGRAM CHANGES – CU

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 changes in the academic programs presented below have been approved by the President, upon recommendations of the appropriate faculty, academic unit and dean, the Curriculum Committee or Graduate Council, and the Vice President for Academic Affairs. The changes are being submitted to the Board of Regents for approval prior to submission to the State Regents.

1. PROGRAM: A.S. in Criminal Justice

PROPOSED CHANGE: Request for Embedded Certificate

COMMENTS: The addition of an embedded certificate in Criminal Justice Essentials within the A.S. in Criminal Justice program will allow students to attain the knowledge and specific skills necessary to be well-positioned for entry-level employment in a wide array of fields including law enforcement, corrections, probation and parole, municipal government, and local, state, and county courts. The certificate will address the projected growth of desired protective service workers in Oklahoma. Curriculum for the 15-hour embedded certificate is comprised of existing core CJ-prefix courses in the A.S. in Criminal Justice program. No additional funds are requested for the certificate.

2. PROGRAM: B.S. in Physics

PROPOSED CHANGE: Program Deletion

COMMENTS: Low demand for the program and as well as low student enrollment necessitates program deletion. The nine students remaining in the program will be given until Summer 2027 to complete degree requirements. Seven courses will be deleted. Funds from the program will be reallocated to the A.A.S. in Engineering program.

3. PROGRAM: B.S. in Sports and Exercise Science

PROPOSED CHANGE: Request for Embedded Certificate

COMMENTS: The addition of an embedded certificate in Coaching and Teaching within the B.S. in Sports and Exercise program will allow students to develop skills to meet the state, professional, and ethical standards necessary enter the workforce as athletic coaches. The certificate will also address the need for secondary and middle

school teachers in Oklahoma. Curriculum for the 15-hour embedded certificate is comprised of existing SES and EDUC-prefix courses used to fulfill major core and elective requirements in the B.S. in Sports and Exercise program. No additional funds are requested for the certificate.

President McArthur recommended the Board of Regents approve the proposed changes to the Cameron University academic programs.

CAMPUS MASTER PLAN OF CAPITAL PROJECTS – CU

Regents Policy Manual Section 1.2.6 provides that the Board shall have the supervision, management, and control of capital improvement projects.

The Long-Range Capital Plan for Fiscal Years 2023-2027, approved by the Board of Regents in May 2022, contained 16 projects at a total estimated cost of \$36,227,000. As required, the plan was submitted in June 2022 to the Oklahoma State Regents for Higher Education.

Board of Regents approval is requested for the updated Campus Master Plan of Capital Projects.

Project Additions

Burch Hall 2nd Floor Remodel
Howell Hall Renovation

Project Modifications

None

Deleted Projects

Shepler Center - Elevators - Replacement/Addition

Attached hereto as Exhibit A is an updated Campus Master Plan of Capital Projects that reflects Board actions and project completions from May 2022 through May 2023. Cameron University has 16 capital projects with a total estimated cost of \$35,027,000.

President McArthur recommended the Board of Regents approve the updated Campus Master Plan of Capital Projects. The plan of potential projects is required to be submitted annually to the State Regents and reflects nothing more than long-term planning; no project will be undertaken without identification of funding and separate approvals as are required under Board of Regents' policy.

DUNCAN CAMPUS FIRE SUPPRESSION SYSTEM WATER DAMAGE REPAIR– CU

The fire suppression system at the Duncan campus ruptured at the beginning of the winter break in late December 2022. The rupture was caused by extremely cold temperatures that froze the water pipes of the fire suppression system in the northeast quadrant of the facility. As a result, there were several inches of water in approximately one-third to one-half of the building. Emergency crews were needed to stop the flow of water and provide clean-up services to remove the standing water from the building in preparation for the start of the Spring 2023 semester.

Due to the timing of the incident and its relation to the beginning of the spring semester, it was necessary to complete the clean-up work as expeditiously as possible. The quick water extraction and subsequent humidity control measures prevented the growth of any mold in the affected area, which could have led to an extensive remediation plan.

An insurance claim has been filed with the Risk Management division within the Office of Management and Enterprise Services (OMES) for the State of Oklahoma. Claim processing is ongoing at this time.

President McArthur recommended the Board of Regents approve the emergency expenditure for water extraction and humidity control after a fire suppression water line froze and broke during extreme cold weather in December 2022 on the Duncan campus. The total amount for services from CST Restoration, LLC was \$339,250.41.

ACTION ITEMS

FISCAL YEAR 2024 BUDGET – CU

University budgets are regulated by CU/RSU Regents Policy Manual Buying and Selling Goods and Services Policy (4.10.1), Oklahoma State Regents for Higher Education Budget and Fiscal Affairs Educational and General Budgets Policy (4.1), and Oklahoma Statute 62, O.S. § 41.34.53.

Cameron University enters the 2023 – 2024 academic year by completing the last projects to meet strategic planning goals established in *Plan 2023: Ambitious Goals for Growth, Innovation and Engagement* while establishing the path toward the next strategic plan. The key goals of this plan are used to assign budget allocations and to make budget decisions.

PLAN 2023 Goals

- Goal One – Transform student lives
 - Expand operations at the Student Enrichment Center to provide supplemental advising, financial literacy counseling, career mentoring, and internship placement
 - Centralize tutoring labs on the Lawton campus in Nance-Boyer Hall and the Eugene D. McMahon Library for extended hours of operation and increased student convenience
- Goal Two - Provide quality educational opportunities for the diverse community of Cameron University learners
 - Increase student financial support
 - Expand engineering opportunities for students and employers in the Lawton-Fort Sill community
 - Implement a student experiential portfolio to record service, awards, and work experiences to complement the academic transcript
 - Incorporate grant-funded Instructional Extension Agents into the Academic Advising Center to provide on-campus and off-campus advising and college preparation services for current and prospective students and extend services to provide support to parents and high school counselors for the newly required completion of FAFSA materials for high school graduates

- Goal Three – Recruit, develop, and retain highly qualified faculty and staff committed to advancing the mission of the university
 - Provide the second year of support through the strategic compensation update plan
 - Implement a comprehensive employee tuition waiver program that includes spouses and dependents
- Goal Four – Strengthen the economic, cultural, and civic life of the Cameron University service area in southwest Oklahoma and beyond
 - Celebrate Academic Festival XII on the topic of mental health
- Goal Five – Renovate and refresh existing facilities and technologies to meet the needs of current and future students
 - Extend university advancement and fundraising efforts with an emphasis on cybersecurity, computing and engineering technology projects
 - Complete construction and renovation projects in Duncan and Lawton
- Goal Six – Establish a strong brand and identity for the university
 - Develop the next university strategic plan and campus master plan

BUDGET OVERVIEW:

Total projected revenue for FY 2024 is \$42,325,766 and is composed of the following:

• State appropriations	\$18,606,836	(44.0%)
• Tuition	\$18,101,340	(42.8%)
• Student fees	\$3,503,047	(8.3%)
• Gifts, grants and state program reimbursements	\$1,829,703	(4.3%)
• Other income	\$284,840	(0.7%)

Projected revenues include a \$1,454,010 increase in state appropriated funds. Overall revenue is projected to decrease due to the expiration of federal HEERF funding and a decrease in enrollment revenue associated with a fifty percent reduction in distance learning academic services fees. Supporting students and employees during an increased inflationary period remains an institutional priority for FY 2024.

Total expenditures for FY 2024 are projected to be \$42,325,766. The proposed budget includes the following expenditures:

• Instruction	\$19,023,063	(44.9%)
• Research	\$111,500	(0.3%)
• Public service	\$240,544	(0.6%)
• Academic support	\$2,060,110	(4.9%)
• Student services	\$4,753,949	(11.2%)
• Institutional support	\$4,714,714	(11.1%)
• Physical facilities	\$6,481,886	(15.3%)
• Scholarships and tuition waivers	\$4,940,000	(11.7%)

Overall, University expenditures will decrease by \$3,336,327 from FY 2023 to counterbalance the corresponding decrease in budgeted revenues. The decrease is achieved from reductions in vacant employment positions to balance staffing with student enrollment.

In this FY 2024 budget, Cameron’s administrative expenses of 11.1% of all expenses represents an increase from FY 2023 yet is still below the administrative cost guideline of 13% for regional universities established by the Oklahoma State Regents for Higher Education. The university continues to be committed to maximizing the portion of the budget allocated to instruction, academic support, student services, and student scholarships and waivers while minimizing the portion of the budget used by administrative departments.

The projected, unobligated reserve balance for June 30, 2024 is \$3,132,086, or 7.4% of budgeted annual expenditures and 8.2% of budgeted annual expenditures net of tuition waivers.

President McArthur recommended the Board of Regents approve the operating budget for Fiscal Year 2024 as presented.

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

TUITION AND MANDATORY FEE RATES FOR ACADEMIC YEAR 2023-2024 – CU

70 O.S. 2001, Sections 3218.8 and 3218.9, as amended by House Bill No. 1748, authorizes the Oklahoma State Regents for Higher Education to establish resident and graduate tuition rates, nonresident tuition rates, and mandatory fees (fees for items not covered by tuition and which all students pay as a condition of enrollment at the institution). Section 3218.8 provides that the limits for undergraduate tuition and mandatory fees shall be less than 105% of the average resident tuition and mandatory fees at the university’s peer institutions. Section 3218.9 provides that the limits for graduate resident and graduate non-resident tuition and mandatory fees shall be less than the average graduate resident and non-resident tuition and mandatory fees at peer institutions. Peer institutions for regional universities are determined by the State Regents and include “like-type public institutions in surrounding and other states.”

In its deliberation on the establishment of resident tuition rates for undergraduate and graduate education, the State Regents shall balance the affordability of public higher education with the provision of available, diverse, and high-quality opportunities giving consideration to the level of state appropriations, the state economy, the per capita income and cost of living, the college-going and college-retention rates, and the availability of financial aid in Oklahoma. For any increase in the tuition rates, the State Regents shall demonstrate a reasonable effort to affect a proportionate increase in the availability of need-based financial aid.

Cameron University is requesting to increase resident tuition rates by \$6.50 per credit hour for academic year 2023-2024 for resident and nonresident students at the undergraduate level. Cameron University is also requesting to increase resident tuition rates by \$7.00 for graduate level courses, MBA and MSOL online rates for resident and nonresident students for academic year 2023-2024.

UNDERGRADUATE TUITION RATES

(Nonresident students pay both resident and nonresident tuition)

Proposed AY 23-24 Resident Tuition <u>Per Credit Hour</u>	Annual Undergraduate Tuition and Mandatory Fees <u>30 Credit Hours – 2 Semesters</u>
\$174.00	\$6,900.00

Proposed AY 23-24 Nonresident Tuition <u>Per Credit Hour</u>	Annual Undergraduate Tuition and Mandatory Fees <u>30 Credit Hours – 2 Semesters</u>
\$314.00	\$16,320.00

UNDERGRADUATE GUARANTEED RESIDENT TUITION RATE

Beginning with the 2008-2009 academic year, House Bill 3397 (HB 3397) passed by the Oklahoma Legislature requires that a new undergraduate student be given the opportunity to choose to participate in the Guaranteed Tuition Rate Program. HB 3397 also provides that the guaranteed tuition rate shall be less than 115% of the nonguaranteed tuition rate. A first-time, full-time undergraduate student who is a resident of Oklahoma can choose to pay a guaranteed rate for the next 4 years (“the Plan”) or at an annual rate charged each year. The recommended resident undergraduate guaranteed tuition rate is \$200.00 per credit hour for students entering Fall 2023, Spring 2024 or Summer 2024. The recommended rate reflects an incremental change that follows the undergraduate tuition rate increase.

UNDERGRADUATE GUARANTEED TUITION RATES

(Available to first-time resident students only)

Proposed AY 23-24 Resident Tuition <u>Per Credit Hour</u>	Annual Undergraduate Tuition and Mandatory Fees <u>30 Credit Hours – 2 Semesters</u>
\$200.00	\$7,680.00

GRADUATE TUITION RATES

(Nonresident students pay both resident and nonresident tuition)

Proposed AY 23-24 Resident Tuition <u>Per Credit Hour</u>	Annual Graduate Tuition and Mandatory Fees <u>24 Credit Hours – 2 Semesters</u>
\$216.00	\$6,528.00
Proposed AY 23-24 Nonresident Tuition <u>Per Credit Hour</u>	Annual Graduate Tuition and Mandatory Fees <u>24 Credit Hours – 2 Semesters</u>
\$373.00	\$15,480.00

MBA AND MSOL ON-LINE RATES

Proposed AY 23-24 Resident Tuition <u>Per Credit Hour</u>	Annual Graduate Tuition and Mandatory Fees <u>24 Credit Hours – 2 Semesters</u>
\$338.00	\$8,112.00
Proposed AY 23-24 Nonresident Tuition <u>Per Credit Hour</u>	Annual Graduate Tuition and Mandatory Fees <u>24 Credit Hours – 2 Semesters</u>
\$105.00	\$10,632.00

MANDATORY FEES:*(Charged by the credit hour)*

Student Technology	\$15.50
Library Automation and Materials	5.75
Assessment	3.50
Academic Records	3.00
Student Facility	14.00
Student Activity*	13.00
Cultural and Lectureship	1.25

*Includes Student Government Fee of \$0.15

The University remains committed to providing an outstanding learning experience at an exceptional value by continuing to offer expansive financial assistance to students.

If approved by the Board of Regents, this tuition and mandatory student fee request will be forwarded to the Oklahoma State Regents for Higher Education for approval and will become effective Fall 2023.

President McArthur recommended the Board of Regents approve the proposed tuition and mandatory fee rates for academic year 2023-2024.

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

FOOD SERVICES CONTRACT RENEWAL – CU

In March 2020, the Board approved the extension of the food services contract with Sodexo Operations, LLC. The contract granted Cameron University nine separate and successive renewal options of one year each at a mutually agreed upon price.

The proposed renewal contract amount is based on a sliding board scale with the University's costs based on the number of participants and on the occupancy of Cameron's residential apartments where residents are required to participate in a dining plan. The estimated contract amount assumes an increase in the number of meal plan participants in Fiscal Year 2024 compared to Fiscal Year 2023. The proposed contract amount includes a 9% increase, as outlined in the contract, in the cost of traditional board and commuter plans.

President McArthur recommended the Board of Regents approve the annual one-year renewal option of a food service operations contract with Sodexo Operations, LLC. The estimated contract amount for Fiscal Year 2024 is \$1,250,000.

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

REVISIONS TO REGENTS' POLICY, INSTITUTIONAL EQUITY – CU

Revisions to Section 3.2 of the Institutional Equity Office's policies are needed for compliance with federal regulations as shown on the document attached hereto as Exhibit B.

President McArthur recommended the Board of Regents adopt proposed revisions to the existing CU/RSU Institutional Equity Office Policies contained within Section 3.2 as noted.

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

REVISIONS TO REGENTS' POLICY, OBLIGATIONS AND COLLECTION OF STUDENT FEES – CU

The University Collections Department provides collection services to all institutions governed by the Board of Regents. Revisions to Section 4.4 of the Obligation and Collection of Student Fees policies are needed to ensure consistency in the policies and practices of each institution governed by the Board. The revisions proposed are similar to previous revisions made to the University of Oklahoma Regents' Policy Manual regarding such collections. Changes are shown in section 4.4.3.1.12.

4.4 - OBLIGATION AND COLLECTION OF STUDENT FEES

4.4.1 - FINANCIAL OBLIGATIONS INCURRED BY STUDENTS

4.4.3.1 - OBLIGATION AND COLLECTION OF TUITION AND FEES

- 12) All payments for delinquent accounts must be paid in a manner acceptable to the University. Delinquent accounts may be referred for collection action to the Office of Legal Counsel or its designee. In such cases, the student is responsible for any collection costs or fees, including attorney's fees, assessed to his or her delinquent account.

President McArthur recommended the Board of Regents adopt proposed revisions to the existing CU/RSU Obligation and Collection of Student Fees Policies contained within Section 4.4 as noted.

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

ACADEMIC AND ADMINISTRATIVE PERSONNEL ACTIONS –CU

APPOINTMENT(S):

Frye, Charles, Ph.D., Assistant Professor, tenure track, Department of Psychology, annualized rate of \$45,000 for 9 months paid over 12 months, effective August 3, 2023.

Kaus, Dakota, Ed.D. (expected May 2023), Director, Cameron University Duncan Campus, annualized rate of \$70,000 paid over 12 months, effective June 1, 2023.

Priyasantha, Kandalama, Ph.D., Instructor, non-tenure track, Department of Chemistry, Physics and Engineering, annualized rate of \$47,750 for 9 months paid over 12 months, effective August 7, 2023.

Restivo, Lisa, Ph.D. (expected May 2023), Instructor, non-tenure track, Department of Business, annualized rate of \$55,000 for 9 months paid over 12 months, effective August 3, 2023.

CHANGE(S):

Boss, Stephanie, Associate Professor, Department of Sports and Exercise Science and B.H. and Flora Brewer Endowed Professorship in Instructional Technology; given additional title, Director of Distance Learning, salary changed from \$66,855 to \$76,855 which includes a \$2,500 endowed chair stipend, effective July 1, 2023.

McArthur, John, President, review of compensation and to make any necessary adjustments.

RESIGNATION(S) AND NON-REAPPOINTMENT(S):

Kelsey, Jarred, Assistant Professor, Department of Chemistry, Physics and Engineering, May 10, 2023.

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

Regent Braught moved approval of the Cameron University Academic and Administrative Personnel as listed with the following amendment that has been presented to the Board of Regents and was made available to the public. The following voted yes on the motion: Regents Stevenson, Keating, Holloway, Nagel, Ross, and Braught. The Chair declared the motion unanimously approved.

CHANGE(S):

McArthur, John, President: consistent with President McArthur's current employment contract, in recognition of his exemplary service to Cameron University, he is provided a one-time lump-sum payment of \$ 22,599.60, such payment to be paid as soon as reasonably possible.

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
CUSTODIAL SERVICES CONTRACT RENEWAL-CU
ON-CALL ARCHITECTS AND ENGINEERS QUARTERLY REPORT-CU
QUARTERLY REPORT OF PURCHASE OBLIGATIONS-CU
QUARTERLY FINANCIAL ANALYSIS-CU

CURRICULUM CHANGES – CU

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 ADDITIONS

<u>Prefix/Number</u>	<u>Title</u>
ORGL 2221	Special Studies
ORGL 2222	Special Studies
ORGL 2223	Special Studies
ORGL 3621	Seminar in Organizational Leadership
ORGL 3622	Seminar in Organizational Leadership
ORGL 3623	Seminar in Organizational Leadership

COURSE DELETIONS

<u>Prefix/Number</u>	<u>Title</u>
PHYS 2541	Introduction to Physics Literature
PHYS 3024	Electrical Measurements and Electronics
PHYS 3031	Electrical Measurements and Electronics Lab
PHYS 3403	Thermal Physics
PHYS 4243	Solid State Physics
PHYS 4401	Optics Laboratory
PHYS 4541	Physics Capstone

COURSE MODIFICATIONS

<u>Prefix/Number</u>	<u>Title</u>	<u>Comments</u>
BUS 3881	Workshop	Change in description
BUS 3882	Workshop	Change in description
BUS 3883	Workshop	Change in description
BUS 3884	Workshop	Change in description
MGMT 5843	Current Issues in Human Resource Management	Change in prerequisites and description
MGMT 5703	Organizational Behavior	Change in prerequisites and description
PS 3721	Internship in Political Science	Change in prerequisites and description
PS 3722	Internship in Political Science	Change in prerequisites and description
PS 3723	Internship in Political Science	Change in prerequisites and description

SES	3023	Care and Prevention of Athletic Injuries	Change in prerequisites and description
SES	3063	Health and Behavior Change	Change in title

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

CUSTODIAL SERVICES CONTRACT RENEWAL – CU

At the May 2020 Board of Regents meeting, the Board authorized the President or their designee to execute a contract with AHI Facility Services, Dallas, Texas, for custodial services on the Lawton and Duncan campuses for a period of one year beginning July 1, 2020, with annual negotiated renewals for a maximum of five years.

The Board action authorized the President or their designee to amend the contract as additional services are required, as new facilities are placed in service, or as old facilities are taken out of service and to report back to the Board of Regents actions taken under the authority granted by the Board action.

For fiscal year 2023, the contract price was established at \$1,053,367.00. Under the terms of the contract, fiscal year 2024 shall not have an increase. The contract price will be \$1,053,367.00 for fiscal year 2024.

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

ON-CALL ARCHITECTS AND ENGINEERS QUARTERLY REPORT – CU

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 third quarter of fiscal year 2023 by on-call architectural and engineering firms is summarized below.

<u>Firm Name</u>	<u>Date Initiated</u>	<u>Work Performed</u>	<u>Fee</u>
LWPB Architecture	June 29, 2022	Architectural & Engineering Services–Library Restroom Project	\$3,720.00
LWPB Architecture	June 29, 2022	Architectural & Engineering Services–Library Restroom Project	\$2,822.63
LWPB Architecture	June 29, 2022	Architectural & Engineering Services–Library Restroom Project	\$3,546.37

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

<u>Firm Name</u>	<u>Total Fees</u>
LWPB Architects and Planners	\$23,704.38

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

QUARTERLY REPORT OF PURCHASE OBLIGATIONS – CU

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 March 31, 2023 are as follows:

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

Item	Description	Campus-Department	Vendor	Award Amount	Explanation/Justification
1.	Maintenance	Physical Facilities	TK Elevator Corporation	\$60,858.02	Maintenance of campus elevators
2.	Equipment purchase	Information Technology Services	Dell Marketing LP	\$54,916.32	Purchase of computer equipment
3.	Equipment purchase	Information Technology Services	Dell Marketing LP	\$94,775.25	Purchase of computer equipment
4.	Equipment purchase	Information Technology Services	Transact Campus Inc	\$66,325.40	Purchase of door control equipment
6.	Software maintenance	Information Technology Services	OneNet	\$138,585.00	Software maintenance
7.	Equipment purchase	Information Technology Services	CDW Government Inc	\$100,776.24	Purchase of computer equipment

SOLE SOURCE PROCUREMENTS IN EXCESS OF \$50,000

There were no Sole Source Procurements for the period of January 1, 2023 through March 31, 2023.

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

QUARTERLY FINANCIAL ANALYSIS – CU

By request of the Board of Regents, the Cameron University Statements of Net Position as of March 31, 2023 and 2022, and Statements of Revenues, Expenses and Changes in Net Position for the nine months then ended are attached hereto as Exhibit C. The statements are unaudited and are presented for management use only.

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

ROGERS STATE UNIVERSITY**REPORT OF THE PRESIDENT OF THE UNIVERSITY**

Let me start by just recapping a little bit. Some of this you know, some of it you may not know. One of the questions is our success and challenges, and in my estimation, Rogers State had a really good year on many fronts. We were successful in a long term goal of having chemical engineering approved. We have students that are starting to enroll for the fall of 23. We've ended furloughs, I hope we never have that f word again. Our credit hours remained positive last fall. Our successful realignment of expenses with revenue helped us in many ways. We will present a balanced budget to you later today. We've had a wonderful year with Ruffalo Noel Levitz, the consultants on realigning a holistic approach to advising, retention, recruiting, and all things in that arena. We've also realigned the RSU calendar with area high schools. And so we're going to do away with fall break and combine it with Thanksgiving break. So it'll be a week. All the area high schools have one week breaks, and, and so we believe that will be better for our students. We graduated our first master's degree candidate in community counseling. We realigned our academic administration as part of our cost control, and we only have one dean now. And we're working on exactly how that model's going to work. Campus housing remained strong, and we were successful with three \$100,000 grants from the Cherokee Nation. We were successful through the ARC funding to receive \$1.2 million for our nursing. We failed to secure our \$25 million per building through the ARC, but we will be back next year working on the legislature for that. So we were successful with a million dollar base adjustment. We are thrilled to have a million dollar base adjustment. I know some of the folks at this table beat that drum as well. So, thank you, Regent Nagel. Thank you for that. We also had an opportunity to have a new presence in Tulsa, which is one of our long-term goals to partner St. Francis and the nursing partnership. And that will give us two additional cohorts. And so we're proud of that. And also, it increased the size of our nursing cohorts that we're about up to almost 150 now. And our nursing accreditation was once again accredited through the American Council of Nursing Education. Our challenges continued to be recruiting and retention. Our challenge is to replace that 1960s era science building, we need to expand our athletic parking particularly in the Diamond Sports Complex of softball and baseball. It's gravel with just dirt surrounding it. So we've asked for a grant from the Grand Gateway, one of the Council of Governments. We're hoping that that will get approved. And we need additional funding and faculty to continue starting up new master's programs. That is a real high growth area for us. We believe the next step is a master's in nursing and a master's in cybersecurity, undergraduate degrees in other areas that I probably don't want to mention publicly, because some of our competitors might get hold of it. Thanks to visiting with different ones at OU, they've given us some guidance on some new undergraduate programs that might fit well with some of their graduate programs. Then another challenge is to control our costs yet continue small salary adjustments. And I'll say that in a minute here on this, this slide is coming up. This will be the first pay raise for faculty and staff since 2019 for us. And so I'm thrilled from a morale builder of, we've got to do away with furloughs. The people that weathered this last year, they went from having a pay cut to a pay increase, and we're just thrilled that the legislature provided money for the faculty to free up some money for our staff and so forth. I will proceed to my few slides that I chose out of this. I just randomly picked some things I thought might be of interest.

So high growth degrees. And we have some low growth degree programs, too, that we can talk about. But we're so young, remember, we're 23 years old, and it's a chicken and egg. We have to hire the faculty to get these programs in place. But the masters is really, really taking off--our community counseling. We had 84 students that we could not accommodate the first year. We just weren't prepared for that onslaught. And by the way, community counseling, the masters is a Friday night and Saturday class, because they're mainly working adults. It's all on ground. The MBA is all online with five options, but the master's in community counseling is on ground. And it's been well embraced and so forth. That's had some, you know, some really good success. I know that Regent Nagel asked president McArthur about the associate degree graduation rates, and ours are less as well. And there's a couple reasons for that. Ten years ago, we were all trying to get away from associate degrees because we were regional universities. Well, now the two-year programs, the micro-credentialing, all that's coming back. But let me hasten to remind everyone that, like the program I have with Cameron, the first two years at Rogers State, they can get an associate degree then transfer to Cameron for a bachelor's. Neither John nor I can count those students in our IPED's graduation rate, because they did not start and finish at either school. So that's just one little quirk and right now we all track it. But the IPED's are first time full-time freshmen. So, accounting we need to do better there. We have a bachelor's degree in business administration with accounting option. But we should have a standalone business degree in accounting. We've added courses there so that they could sit for the CPA exam. We would very much desire to start our own secondary education program. We believe that we can do that. There's a number of retired superintendents and so forth in Rogers County, northeast Oklahoma, that I have actually visited with some of them about starting this degree because we have the first two years. You can see there we're doing well with the technology. We have some technical classes in Pryor--applied technology—that the students who graduate from them make good money. We share costs for faculty with the Mid-American Industrial Park. But in reality, the Park is more of a blue-collar type of student. They're interested in credentialing and badging and so forth. The Park does offer a great hope for increased population within Mayes County and Rogers County with the housing they're building, with the apartments they're building, and also with their site selection committees that they're working on. Our focus discussion is this one slide in all the retreat material that I handed out to you. But we spent a little money and a lot of time in our first year with Ruffalo Noel Levitz. We have about 11 action groups that are focused on going forward, and we believe it's going to pay off. Ruffalo Noel Levitz indicates based upon their history, that if we do exactly what they tell us to do, that we're going to have some very, very good enrollment increases. And they're projecting five to six percent next year. We're going to get to 5% this fall. They think we're going to get there as well. But within three years, they're talking double digits. And so I hope they're right. We're going to do everything. But just little things: redoing the website, redoing programming. Instead of calling it medical molecular, we change it to pre-med. Because nobody knows what medical molecular is. We've taken it from the very beginning of the advising, recruiting to the retention of all of that. And just trying to have a holistic approach to make sure that nothing falls through the cracks. We've done a lousy job. We've had retired advising retention specialists out in the colleges. We're moving everyone to one stop shop, and it's not been pleasant. The advising retention specialists report to the deans, and they don't want to move. But we just cannot continue the model that we have. It's just not working. And so we're going to have one stop shop. And then also the academic program, back to Regent Stevenson's question, to make sure that we're doing programs that we do the demographics on it, make sure they work for our area. The employee compensation plan, we are grateful for

that. But in essence, we're going to give the staff a 5% increase with a minimum of \$30,000. We had employees that made less than \$30,000, which is shame on us. But we're going to make that \$30,000 a minimum threshold. The faculty will average about 10% with market adjustments. And then the adjuncts--we compete with the Tulsa Community College and University of Tulsa for adjuncts. And so we desperately needed some increase for our adjuncts. We could not operate without our adjuncts. And then a budget overview. This budget is about one, one point four or 5 million, so greater than last year. We did our budget realignment and cut out \$1.7 million, but we had to add back in the furlough cost. And so in essence, we recognized about a million. So between that we lost and the only HERF money we have left for Covid money, as you can see at the top, is about \$832,000. That's all we have left. And the rest of that will come from state appropriations. And we're grateful for the increase in state appropriations tuition and fees. Based upon a few minutes in the budget, in the agenda items, you'll see we're asking for a 2% increase. We're also asking for block rate tuition. We believe that will help our graduation rates as well as tuition and fees from that standpoint. And then we're going to use about a little over \$2 million in cash out of our reserves. Our reserves remain strong. We have depending on if you count tuition waivers or not, but chairman Shirley, we have an eight, nine, and 10 month surplus or reserves, depending upon whether you count tuition waivers or not. But we're in a really good place for that. So you'll see our reserves are going to hover between \$24 and \$26 million. We're very, very proud of that. And you have shepherded that, so we're grateful for that. And then I wanted you to see the source of income, too, because even though we got a nice appropriation from the state, tuition and fees is still a great piece of what our source of revenue is. It's just still in that 51% bracket. So that's something that's unavoidable, I think in today's environment. I always want to brag on our athletics because they met all their key performance indicators. Their average GPA is higher than the RSU student body, and their six year graduation rate is 66% versus 35%. And so that's not easy when you're on buses and airplanes and, and what have you. And studying in hotel rooms and so forth. So really, really happy. And it's futuristic, I've said this before, but I would sure like to add men's and women's wrestling, that would also help drive some of our enrollment. And I would like to add indoor volleyball that, that mirrors our MIAA conference. But we just don't have a building for the wrestlers to practice or a building tall enough for the indoor volleyball to make it work. But someday. And then I want to just mention our alumni, because I recently gave a speech. And those are all important, but I wanted to highlight one alumni, and this young man has a criminal justice degree, but he also was in our National Guard program and graduated as a second lieutenant. Today he is a regional director for Amazon in the HR department. He started as an associate, but they liked his combination of leadership skills from the National Guard, and they liked his criminal justice, and he had a little bit of cybersecurity. So that's a little bit an outlier, but what he has done at Amazon has ended with Amazon choosing RSU as a school of choice, where they will pay their employees' tuition if they will come. Now, obviously it's regional, except which it's online, but those are the kind of the impacts that our alumni can make. And they, I know it makes a difference every day at, at our schools. Sometimes we overlook the value of some of those other degrees. We are a primary producer of graduates for the Tulsa Police Department, for Dallas, and others.

ACTION ITEMS**FISCAL YEAR 2024 BUDGET – RSU**

Rogers State University established a Budget Advisory Committee (BAC) in 2015 to assist the President and administration in the development of the institution's budget and to provide advice on matters relating to fiscal and budget issues. The committee had several meetings during the spring to discuss the challenges facing the University in the coming fiscal year.

The budget for fiscal year 2024 reflects an increase in revenues from fiscal year 2023. The increase is due primarily to an adjustment to the base appropriation from the legislature through OSHRE and an increase in credit hour enrollment.

BUDGET OVERVIEW:

Total projected revenues for FY 2024 are \$37,820,915 including cash required to balance the budget and are composed of the following:

Source	Amount	% of total	% Change
State appropriations	\$ 15,810,826	42.0%	25.6%
Tuition and fees	18,303,515	48.6%	8.5%
Other grants, contracts, & reimbursements	681,078	1.8%	0.0%
HEERF Funds	832,266	2.2%	-65.4%
	Total Revenue		
	<u>35,627,685</u>		
Cash to balance budget	<u>2,193,230</u>	5.8%	-34.5%
	<u><u>\$ 37,820,915</u></u>		

Total projected expenses for FY 2023 are \$37,820,915 and are composed of the following:

Activity	Amount	% of total	% Change
Instruction	\$ 13,369,250	35.4%	0.3%
Public Service	279,924	0.7%	-9.3%
Academic Support	2,565,064	6.8%	0.4%
Student Services	4,161,157	11.0%	16.8%
Institutional support	4,325,630	11.4%	2.0%
Operation and maintenance of plant	5,702,076	15.1%	4.9%
Scholarships and fellowships	7,417,814	19.6%	14.8%
	Total Expenses		
	<u><u>\$ 37,820,915</u></u>		

Total projected expenses increased \$1,931,057. The increase is attributed primarily to increases in mandatory costs and the compensation plan.

President Rice recommended the Board of Regents approve the Operating Budget for Fiscal Year 2024 as presented including a \$5.00 per credit hour tuition increase and the adoption of a block-rate tuition plan.

Regent Holloway moved approval of the item as amended, shown as italicized numbers above. The following voted yes on the amended motion: Regents Stevenson, Keating, Holloway, Nagel, Ross, and Braught. The Chair declared the motion unanimously approved.

TUITION AND MANDATORY FEE RATES FOR ACADEMIC YEAR 2022-2023 – RSU

70 O.S. 2001, Sections 3218.8 3218.9, as amended by House Bill No. 1748, authorizes the Oklahoma State Regents for Higher Education to establish resident and graduate tuition rates and mandatory fees (fees for items not covered by tuition and which all students pay as a condition of enrollment at the institution) Section 3218.8 provides the limits for undergraduate tuition and mandatory fees shall be less than 115% of the average resident tuition and mandatory fees at the university’s peer institutions. Peer institutions for regional universities are determined by the State Regents and include “like-type public institutions in surrounding and other states” Section 3218.9 provides that the limits for graduate residents and graduate nonresident tuition and mandatory fees shall be less than the average graduate resident and nonresident tuition and mandatory fees at peer institutions.

In its deliberation on the establishment of resident tuition rates for undergraduate and graduate education, the State Regents shall balance the affordability of public higher education with the provision of available, diverse, and high-quality opportunities giving consideration to the level of state appropriations, the state economy, per capita income and cost of living, the college-going and college-retention rates, the State Regents shall demonstrate a reasonable effort to affect a proportionate increase in the availability of need-based financial aid.

Rogers State University is requesting tuition and mandatory fees for academic year 2022-2023 which reflect a 2% increase for resident students and a 1% increase for non-resident students. The overall average increase in annual resident tuition and mandatory fees for resident undergraduate students is \$150.00 annually or \$75.00 per semester. The overall average increase in non-resident tuition and mandatory fees for undergraduate students is \$150.00 annually or \$75.00 per semester.

UNDERGRADUATE TUITION RATES

(Non-resident students pay both resident and non-resident tuition.)

Proposed AY23-24 Resident Tuition Per Credit Hour <hr/> \$167.00	Annual Undergraduate Tuition and Mandatory Fees 30 Credit Hours – 2 Semesters <hr/> \$7,920.00
Proposed AY23-24 Non-resident Tuition Per Credit Hour <hr/> \$278.00	Annual Undergraduate Tuition and Mandatory Fees 30 Credit Hours – 2 Semesters <hr/> \$13,350

UNDERGRADUATE BLOCK TUITION RATES

Rogers State University is requesting Board approval to offer undergraduate students block rate tuition and fees for enrolling in 12 or more hours per semester in the Fall and Spring semesters. Students enrolling in 11 or less hours per semester will continue to be billed at the hours rates above.

Proposed AY23-24 Resident Tuition and Fees For 12+ hours <hr/> \$3,800.00	Annual Undergraduate Tuition and Mandatory Fees 30 Credit Hours – 2 Semesters <hr/> \$7,600.00
--	---

Proposed AY23-24 Non-resident Tuition and Fees for 12+ hours <hr/> \$4,170.00	Annual Undergraduate Tuition and Mandatory Fees 30 Credit Hours – 2 Semesters <hr/> \$15,940
---	---

The intent is to encourage students to take a full 15 hours each semester and graduate in eight semesters. Students who enroll in 12, 13, or 14 hours per semester, will pay more than the standard hourly rate. Students who enroll in 15 or more hours per semester will pay less than the standard hourly rate. The rate is initially revenue neutral. However, it is expected to improve persistence and completion resulting in greater revenue.

UNDERGRADUATE GUARANTEED RESIDENT TUITION RATE

Beginning with the 2008-2009 academic year, House Bill 3397 passed by the Oklahoma Legislature require that a new undergraduate student be given the opportunity to choose to participate in the Guaranteed Tuition Rate Program. HB 3397 also provides that the guaranteed tuition rate shall be less than 115% of the nonguaranteed tuition rate. A first time, full-time undergraduate student who is a resident of Oklahoma can choose to pay a guaranteed rate for the next 4 years (“the Plan”) or at an annual rate changed each year. The recommended resident undergraduate guaranteed tuition rate is \$192.00 per credit hour for students entering Fall 2023, Spring 2024, and Summer 2024. In comparison, the resident undergraduate guaranteed tuition rate for the 2022-2023 academic year was \$186.30 per credit hour.

UNDERGRADUATE GUARANTEED TUITION RATE

(Available to first time students only)

Proposed AY23-24 Resident Tuition Per Credit Hour <hr/> \$192.00	Annual Undergraduate Tuition and Mandatory Fees 30 Credit Hours – 2 Semesters <hr/> \$8,670.00
---	---

GRADUATE TUITION RATES

(Non-resident students pay both resident and non-resident tuition)

Proposed AY23-24 Resident Tuition Per Credit Hour <hr/> \$167.00	Annual Undergraduate Tuition and Mandatory Fees 24 Credit Hours – 2 Semesters <hr/> \$6,336.00
---	---

Proposed AY23-24 Non-resident Tuition Per Credit Hour <hr/> \$278.00	Annual Undergraduate Tuition and Mandatory Fees 24 Credit Hours – 2 Semesters <hr/> \$10,680.00
---	--

MANDATORY FEES

(Charged by the Credit Hour)

Library/Automation Fee	\$9.00
Assessment Fee	\$4.00
Technology Fee	\$13.00
Activity Fee	\$31.00
Facility Fee #1	\$11.00
Facility Fee Athletics	\$5.00
Facility Fee Baird Hall	\$5.00

Parking Fee	\$2.00
Culture & Recreational Fee	\$2.00
Records Fee	\$3.00
Campus Security Fee	\$7.00
Student Health Fee	\$2.00
Capital Projects Fee	\$3.00

RSU remains committed to keeping college affordable to a student body where 83% are eligible for receiving financial aid. RSU is consistently recognized for its graduates having among the lowest student debt among its regional peers. For those who did assume student debt, RSU graduates have some of the lowest average debt out of all Oklahoma colleges and universities, according to a recent report from The Institute for College Access and Success.

If approved by the Board of Regents, the tuition and mandatory fee request will be forwarded to the Oklahoma State Regents for Higher Education for approval and will become effective Fall 2023.

President Rice recommended the Board of Regents approve the proposed tuition and mandatory fee rates for the academic year 2023-2024.

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

- I. DEPARTMENT: Biology
PROGRAM: Bachelor of Science in Biology (112)
PROGRAM REQUIREMENT CHANGES:
Add a new course, BIOL 3001, Introduction to Biology Research
Change BIOL 4602, Biology Research Methods I, to BIOL 4611
Total degree program hours remain unchanged at 121 credit hours.

COMMENTS:
The newly proposed Introduction to Biology Research course will orient students to research in their junior year providing students with an extra semester to plan their Capstone experience and exposing them to enriched faculty mentorship opportunities in a lab/field context.
- II. DEPARTMENT: Technology and Justice Studies
PROGRAM: Bachelor of Science in Justice Administration (115)
PROGRAM REQUIREMENT CHANGES:
Remove requirement of six credit hours of guided electives from Collegiate Officer and Law/Justice options
Add to program core: [1] CJ 3213, Criminal Law II; [2] CJ 3003 Criminalistics; and [3] CJ 3523 Interview and Interrogation
Remove requirement of a Minor for all program Options, and add 18 credit hours of "CJ Support Courses" (see Comments)
Remove IT 1411 Orientation to Computer Technology from Cyber Investigation Option)
Total credit hours will not change, remaining in the 120 – 125 credit hour range

COMMENTS:

The Justice Studies Advisory Committee members recommended updates to the BS in Justice Administration curriculum. Rather than a required minor, curricula is targeted for specific program Options.

III. DEPARTMENT: Technology and Justice Studies

PROGRAM: Bachelor of Science in Business Information Technology (108)

PROGRAM REQUIREMENT CHANGES:

Change degree name from BS in Business Information Technology to BS in Information Technology

Change the Game Development Option name to Game Design Option

Within the Network Administration Option, replace six Business courses with six IT and Technology/programming courses

Within the Software Development Option, replace six Business courses with six IT and Technology/programming courses

Within the eSports Option, replace Business Statistics with, BADM 2843, with Advanced Web System Development, CS 4523

Total credit hours will not change, remaining at 120 credit hours

COMMENTS:

Advisory Committee members recommended curricular changes replacing traditional business courses with specific IT and programming courses.

IV. DEPARTMENT: English and Humanities

PROGRAM: Bachelor of Arts in Liberal Arts (109)

PROGRAM REQUIREMENT CHANGES:

Add a new 3rd Option "Liberal Arts"

Total credit hours will not change, remaining at 120

COMMENTS:

This is a common major for transfer students, and the new Option will allow students to take additional English, Native American Studies, Philosophy, and Spanish coursework.

V. DEPARTMENT: Business

PROGRAM: Master of Business Administration (213)

PROGRAM REQUIREMENT CHANGES:

Add two courses to the MBA - Accounting Option: [1] ACCT 5243 External Auditing and Assurance Services, and [2] ACCT 5253, Information Systems Assurance and Advisory

Remove ACCT 5223, International Accounting, as an Option requirement

COMMENTS:

The American Institute of CPAs and state board have significantly changed requirements for eligibility to sit for the CPA exam. To prepare students for these changes, two new graduate level accounting courses are being added.

VI. DEPARTMENT: Technology and Justice Studies

PROGRAM: Bachelor of Technology in Applied Technology (107)

PROGRAM REQUIREMENT CHANGES:

Replace five Business courses with technology courses to include: [1] TECH 2163,

Intro to Computer Forensics; [2] TECH 3023 Emerging Technologies; [3] TECH 3203 Intro to Risk Management; [4] CS 2163, Web Site Design; and [5] CS 3213 Multimedia Development.

Total credit hours for program remain at 120 hours.

COMMENTS:

Information Technology Advisory Committee members recommended updates to the BT in Applied Technology curriculum.

VII. DEPARTMENT: Technology and Justice Studies

PROGRAM: Bachelor of Science in Business Information Technology (108)

PROGRAM REQUIREMENT CHANGES:

Replace CS 2323 Programming II with CS 2223 Programming I as a prerequisite for the following courses: CS 3413, Systems Analysis; CS 3623, Human-Computer Interface Development; and CS 3223, Data Modeling.

Remove IT 1411, Orientation to Computer Technology, as a co-requisite requirement for IT 2143, Introduction to Networking, and a prerequisite requirement

for CS 1213, Introduction to Computing.

Total credit hours for program remain at 120 hours.

COMMENTS:

CS 2323, Programming II is being removed, as proficiency can be successfully completed by our learners with CS 2223 Programming I.

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

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

DEPARTMENT AND SCHOOL NAME CHANGES – RSU

Institutional changes in structure and nomenclature require the approval of the Oklahoma State Regents for Higher Education pursuant to Chapter 3, Section 3.8 of the Policy and Procedures Manual. The change to the School of Nursing and Health Professions better defines the scope of operations and highlights nursing. The change to colleges for our former schools allows existing departments and new schools to report to a college, which then reports to Academic Affairs.

President Rice recommended the following changes in institutional nomenclature:

- I. Change the name of the Department of Health Sciences to the School of Nursing and Health Professions;
- II. Change the name of the School of Arts and Sciences to the College of Arts and Sciences; and
- III. Change the name of the School of Professional Studies to the College of Professional Studies

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

CAMPUS MASTER PLAN OF CAPITAL PROJECTS – RSU

Regents Policy Manual Section 1.2.6 provides that the Board shall have the supervision, management, and control of capital improvement projects.

The Long-Range Capital Plan for Fiscal Year 2023, approved by the Board of Regents in May 2022, contained 24 projects at a total estimated cost of \$146,350,000. As required, the plan was submitted in June 2022 to the Oklahoma State Regents for Higher Education.

Board of Regents approval is requested for the updated Campus Master Plan of Capital Projects.

Project Additions

Classroom/Laboratory Building
HVAC Chillers to supplement geothermal system

Project Modifications

None

Deleted Projects

Diamond Sports Complex
Infrastructure Improvement (Fence & Netting)

Attached hereto as Exhibit D is an updated Campus Master Plan of Capital Projects. Rogers State University has 22 capital projects with a total estimated cost of \$160,750,000.

President Rice recommended the Board of Regents approve the updated Campus Master Plan of Capital Projects. The plan of potential projects is required to be submitted annually to the State Regents and reflects nothing more than long-term planning; no project will be undertaken without identification of funding and separate approvals as are required under Board of Regents' policy.

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

REVISIONS TO REGENTS' POLICY, INSTITUTIONAL EQUITY – RSU

Revisions to Section 3.2 of the Institutional Equity Office's policies are needed for compliance with federal regulations as shown on the document attached hereto as Exhibit E.

President Rice recommended the Board of Regents adopt proposed revisions to the existing CU/RSU Institutional Equity Office Policies contained within Section 3.2 as noted.

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

REVISIONS TO REGENTS' POLICY, OBLIGATIONS AND COLLECTION OF STUDENT FEES – RSU

The University Collections Department provides collection services to all institutions governed by the Board of Regents. Revisions to Section 4.4 of the Obligation and Collection of Student Fees policies are needed to ensure consistency in the policies and practices of each institution governed by the Board. The revisions proposed are similar to previous revisions made to the University of Oklahoma Regents' Policy Manual regarding such collections. Changes are shown in section 4.4.3.1.12.

4.4 - OBLIGATION AND COLLECTION OF STUDENT FEES

4.4.1 - FINANCIAL OBLIGATIONS INCURRED BY STUDENTS

4.4.3.1 - OBLIGATION AND COLLECTION OF TUITION AND FEES

- 12) All payments for delinquent accounts must be paid in a manner acceptable to the University. Delinquent accounts may be referred for collection action to the Office of Legal Counsel or its designee. In such cases, the student is responsible for any collection costs or fees, including attorney's fees, assessed to his or her delinquent account.

President Rice recommended the Board of Regents adopt proposed revisions to the existing CU/RSU Obligation and Collection of Student Fees Policies contained within Section 4.4 as noted.

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

ISSUE: CONTRACT FOR RESTROOM REHABILITATION – RSU

Rogers State University's Physical Plant Director and staff developed Request for Bids #2223-02. The project consists of major rehab and upgrade to the existing public restrooms. Due to life-cycle factors such as ADA compliance, fixture updates, and privacy stall upgrades, a major renovation will contribute significantly to the use, appearance, and atmosphere of these public spaces.

Preparatory Hall is one of RSU's oldest buildings and serves as a key educational facility. The last rehab for these areas took place in 1980 for two of the six restrooms. Before 1980, the restrooms have not undergone any major remodel since the 70s.

The Request for Bids (RFB) # 2223-02 was advertised on March 12, 2023. The pre-bid meeting was on March 22, 2023. Sealed Bids were due April 12, 2023.

Three Sealed Bids were received, opened, and reviewed by the Physical Plant Director Karl Reynolds, Assistant Director, George Proctor, and TMA Administrator, Paul Dunham. Magnum Construction was determined to be the lowest responsive bidder. Magnum is a well-established General Contractor serving the Tulsa area for many years. During the pre-bidding cycle Magnum staff along with their associated subcontractors extensively reviewed the project scope, design, and existing site conditions. Subject to any further evaluation, the bids submitted are strong indicators of current industry and market demands.

The RFB Bid tabulation sheet is attached hereto as Exhibit F. President Rice recommends accepting Magnum Construction as the successful bidder.

Funding for this project has been established and will consist of Section 13 offset and E&G Reserves.

The contract has been reviewed by the Office of Legal Counsel.

President Rice recommended the Board of Regents authorize the President to award a contract to Magnum Construction, Inc., as the successful contractor to rehabilitate the six public restrooms at the Preparatory Hall building on the Claremore campus in the amount of \$357,000.00.

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

CONTRACT FOR CYBERSECURITY SERVICE – RSU

This item was pulled from consideration.

ACADEMIC AND ADMINISTRATIVE PERSONNEL ACTION(S) – RSU

CHANGE(S):

Goltra, Robert, Ed.D., Vice President for Student Affairs and Admissions Services, title changed to Vice President for Student Affairs, salary changed from an annualized rate of \$134,000 to \$110,000, twelve-month appointment, effective May 31, 2023.

Rice, Larry, President, review of compensation and to make any necessary adjustments.

RESIGNATION(S):

Brazelton, Tyrone, Assistant Men's Basketball Coach, Athletics, effective March 31, 2023.

Briggs, Hunter, Assistant Cross Country Coach & Track Coach, Athletics, effective May 31, 2023.

Davis, Mark, Graduate Assistant – Digital Communications, Athletics, effective April 30, 2023.

Duncan, Emily, Campus Events Coordinator, Admissions, effective March 31, 2023.

Eldoumi, Heba, Ph.D., Associate Professor, Health Sciences – Nutrition, effective May 31, 2023.

Emert, Denise, Admissions and Enrollment Coordinator, Pryor Campus, effective April 19, 2023.

Flores-Guajardo, Graduate Assistant – Student Athletes Development, Athletics, effective April 30, 2023.

Gerhart-Ball, Tessa, Nursing Instructor, Health Sciences – Nursing, effective May 31, 2023.

Hill, Sandy, Financial Aid Counselor, Financial Aid, effective May 31, 2023.

Meredith, Linda, Nursing Instructor, Health Sciences – Nursing, effective May 31, 2023.

Sherrick, Sherrie, Director of Talent Search, Trio/Talent Search, effective March 3, 2023.

Spiva, Reagan, Senior RA, Residential Life, effective May 15, 2023.

Spivy, Emily, Production/Director, RSU TV, effective March 1, 2023.

Stephens, Judy, Administrative Assistant, Bartlesville Campus, effective May 5, 2023.

Tyrell, Kaitlin, Academic Advisor/Retention Specialist, Admissions, effective May 5, 2023.

Vesco, Erica, Academic Advisor, Trio Talent Search, effective March 20, 2023.

White, Wiley, Temporary Full Time Instructor, Math & Physical Science, effective May 31, 2023.

Woller, Kevin, Professor, Psychology and Sociology, effective July 31, 2023.

Zuel, Juli, Nursing Instructor, Health Sciences – Nursing, effective May 31, 2023.

RETIREMENT(S):

Johansson, Jane, Ph.D., Professor Emerita of History, effective May 31, 2023.

Macpherson, Peter, Ph.D., Department of Technology & Justice Studies, effective May 31, 2023.

Martin, Keith, PhD., Dean Emeritus, effective May 31, 2023.

President Rice recommended approval of the faculty personnel actions listed.

Regent Holloway moved approval of the Academic & Administrative Personnel as listed with the following amendment that has been presented to the Board of Regents and was made available to the public. The following voted yes on the amended motion: Regents Stevenson, Keating, Holloway, Nagel, Ross, and Braught. The Chair declared the motion unanimously approved.

CHANGE(S):

Rice Larry, President: consistent with President Rice’s current employment contract, in recognition of his achievement towards his goals for Fiscal ‘23, he is provided a one-time lump-sum payment of \$ 22,599.60, such payment to be paid as soon as reasonably possible.

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.

ON-CALL ARCHITECTS AND ENGINEERS QUARTERLY REPORT - RSU
RSU QUARTERLY REPORT OF PURCHASES - RSU
QUARTERLY FINANCIAL ANALYSIS - RSU

ON-CALL ARCHITECTS AND ENGINEERS QUARTERLY REPORT – RSU

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

There are no transactions to report for the third quarter of fiscal year 2022-2023.

However, the following transaction was inadvertently omitted previously:

Firm Name	Date Initiated	Work Performed	Fee
<u>For the Claremore Campus:</u>			
Professional Engineering Consultants	January 31, 2023	RSU Hydronics Accessories	\$8,400.00

This report was 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 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.

QUARTERLY REPORT PURCHASES – ALL
January 1, 2023 through March 31, 2023

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

<u>Item</u>	<u>Description</u>	<u>Department</u>	<u>Vendor</u>	<u>Award Amount</u>	<u>Explanation/Justification</u>
1.	Blanket Team PO for Travel-Baseball	Claremore	Bank of America	\$64,086.00	Team Travel
2.	Insurance	All Campuses	OMES- Risk Management	\$381,571.53	Property/Liability Coverage
3.	Annual Subscription Renewal	All Campuses	Jenzabar	\$208,699.00	Rent of Data Processing Software

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

None to Report

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

QUARTERLY FINANCIAL ANALYSIS – RSU

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 Statements of Net Position as of March 31, 2023 and 2022, and Statements of Revenues, Expenses and Changes in Net Position for the nine months then ended are attached hereto as Exhibit G. The statements are unaudited and are presented for management use only.

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

THE UNIVERSITY OF OKLAHOMA

REPORT OF THE PRESIDENT OF THE UNIVERSITY

I just think that in a strategy session, and I know that some of this was truncated, what was missing from the beginning of the presentation by EY was what is the value of a bachelor's degree? And, in today's environment we're presented with what seems like a paradox. We know, and it was validated again, just recently, post pandemic by a Georgetown study that the value someone receives from a four-year bachelor's degree versus someone that doesn't have one, their earning over a lifetime is 75% greater. And we know from listening to all the consultants that have addressed the greater Oklahoma City Chamber or state Chamber, McKenzie, Boston Consulting Group and others, that the one thing that's holding Oklahoma back from aspirational peers, the one thing that jumps off the map is the fact that in Oklahoma, we only have 26% of our population that has a bachelor's degree attainment or higher versus the national average of 33%. That gap is what is to account for the difference in economic prosperity. If we can take as a given the value of a college degree, what's going on, right? Just two quick facts. One fact is, and you've seen evidence of this that's been presented in Oklahoma, like across the country today versus 10 years ago. In Oklahoma alone, there are 65,000 fewer students in colleges and universities than there were 10 years ago. Now, think about that. That's more than all of the students enrolled at OU and OSU and Central State gone in the last 10 years. And then the next fact is that it just came out that just prior to the pandemic, 8% of high school graduates doubted the value of a college degree. This year, that number has skyrocketed to 20% doubting the value of a college degree. So what accounts for this paradox, right? How can it be that the value is that great and that necessary for an individual and a state to prosper, but individuals are doubting it? One last fact, then I'll give you my hypothesis. In our strategic plan, we talk about being price sensitive. If we could just lower the cost of a degree, that's not what the facts tell me. When I look at it just in Oklahoma, you can see colleges where the cost to attend is free, and they've lost 30, 35%, 40% of students. So to me, the key is not can you price it cheap enough that somehow students will want to go there? I think what they're saying is the value proposition's off, right? Which is a mix of excellence and affordability viewed through a transactional lens of is it worth it for me to go to this institution? It isn't lowest price, it's value. I've got a penchant for finding jobs at this moment in time. Back in 2010, I came into the law dean position, and there it was at the apex of enrollments, at law schools nationwide. Over the next three years, 45% of the market evaporated because of this perception in value. And so, as we look at the strategic plan that we built three years ago for the Norman campus, as we look at the strategic plan we now have in place for the Health Sciences Center as of a few meetings ago, that was dependent upon the

merger of a comprehensive academic health system, and now a focus in Tulsa. All of that is meant to provide a value that students want to attend, right? So, to me, I just wanted to kind of round out the thinking that we saw from EY. They didn't have enough time for all of this, but that at least is how we see it in our head. And we're seeing the responses, and you've heard the reports and you've seen that our class size Jeff Blahnik didn't want to say it because he's too responsible. I'm not. We had our largest freshman class last year in our history at 4,638 students, and we're on track if all goes well, to have over 6% growth in that freshman class and to hit 5,000 students. To me, what is to account for that is the fact that there's a really clear strategy that I think hopefully understands the environment. And that's where having a crystal clear strategy meant to address this changing landscape and this environment is really important. Where I think we see this the best was in this legislative session. It took us two and a half years of working with the legislature, Holly, Sean, the entire team. All of us have been out there, not just at the last days of session to ask for money, but to lay out how do we fit in the workforce solutions for Oklahoma. States have public universities to educate their citizens and also to provide for the economic prosperity of a state. And then the last is to make sure we have an educated populace to keep our democracy together. Pretty important in all the conversations that have taken place over the last two and a half years with the legislature has been, there's a role to play for the state, and we can help with that--we're necessary. And it's in education, it's in economic development, and it's also in healthcare of the population as a whole. So we saw \$96 million from this legislature go to uncompensated indigent care, and we see the money flow into areas like aviation, right into our research verticals and all for economic development, prosperity, and into high revenue jobs in STEM fields. I think what you're seeing, hopefully, is a state that can be tied together by these areas. Fundraising's going well; I want to report that we're at \$814 million as of today towards our \$2 billion goal. So all of that is going well, and we're seeing the investment from that leg of the stool that was talked about earlier by our CFO. I want to wrap it up with this. And that is hopefully what people have seen today is what good governance looks like. If you look around and you, it was interesting that the headlines, which we've discussed a few times, the headline going into this school year was from our students. The student paper was, can we have a normal year, please? I think four years ago this Board would've said, can we have a normal year, please? Right? You've heard the six standing committees give their reports. Almost everything I was going to talk about, and certainly the agenda items to be covered today are items that have been addressed in committee that have been thought through. No one's walking in here to these agenda items, having no idea what they are, or having tested and pushed through committee. The budget is in really good shape, and it wasn't four years ago. And that's leadership from the Board. It's also the officers that are here and the faculty getting involved and doing dynamic things that other states are having to do because they're not a level of engagement. So to me, it's an exciting moment. Our friend from southeast Oklahoma, Sean says, don't get drunk on your own wine. And we're not going to do that. But I do think you have to celebrate some successes. And I think that what we've seen today and what I sat and listened to is a demonstration of really good governance, of governance and oversight. And one of the things that I'm proud of and I'll do one bit of chest beating here, is that three years ago, two years ago, I guess it was three years ago, I had an evaluation from this Board. And one of the constructive criticisms was, look, we know you can lead, but can you be a leader of leaders? That's what's necessary. And I've said less in this meeting than any meeting I've been a part of, probably including when I was general counsel. And it's because we've got a group of leaders that

are remarkable. And because we understand that in an academic institution, you can't lead by fiat. You better be engaged with shared governance, and you better be able to bring in the input of students. So it's a good moment. That's my complete report and I'm grateful to be here. 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, AND GRANTS

- PROGRAM ADDITION – MASTER OF PUBLIC HEALTH – HSC**
- PROGRAM ADDITION – NUTRITIONAL SCIENCES CERTIFICATE**
- PROGRAM ADDITION – DUAL DEGREE IN MASTER OF BUSINESS ADMINISTRATION AND DOCTOR OF DENTAL SURGERY – HSC**
- PROGRAM MODIFICATION – MASTER OF SCIENCE IN PERIODONTICS – HSC**
- GRAD COLLEGE ADMISSIONS DDS-MBA**
- NAME CHANGE SCHOOL OF CHEMICAL, BIOLOGICAL ENGINEERING - NC**
- USE OF SECTION 13 AND NEW COLLEGE FUNDS**
- OUTSTANDING JUNIORS ITEM**
- ESPORTS FACILITY ARCHITECT SELECTION – NC**
- UTILITY PLANT EXPANSION - HSC**
- PURCHASE OF ACTIVE LOAD PULL MEASUREMENT SYSTEM- NC**
- PURCHASE OF HIGH THROUGHPUT AND CELL CULTURE SYSTEMS - NC**
- MICROSOFT PRODUCTS - ALL**
- MODIFICATION OF ELSMERE CONTRACT**

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

AWARDS, CONTRACTS, AND GRANTS

	FY22 Total Expenditures*	FY22 Jul 2021-Apr 2022 Expenditures	FY23 Jul 2022-Apr 2023 Expenditures
UNIVERSITY OF OKLAHOMA	\$416,601,000	\$247,926,154	\$255,237,941
NORMAN CAMPUS	\$257,170,000	\$124,578,346	\$135,128,718
HEALTH SCIENCES CENTER	\$159,431,000	\$123,347,808	\$120,109, 223

*Only this column includes institutional expenditures and research salary as initially reported for the FY22 NSF HERD survey.

Chart Key / Definitions for the pages attached hereto as Exhibit H:

RESEARCH = Externally Sponsored Research

OSA/PUBLIC SERVICE = Externally Other Sponsored Activity and Sponsored Public Service (non-Research)

INSTRUCTION/TRAINING = Externally Sponsored Instruction/Training

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 January – April 2023 submitted with this Agenda Item.

PROGRAM ADDITION – MASTER OF PUBLIC HEALTH – HSC

The Oklahoma State Regents for Higher Education Policy 3.4.3 requires that instructional programs obtain approval to modify existing programs. Over the past four years, undergraduate public health courses taught on the Norman campus have significantly increased enrollment. Students in the College of Arts and Sciences and the Honors College expressed interest in pursuing an advanced degree in Public Health. Consequently, the Hudson College of Public Health at the Health Sciences Center and the College of Arts and Sciences in Norman have collaborated to create accelerated dual degree programs for the Bachelor of Science in Community Health/Master of Public Health and the Bachelor of Arts in Community Health/Master of Public Health. These programs will enable students to obtain a Master of Public Health in Epidemiology and Health Promotion Sciences along with either of the two different bachelor's degrees. These four new dual degree programs will offer students an excellent opportunity to further their education in this field and contribute to public health research and practice growth.

President Harroz recommended the Board of Regents approve the Master of Public Health program at the Hudson College of Public Health to:

- I. Add an Accelerated Dual Degree in Bachelor of Arts/Community Health and Master of Public Health-Epidemiology. The dual degree is 142 credit hours and shares 24 credit hours in the degree requirements;
- II. Add an Accelerated Dual Degree in Bachelor of Arts/Community Health and Master of Public Health-Health Promotion Sciences. The dual degree is 141 credit hours and shares 24 credit hours in the degree requirements;
- III. Add an Accelerated Dual Degree in Bachelor of Science-Community Health and Master of Public Health-Health Promotion Sciences. The dual degree is 141 credit hours and shares 24 credit hours in the degree requirements; and
- IV. Add an Accelerated Dual Degree in Bachelor of Science-Community Health and Master of Public Health-Epidemiology. The dual degree is 142 credit hours and shares 24 credit hours in the degree requirements.

PROGRAM ADDITION – NUTRITIONAL SCIENCES CERTIFICATE – HSC

The Oklahoma State Regents for Higher Education Policy 3.4.3 requires that instructional programs obtain approval to modify existing programs. The Nutritional Sciences Department's proposed Interprofessional Graduate Certificate Programs in Applied Nutrition, Applied Pediatric Nutrition, and Applied Sports Nutrition will be vital in promoting Oklahoma's citizens' health and beyond. It will equip graduates to competently serve our community in ways that help to minimize the burden of illness and promote better health and quality of life. The online certificate program will be the only Oklahoma-based program to focus on preventing diet- and lifestyle-related chronic diseases by adding competence in nutrition to existing medical and allied health expertise to benefit patients and community members.

President Harroz recommended the Board of Regents approve the Department of Nutritional Science at the College of Allied Health to:

- I. Add a new Applied Nutrition Certificate for a total of 12 credit hours using an online delivery mode;
- II. Add a new Applied Pediatric Nutrition Certificate for a total of 12 credit hours using an online delivery mode; and
- III. Add a new Applied Sports Nutrition Certificate for a total of 12 credit hours using an online delivery mode.

PROGRAM ADDITION – DUAL DEGREE IN MASTER OF BUSINESS ADMINISTRATION AND DOCTOR OF DENTAL SURGERY – HSC

The Oklahoma State Regents for Higher Education Policy 3.4.3 requires that instructional programs obtain approval to modify existing programs. The dental industry has experienced significant changes over the past two decades, with many graduates opting for corporate-style dentistry instead of the traditional solo-owner practitioner model. As a result, there has been a surge in demand for training in business management principles, which are best delivered through formal business programs. To address this growing demand, the University's Price College of Business and the Health Sciences Center's Doctor of Dental Surgery programs propose offering a Master of Business Administration and Doctor of Dental Surgery accelerated dual degree. This dual-degree program will better prepare graduates in the business arts to equip them to meet the business demands in today's dental industry.

President Harroz recommended the Board of Regents approve the Doctor of Dental Surgery program to add an Accelerated Dual Degree in Master of Business Administration and Doctor of Dental Surgery. The Online MBA credit hours total 36, and the Dentistry credit hours total 189.5. The dual degree program will permit up to 8 credit hours to be shared between the programs for an overall total of 217.5 credit hours.

PROGRAM MODIFICATION – MASTER OF SCIENCE IN PERIODONTICS – HSC

The Oklahoma State Regents for Higher Education Policy 3.4.3 requires that instructional programs obtain approval to modify existing programs. The Graduate Periodontics program proposes changing the program credit hour requirement from 78 to 81. This proposal is designed to update the program curriculum, remove redundant courses, and is required to maintain compliance with the accrediting body. This modification will not increase the program length. Additionally, the proposed change will align the program with industry standards, maintain its competitiveness with similar programs, and keep it current with what is being taught at other programs nationally.

President Harroz recommended the Board of Regents approve modifications to the Master of Science in Periodontics Program at the Graduate College to:

- I. Change the total number of required credit hours from 78 to 81;
- II. Add one new course to the course inventory, PERI 5102 Sedation & Medical Emergencies as a required course;
- III. Add one current course to the course requirement CTS 5143 Foundations of Clinical Research;
- IV. Delete fourteen courses from the course catalog/inventory: PERI 5251 Periodontal/Prosthodontic Literature Review I, PERI 5301 Practice Management, PERI 5311 Teaching Methodology, PERI 5322 Research Methodology in Dentistry, PERI 5331 Intra-Oral Photography, PERI 5531 Orthodontics/Periodontics Practicum, PERI 5571 Graduate Occlusion and Temporomandibular Disorders, PERI 5660 Hospital Practicum, PERI 5711 Periodontics/Endodontics Seminars, PERI 5741 Advanced Studies in Oral Diagnosis/Oral Medicine, PERI 5771 Graduate Practice Administration, PERI 5811 Advanced Oral Pathology Seminar, PERI 5933 Microbiology and Immunology for Graduate Periodontics Students, PERI 5961 Craniomandibular Disorders; and
- V. Modify the requirements for twelve courses: PERI 5011 Advanced Periodontics, PERI 5101 Introduction to Periodontal Graduate Clinic, PER 5351 Graduate Teaching II, PERI 5141 Literature Review I, PERI 5411 Current Literature Seminar I, PERI 5632 Clinical Patient Care I, PERI 5151 Literature Review II, PERI 5421 Current Literature Seminar II, PERI 5642 Clinical Patient Care II, PERI 5830 Dental Implants, PERI 5653 Clinical Patient Care III, PERI 5980 Research for Master's Thesis.

GRADUATE COLLEGE ADMISSIONS POLICY EXCEPTION – NC

Section 3.3.1 of the Graduate College Bulletin specifies admission criteria to the Graduate College. Under this policy, the Graduate College requires that all applicants for graduate study (with the exception of accelerated degree programs) hold a baccalaureate degree from a school that is accredited by a national accreditation agency recognized by the Council of Higher Education Accreditation (CHEA).

Not all Doctor of Dental Surgery (DDS) students complete their undergraduate coursework or earn a bachelor's degree before entering the DDS program. The OU DDS requires 90 credits of undergraduate courses, including general education requirements and lower-level science coursework. These 90 credits, along with the advanced science curriculum in their first professional year of the current HSC DDS curriculum, may be considered equivalent to a bachelor's degree in Life Sciences. Additionally, applicants to the Master of Business Administration (MBA) program with a DDS degree will be considered to hold the equivalent of a bachelor's degree.

Applicants to the DDS/MBA dual degree program who do not hold a bachelor's degree must meet the following requirements for admission and continuation in the program:

- Applicants must be in good academic standing (per OU Norman Graduate College policy) with any completed DDS program curriculum and all completed undergraduate coursework to be considered for admission to the MBA program

- Admitted students must be in good academic standing (per OU Norman Graduate College policy) after the first two semesters (typically Summer 1 & Fall 1, 29.5 credit hours) in the DDS program curriculum to be permitted to enroll in MBA coursework
- Students must be making satisfactory progress in the DDS program and remain actively enrolled in the DDS program, or have completed the DDS, to maintain eligibility to enroll in MBA coursework.

These conditions are applicable only to students in the DDS/MBA dual degree program or those who have completed a DDS degree and wish to enroll in an MBA program. All other students admitted to MBA programs must possess a bachelor's degree.

This policy exception, as set forth by the Dean of the Graduate College in Norman, has been reviewed by the Dean of Price College of Business; the Graduate Council; and the Senior Vice President and Provost.

President Harroz recommended the Board of Regents approve an exception to the Graduate College Bulletin Admissions Policy 3.3.1 for students in the DDS/MBA program. The admissions policy exception, as documented below, sets requirements for DDS students, or graduates who have completed a DDS degree, who seek admission to the Graduate College for the purposes of enrolling in the MBA program.

CHANGE THE NAME OF THE SCHOOL OF CHEMICAL, BIOLOGICAL AND MATERIALS ENGINEERING – NC

Changing the name of the School of Chemical, Biological and Materials Engineering (CBME) to the School of Sustainable Chemical, Biological and Materials Engineering represents the modernization of the department already underway, moving its academic emphasis towards incorporating sustainability in courses and research. Furthermore, this change will appeal to a broader range of graduate and undergraduate students and will make our students more attractive to prospective employers.

This change better reflects the degrees/degree options that CBME currently offers. In addition to the BS, MS, and PhD degrees in Chemical Engineering, which are ABET-accredited in that discipline, the School added a major/option in sustainability to the undergraduate degree in Fall 2022. CBME will also begin offering a new online MS degree in Sustainability: Energy and Materials Management in Fall 2023. CBME also offers Pre-medical and Bioengineering options for the undergraduate degree; the word “Biological” in our name was the best choice to reflect these degree options. Although CBME does not offer any options or degrees with the word “Materials,” this designation has a historical significance from the time when the Chemical Engineering and Metallurgical Engineering departments were combined. Therefore, it is consistent for CBME to change its name to reflect ongoing growth of its educational offerings.

Chemical Engineering has previously been strongly tied to the oil and gas/ petrochemical industry, which is the largest single industry that employs chemical engineers. High school students may not be aware that chemical engineers will play a large role as society makes the transition to new sustainable processes and products and away from fossil fuels. Hence, this name change is expected to increase the number of undergraduate students who choose to study chemical engineering; informal surveys with current undergraduates confirm this expectation. Having more chemical engineers will help supply the workers that will be necessary as the Oklahoma industry base transitions to more sustainable processes and products.

In addition to this name change being consistent with the expansion of the curriculum, CBME has recently hired multiple faculty with research interests in this area. Of the last seven hires that CBME has made in the past five years, all but one have at least part of their research in sustainability. Research areas include water and air purification as well as hydrogen production and storage as fuel. Other faculty work in areas such as plastics reuse and recycling, solar energy, biofuels, and chemicals from renewable resources. Hence, this name change strongly reflects growing research in the School as well.

The faculty of the School of Chemical, Biological and Materials Engineering, the Dean of the Gallogly College of Engineering, and the Senior Vice President and Provost have approved this change. Once approved by The University of Oklahoma 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 Chemical, Biological and Materials Engineering to the School of Sustainable Chemical, Biological and Materials Engineering.

USE OF SECTION 13 AND NEW COLLEGE FUNDS – ALL

The University has a beneficial interest in the “Section Thirteen State Educational Institutions Fund” and the “New College Fund” held in the care of the Commissioners of the Land Office (CLO) as trustees. The CLO is better known as the “School Land Trust” and is an Oklahoma State Agency created by the original Oklahoma Constitution. Its primary purpose is to administer the school land trust funds for the production of income for the support and maintenance of the common schools and the schools of higher education.

The University has the right to receive annually 30% of the distribution of income produced by “Section Thirteen State Educational Institutions Fund” assets and 100% of the distribution of income produced by the “New College Fund”. The University administration has developed a plan to use the Section 13 and New College Funds anticipated to be received during Fiscal Year 2024 for projects on the Norman, Health Sciences Center, and Tulsa Campuses. To implement the plan, the Board is requested to approve the following uses of Section 13 and New College Funds in the amounts indicated.

	Section 13/ New College Funds
1. Deferred Maintenance – Norman Campus	\$4,302,466
2. Required Debt Service, Series 2015A, Series 2016A, Series 2017A, and Series 2017B General Revenue Bonds – Norman Campus	\$2,472,384
3. Campus Academic Renovations – Tulsa	\$309,900
4. Campus Central Services Renovations – Tulsa	\$619,900
5. Academic and Administrative Construction, Renovations, Equipment and Asset Preservation Improvements – Health Sciences Center	\$3,068,350
Total	<u>\$10,773,000</u>

Additional information about each of the proposed projects is presented below.

PROJECT DESCRIPTIONS

1. Deferred Maintenance – Norman Campus: This project includes funding for expenditures of \$4,302,466 which will be utilized to address capital deferred maintenance, including academic and administrative offices and common areas, teaching laboratories, and other classroom/learning spaces.
2. Required Debt Service, Series 2015A, Series 2016A, Series 2017A, and Series 2017B General Revenue Bonds – Norman Campus: This project involves the use of \$2,472,384 to pay required debt service payments associated with the Series 2015A Bonds (\$1,181,785), Series 2016A Refunding Bonds (\$599,007), Series 2017A Bonds (\$270,042), Series 2017B Bonds (\$420,550), and related paying agent fees (\$1,000). The Series 2015A Bonds final maturity is July 1, 2044. The Series 2016A Bonds final maturity, as it relates to the use of Section 13 and New College funds, is July 1, 2026. The Series 2017A Bonds final maturity is July 1, 2047. The final maturity of the Series 2017B Bonds is July 1, 2025.
3. Campus Academic Renovations – Tulsa: This project is centered on renovations of existing classrooms, library, urban design studio, student affairs, conference rooms, research and lab space, academic technology, and offices on the campus. Most renovations are centered around improved technology and signage. Renovations include, but are not limited to, equipment (IT polycom and otherwise) purchases, classroom technology refresh, library renovation for academic purposes, campus office moves (re-stacking) and upgrading existing classrooms for improved distance education technology and facilities renovations. Total funding is \$309,900.
4. Campus Central Services Renovations – Tulsa: This project includes, but is not limited to, the following efforts: boiler and chiller replacement, cooling tower panel replacement, upgrade boilerhouse controls, generator refurbishment, cardkey system upgrade, LED light replacement, metasys upgrade, roof replacements, electrical and UPS upgrades, 1C33 HVAC upgrades, underground storage tank monitoring system, smoke detectors, various IT, police department, and EHS upgrades. Total funding is \$619,900.
5. Academic and Administrative Construction, Renovations, Equipment and Asset Preservation Improvements – Health Sciences Center: This project involves academic and administrative construction and renovation projects, the purchase of equipment campus wide, and asset preservation improvements across campus. Projects include renovation/cosmetic updates to academic and administrative offices, student facilities, support facilities, and laboratories. The purchase of equipment is necessary to support the teaching, research and service missions of the Health Sciences Center and includes instructional, research and clinical equipment as well as moveable interior furnishings. Asset preservation improvements involve deferred maintenance and facility infrastructure improvements to protect the substantial capital assets of the Health Sciences Center. Section 13 and New College funds are requested in the amount of \$3,068,350.

President Harroz recommended the Board of Regents approve a plan to use a total of \$10,773,000 in Fiscal Year 2024 Section 13 and New College Funds for the Norman, Health Sciences Center, and Tulsa projects as identified.

REGENTS' AWARD FOR OUTSTANDING JUNIORS – ALL

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

The names of the students selected are shown below:

2023 RECIPIENTS
REGENTS' AWARD FOR OUTSTANDING JUNIORS

Julie Dawkins
Gizelda Florindo
Derek Herrman
Alison Hunt - HSC
Amal Jamshed
Abigail Lam
Seth Phung
Anna Sedivy-Thompson
Jackie Simmons
Mia-Lynne Smith
Abbygail Tan
Oliver Wu

President Harroz recommended the Board of Regents approve the students selected to receive the 2023 Regents' Award for Outstanding Juniors.

ESPORTS FACILITY ARCHITECT SELECTION – NC

This project is a new addition to the Campus Master Plan of Capital Improvement Projects for the Norman Campus. The University of Oklahoma Esports Facility project includes an approximately 5,000 square foot renovation within existing space at the Cross residential complex. The project will provide a state-of-the-art competitive gaming facility, recreational gaming stations and a production area for use by OU students. The University has partnered with Esports Supply, LLC, to provide the technical expertise in areas of infrastructure and connectivity, technical assessment and on-going support, donor relations and development, interior design planning and gaming hardware and software. As part of their scope, Esports Supply, LLC will procure and install furniture, hardware gaming units and AV components. The Architect will coordinate with Esports to provide the supporting infrastructure and pathways and provide services for the renovation of the space including mechanical, electrical, and plumbing exclusive of those items performed by Esports Supply. The consultant will provide full architectural and engineering services for their scope.

At this time, an architectural consultant is needed to develop preliminary plans and renderings, cost estimates, construction documents and provide construction administration services. 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 eight firms. The committee was composed of the following:

- Jeffrey Schmitt, Associate Vice President, Architectural and Engineering Services
- Brent Everett, Assistant Director, Architectural & Engineering Services - Chair
- Brynn Daves, Student Affairs Assistant Vice President & Associate Dean of Students
- Michael Aguilar, Director, Esports & Co-Curricular Innovation
- Joshua Harper, Technology Strategist
- Matthew C. Rom, Ph.D., CEFP, Associate Vice President, Facilities Management
- Paul Gregory, Consultant, Esports Supply (non-voting)

Proposals to provide the needed professional services for the projects were received from eight architectural firms. Three firms were selected by the interview committee for further evaluation. A detailed review and interview was conducted with two of the three firms. One firm was unable to attend and was not rated. The two interviewed firms were rated from highest to lowest as follows.

1. ADG | Blatt Architects, Oklahoma City
2. GH2 Architects, Oklahoma City

**ESPORTS FACILITY
ARCHITECTURAL FIRM EVALUATION SUMMARY**

	ADG Blatt	GH2 Architects	GSB Architects
Acceptability of Design Services	95	90	
Quality of Engineering (Services)	105	85	
Adherence to Cost Limits	66	69	
Adherence to Time Limits	66	66	
Volume of Changes	46	42	
Resources of the Firm	48	42	
Totals	426	394	

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 Oklahoma Esports Facility 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 architectural firms under consideration to provide professional services required for the Esports Facility;
- 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.

UTILITY PLANT EXPANSION – HSC

First approved at the May 2021 meeting as an addition to the Campus Master Plan of Capital Improvements, the Utility Plant Expansion includes replacement of existing capital equipment and a new chilled water plant located south of existing Chilled Water Plant 2. At the December 2021 meeting, the Board ranked Frankfurt Short Bruza & Associates (FSB) first among engineering firms considered to provide professional design services for the project. At the September 2022 meeting, the Board ranked Flintco highest among construction managers considered to provide professional services for the project.

The project is currently anticipated to be split into three separate phases of work to ensure continuous availability of critical utility resources on the HSC campus. Phase 1 consists of the removal of two existing steam boilers that have reached the end of serviceable life and updates to existing plant infrastructure to support the new equipment. Phase 2 will construct a new chilled water plant on the southeast corner of NE 8th St and N Laird Ave to house two new 4,000 ton electric chillers to supplement the existing chilled water system. Phase 3 will replace the remaining three boilers in the existing Plant 1 along with updates to existing plant infrastructure to support the new equipment. It is proposed that the Board approve an estimated total project budget of \$50,000,000. Phase 2 Design Development drawings are attached hereto as Exhibit I.

At the June 2022 meeting, the University administration was authorized to contract & make payments not to exceed the cumulative amount of \$2,400,000 for the purchase of two new boilers for the Utility Plant Expansion project. At the March 2023 meeting, the University administration was authorized to purchase two chillers to be installed as a part of the Utility Plant Expansion project in the amount of \$4,971,960.

It is proposed that the Board authorize expenditures of \$37,000,000 in funds budgeted for the cost of construction. This price includes the cost of the work, cost of the construction manager's direct project management, fees, bonds, insurance, and owner contingency.

Funds to cover the costs associated with the project have been identified as General Revenue Bonds & University Funds.

President Harroz recommended the Board of Regents:

- I. Authorize the University administration to contract and make payments not to exceed the cumulative amount of \$37,000,000 for the construction of the Utility Plant Expansion project;
- II. Approve an estimated total project budget of \$50,000,000 for the Utility Plant Expansion project;
- III. Approve the Utility Plant Expansion Phase 2 Design Development drawings;
and
- IV. Recognize and acknowledge that the University may incur certain costs relative to the above project prior to receipt of bond proceeds and, to the extent the University utilizes currently available funds for said costs, it is intended that bond proceeds will be utilized to reimburse those outlays.

PURCHASE OF AN ACTIVE LOAD PULL MEASUREMENT SYSTEM- NC

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

The goal is to determine the ability to increase the transmitted long-distance power density of phased arrays to overcome radar range limitations and to counter a multitude of advanced threats. To create and enhance high power capabilities, investment in a measurement system and associated equipment is required to facilitate the research needed to understand how maximum power from solid-state amplifiers can be achieved. The Advanced Radar Research Center (ARRC) at the University of Oklahoma (OU) has built a strong reputation in the research and development of digital phased array radars. Traditional, small-signal signal analysis and device measurement tools that we already have at the ARRC are not suitable for these tasks. We are proposing the purchase of the system/device in question – the MT2000E4-500 Active Load Pull System from Maury Microwave, Inc. to provide an efficient and effective tool for this endeavor. Currently, such test capabilities do not exist within the State of Oklahoma, which significantly hinders abilities to innovate and quickly respond to opportunities that serve our nation.

Funding for this equipment is being provided through a research contract to OU from the Office of Naval Research.

President Harroz recommended the Board of Regents authorize the President or his designee to award a contract in an amount not to exceed \$999,953 to Maury Microwave, Inc., of Ontario, California, to purchase an Active Load Pull Measurement System.

PURCHASE OF HIGH THROUGHPUT AND CELL CULTURE SYSTEMS - NC

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

The equipment is part of the recent large department of commerce grant to OU and Oklahoma City to support this industry in the state of Oklahoma. The equipment is a key component of our bioprocess core facility, a laboratory facility to provide hands on training to undergraduate and graduate students as well as technicians to support the rapidly growing biopharmaceutical industry. Students will gain hands-on experience with all of the key operations in biopharmaceutical manufacturing. The specific equipment is one part of this laboratory used to produce biological active ingredients such as antibodies from bacterial or mammalian cell cultures at the laboratory scale. Once produced these products are subsequently purified to their final form.

Funding for this equipment is being provided through a research contract to OU from the U.S. Department of Commerce, Economic Development Administration.

President Harroz recommended the Board of Regents authorize the President or his designee to award a contract in an amount not to exceed \$2,045,979 to Sartorius, of Bohemia, New York, to purchase a High Throughput System and a Cell Culture System.

MICROSOFT PRODUCTS – ALL

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

This contract was awarded through a competitive bid process for the purchase of Microsoft products for all three University campus locations and will also be made available to Rogers State University and Cameron University campuses. This item reports the anticipated activity for Microsoft suite of products including Office 365, SQL, RDS, Power BI, Azure, SharePoint, Visio, and other applications. These products are included in the EES suite for annual maintenance with an estimated spend of \$1.5 million per year. Microsoft products provide many of the University's computing software applications.

In response to the competitive solicitation, the following firms responded to the Microsoft licensing request:

Connection Public Sector Solutions	Merrimack, New Hampshire
Crayon Software Experts	Dallas, Texas
Dell Technologies	Round Rock, Texas
SHI International Corporation	Somerset, New Jersey
SoftChoice Corporation	Buffalo, New York

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

Shad Steward, Director, Information Technology
 Jeb Sheriff, IT Manager, Information Technology
 Keith Brown, Senior IT Manager, Information Technology
 Moriah Morgan, Administration Staff, Information Technology
 Shelley Clayton, IT Manager, Information Technology

The evaluation criteria for the Microsoft licensing solicitation were pricing on a per license basis, value added services, and flexibility of vendors to adjust license counts as needed. As a result of the evaluation matrix below, the solicitation Review Committee selected Dell as the vendor to serve the University's Microsoft licensing needs.

<u>Respondents</u>	<u>Score</u>
Connection Public Sector Solutions	2.98
Crayon Software Experts	4.09
Dell Technologies	4.46
SHI International Corporation	1.38
SoftChoice Corporation	2.02

EXPENDITURE HISTORY

	FY'2021	FY'2022	FY'2023	FY'2024
Microsoft Premier – renews in September	\$281,144	\$185,710	\$212,776	\$227,670
Microsoft O365 Suite	\$711,461	\$1,112,400	N/A	N/A
Microsoft O365 GCC	\$0	\$38,000	N/A	N/A
Microsoft M365 Suite	N/A	N/A	\$1,184,201	\$1,187,332
Microsoft M365 GCC	N/A	N/A	\$62,441	\$66,812
Totals	\$992,605	\$1,336,110	\$1,459,418	\$1,481,814

Funding has been identified, is available and budgeted within the Information Technology operating account.

President Harroz recommended the Board of Regents authorize the University administration to expend the amount of \$1.5 million for the purchase of Microsoft products to provide computing software applications used by Norman, Health Sciences Center, and Tulsa campuses.

MODIFICATION OF CONTRACT FOR COURSE DEVELOPMENT AND MARKETING SERVICES – ALL

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

This item reports a modification to the contract for purchases from Elsmere Education, Inc. ("Elsmere"). Elsmere provides student recruitment, project management, coordination of marketing services, and course development support for various University academic departments that offer masters and undergraduate online programs.

The purchases are governed by the terms and conditions of an agreement that was arrived at competitively in 2020. The University estimates fiscal year 2023 activity of \$14.4 million. As a cost control measure, the University has modified its agreement with Elsmere to a flat rate of \$10.5 million for the final year of the contractual term, instead of the previous tuition share apportionment. In addition to the flat rate amount, the University will be responsible for revenue share payments on legacy students (i.e., students with paid deposits prior to the agreement modification) that is estimated for fiscal year 2023 at \$7.1 million.

President Harroz recommended the Board of Regents approve an amendment to the University's contract with Elsmere Education Services, Inc., reflecting a flat rate for services.

ACTION ITEMS**FISCAL YEAR 2024 BUDGET PLAN – ALL**

The Fiscal Year 2024 (FY'24) operating budget for The University of Oklahoma of \$2.05 billion is presented for approval. The FY'24 budget comprises:

- \$1.17 billion for the Norman Campus, which includes:
 - \$12.0 million for Norman Campus programs at OU-Tulsa
 - \$27.1 million for College of Law
 - \$3.2 million for Oklahoma Geological Survey
- \$882 million for the Health Sciences Center, which includes \$11.6 million for Central Services at OU-Tulsa

The FY'24 budget for all campuses was developed to provide creative, equitable solutions that balance resource constraints with short-term and long-term needs and priorities of the University. The budget was developed to help address critical needs and priorities identified through collaboration with students, faculty, staff and academic and executive leadership. The proposed budget addresses the following critical needs and priorities on the respective campuses:

Norman Campus

- Merit-based raise program for faculty and staff;
- \$5 million in new funding for deferred maintenance;
- A \$2 million fee reduction for students with graduate assistantships;
- Funds key capital projects for housing, athletics, and enrollment management;
- Addresses inflationary fixed cost increases in insurance and other operating expenses; and
- Implements \$5 million in savings to help realize the Strategic Plan.

The Norman Campus, OU-Tulsa (Norman Campus programs), College of Law, and Oklahoma Geological Survey proposed FY'24 budgets are presented as Attachment 1.

Health Sciences Center

- Merit-based raise program for faculty and staff;
- \$5.5 million increase in State appropriations;
- A \$1.2 million reduction in mandatory fees for students; and
- Funding for the HSC Strategic Plan which includes recruiting and hiring new faculty, improving research facilities and processes, and increasing enrollment in the HSC colleges.

The Health Sciences Center's proposed FY'24 budget is attached here as Exhibit J.

President Harroz recommended the Board of Regents approve the operating budget for Fiscal Year 2024 as presented.

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

TUITION AND MANDATORY FEE RATES FOR AY 2024 – NC & LAW

House Bill No. 1748 amended 70 O.S. Section 3218.8, authorizes the Oklahoma State Regents for Higher Education to establish resident tuition rates, nonresident tuition rates and mandatory fees (fees for items not covered by tuition and which all, or substantially all, students must pay as a condition of enrollment). At the comprehensive universities the combined average of the resident tuition and mandatory fees, as determined by the State Regents, shall remain less than the combined average of the resident tuition and fees at state-supported institutions of higher education that were members of the Big Twelve Conference as of March 28, 2003, the effective date of HB 1748. The rates are to remain less than the combined average of tuition and fees for like-type graduate and professional courses and programs of comparable quality and standing at state-supported institutions of higher education as determined by the State Regents.

In its deliberation on the establishment of resident tuition rates for undergraduate and graduate education, the State Regents shall balance the affordability of public higher education with the provision of available, diverse, and high-quality opportunities giving consideration to the level of state appropriations, the state economy, the per capita income and cost of living, the college-going and college-retention rates, and the availability of financial aid in Oklahoma. For any increase in the tuition rates, the State Regents shall demonstrate a reasonable effort to affect a proportionate increase in the availability of need-based student financial aid.

NORMAN CAMPUS

The University is requesting a 3.0% increase to the tuition and mandatory fees listed below for undergraduate and graduate students.

Undergraduate Tuition & Mandatory Fee Rates

	<u>AY2023 Rate</u>	<u>AY2024 Rate</u>	<u>Change</u>
	<u>Tuition Charged by Credit Hour</u>		
Resident Tuition	\$ 164.00	\$ 169.00	\$ 5.00
Nonresident Tuition	<u>\$ 552.25</u>	<u>\$ 569.00</u>	<u>\$16.75</u>
Total Nonresident Tuition	<u>\$ 716.25</u>	<u>\$ 738.00</u>	<u>\$21.75</u>

Undergraduate Guaranteed Resident Tuition Charged by Credit Hour

Beginning with the 2008-2009 academic year, House Bill 3397 passed by the Oklahoma Legislature requires that a new undergraduate student be given the opportunity to choose to participate in the Guaranteed Tuition Rate Program. A first-time, full-time undergraduate student who is a resident of Oklahoma can choose to pay a guaranteed rate based on the projected average for the next four (4) years (“the Plan”) or at the annual rate charged each year. Pursuant to the Plan, the resident undergraduate guaranteed tuition rate is \$194.20 per credit hour for students entering Fall 2023, Spring 2024, or Summer 2024.

	<u>AY2023 Rate</u>	<u>AY2024 Rate</u>	<u>Change</u>
Guaranteed Resident Tuition <i>for students entering Fall 2023, Spring 2024 or Summer 2024</i>	\$188.55	\$194.20	\$ 5.65

Undergraduate Flat Rate Tuition and Mandatory Fees Charged by Semester

Beginning with the 2013-2014 academic year, OU implemented a flat rate tuition and mandatory fee for full-time undergraduate students carrying 12 or more credit hours during the Fall and Spring semesters. The flat rate is based on 15 credit hours per semester and is similar to models utilized by many public and private institutions of higher education. It encourages students to graduate in a shorter amount of time and spend less to earn their degrees.

Students may enroll in 12 or more credit hours per semester, with permission required when taking more than 19 hours, and pay for only 15. Full-time students unable to complete 15 credit hours during the Fall and Spring semesters will have the opportunity to take the balance of their hours during the Academic Year 2023-2024 summer term.

	<u>AY2023 Rate</u>	<u>AY2024 Rate</u>	<u>Change</u>
Resident Annual Flat Rate Tuition & Mandatory Fee (15 credit hours)	\$ 4,655.85	\$ 4,797.45	\$141.60
Nonresident Annual Flat Rate Tuition & Mandatory Fee (15 credit hours)	\$ 12,939.60	\$ 13,332.45	\$392.85

Mandatory Fees Charged by Credit Hour

The fees below have been consolidated on student Bursar bills into three categories, as part of the Fee Simplification process initiated last year. For additional transparency, the historical fee categories are utilized below, as required by the Oklahoma State Regents for Higher Education.

Student Assessment Fee	\$ 1.25	\$ 1.25	\$0.00
Student Facility Fee	\$49.40	\$53.00	\$3.60
Student Activity Fee	\$ 7.45	\$ 7.53	\$0.08
Library Excellence Fee	\$12.50	\$12.50	\$0.00
Transit Fee	\$ 2.50	\$ 2.50	\$0.00
Security Services Fee	\$ 3.75	\$ 3.75	\$0.00
Academic Excellence Fee	\$39.10	\$39.10	\$0.00
Special Event Fee	\$ 2.00	\$ 2.00	\$0.00
Educational Network Connectivity Fee	\$17.50	\$17.90	\$0.40
International Programs Fee	\$ 0.50	\$ 0.50	\$0.00
Academic Records Service Fee	\$ 2.00	\$ 2.00	\$0.00
Student Health Care Fee	\$ 4.98	\$ 5.25	\$0.27
Cultural & Recreational Services Fee	\$ 0.80	\$ 0.80	\$0.00
Academic Advising Fee	\$ 2.66	\$ 2.75	\$0.09

Graduate Tuition & Mandatory Fee Rates

	<u>AY2023 Rate</u>	<u>AY2024 Rate</u>	<u>Change</u>
<u>Tuition Charged by Credit Hour</u>			
Resident Tuition	\$334.75	\$ 370.95	\$36.20
Nonresident Tuition	<u>\$657.75</u>	<u>\$ 677.50</u>	<u>\$19.75</u>
Total Nonresident Tuition	<u>\$992.50</u>	<u>\$1,048.45</u>	<u>\$55.95</u>

Mandatory Fees Charged by Credit Hour

The fees below have been consolidated on student Bursar bills into three categories, as part of the Fee Simplification process initiated last year. For additional transparency, the historical fee categories are utilized below, as required by the Oklahoma State Regents for Higher Education.

Student Activity Fee	\$ 7.45	\$ 7.45	\$0.00
Library Excellence Fee	\$12.50	\$ 0.00	(\$12.50)
Transit Fee	\$ 1.00	\$ 0.00	(\$1.00)
Special Event Fee	\$ 1.00	\$ 0.00	(\$1.00)
Student Health Care Fee	\$ 6.20	\$ 0.00	(\$6.20)
Cultural & Recreational Services Fee	\$ 1.05	\$ 0.00	(\$1.05)
Academic Advising Fee	\$ 3.30	\$ 0.00	(\$3.30)

OU Online Program Pricing

In addition, at the request of the State Regents, the Norman campus requests to establish tuition and mandatory fees for online graduate programs (OU Online) listed on the following table. Approval will allow for reporting of tuition and mandatory fees separate from the online academic service fee, as requested by the State Regents. The rates below are charged on a per credit hour basis.

The Online Program Fee component of the tables below was approved by the Regents at its January 2023 meeting. Approval of the tuition and mandatory fee for these programs is needed to meet the request of the State Regents.

SUMMARY SCHEDULE New Online Graduate Program – Proposed Per Credit Hour Price ACADEMIC YEAR 2023-2024				
Online Graduate Program	-- Current --	---- Proposed Structure ----		
	“All-in” Cost	Online Program Fee	Tuition & Mand. Fee	Total “All- in” Cost
Arts Management	\$ 549.42	\$ 435.58	\$ 985.00	\$ 985.00
Applied Computer Science	549.42	435.58	985.00	985.00
Engineering Leadership & Management	549.42	435.58	985.00	985.00
Sustainability: Energy and Materials Mgmt	549.42	435.58	985.00	985.00
Applied Statistics	382.42	435.58	818.00	818.00
Interdisciplinary Studies – Undergraduate	64.42	435.58	500.00	500.00
Integrative Studies – Undergraduate	64.42	435.58	500.00	500.00

COLLEGE OF LAW

The College of Law is requesting a 3.0% increase to tuition and mandatory fees for the juris doctorate and online LLM and MLS programs, as listed below.

	<u>AY2023 Rate</u>	<u>AY2024 Rate</u>	<u>Change</u>
<u>Tuition Charged by Credit Hour</u>			
Resident Tuition	\$550.00	\$566.50	\$16.50
Nonresident Tuition	<u>\$448.00</u>	<u>\$461.50</u>	<u>\$13.50</u>
Total Nonresident Tuition	<u>\$998.00</u>	<u>\$1,028.00</u>	<u>\$30.00</u>
	<u>AY2023 Rate</u>	<u>AY2024 Rate</u>	<u>Change</u>
<u>Mandatory Fees Charged by Credit Hour</u>			
Student Facility Fee	\$14.50	\$15.60	\$1.10
Student Activity Fee	\$ 5.95	\$ 5.95	\$0.00
Library Excellence Fee	\$11.00	\$11.40	\$0.40
Transit Fee	\$ 2.00	\$ 2.00	\$0.00
Security Services Fee	\$ 3.75	\$ 3.75	\$0.00
Academic Excellence Fee	\$25.60	\$26.40	\$0.80
Special Event Fee	\$ 2.00	\$ 2.00	\$0.00
Academic Facility & Life Safety	\$22.50	\$23.20	\$0.70
Law Student Technology Services Fee	\$30.90	\$31.80	\$0.90
Educational Network Connectivity Fee	\$15.30	\$15.65	\$0.35

	<u>Mandatory Fees Charged by Semester</u>		
Student Health Care Fee	\$74.00	\$78.00	\$4.00
Summer	\$37.00	\$39.00	\$2.00
Cultural & Recreational Service Fee	\$12.50	\$12.50	\$0.00
Summer	\$ 6.25	\$ 6.25	\$0.00
Academic Records Service Fee	\$15.00	\$15.00	\$0.00
Summer	\$15.00	\$15.00	\$0.00

In addition to tuition and mandatory fees, students also are required to pay academic service fees. These fees are college specific, so the amount paid varies by student. These academic service fees were approved by the Board of Regents at its January 2023 meeting.

If approved by the Board of Regents, these tuition and mandatory student fee requests will be forwarded to the Oklahoma State Regents for Higher Education for approval and will be effective Fall 2023.

President Harroz recommended the Board of Regents approve the proposed tuition and mandatory student fee rates for Academic Year 2024.

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

TUITION AND MANDATORY FEE RATES FOR FY 2024 – HSC

House Bill No. 1748 amended 70 O.S. Section 3218.8, authorizing the Oklahoma State Regents for Higher Education to establish resident tuition rates, nonresident tuition rates and mandatory fees (fees for items not covered by tuition and which all, or substantially all, students must pay as a condition of enrollment). At the comprehensive universities the combined average of the resident tuition and mandatory fees, as determined by the State Regents, shall remain less than the combined average of the resident tuition and fees at state-supported institutions of higher education that were members of the Big Twelve Conference as of March 28, 2003, the effective date of HB 1748. The rates are to remain less than the combined average of tuition and fees for like-type graduate and professional courses and programs of comparable quality and standing at state-supported institutions of higher education as determined by the State Regents.

In its deliberation on the establishment of resident tuition rates for undergraduate and graduate education, the State Regents shall balance the affordability of public higher education with the provision of available, diverse, and high-quality opportunities giving consideration to the level of state appropriations, the state economy, the per capita income and cost of living, the college-going and college-retention rates, and the availability of financial aid in Oklahoma. For any increase in the tuition rates, the State Regents shall demonstrate a reasonable effort to affect a proportionate increase in the availability of need-based student financial aid.

The Health Sciences Center is requesting approval for a tuition increase for eight professional programs and the undergraduate and graduate programs as identified below for academic year 2024. The increases requested comply with the limitations established by the State Regents.

Medicine (MD) OKC	1.0% resident and 1.0% nonresident;
Medicine (MD) Tulsa	1.0% resident and 1.0% nonresident;
Dentistry (DDS)	4.0% resident and 4.0% nonresident;
Physician Associate (PA) OKC	5.0% resident and 5.0% nonresident;
Physician Assistant (PA) Tulsa	5.0% resident and 5.0% nonresident;
Doctor of Physical Therapy (DPT)	7.0% resident and 7.0% nonresident;
Occupational Therapy Doctorate (OTD)	7.0% resident and 7.0% nonresident;
Doctor of Nursing Practice (DNP)	5.0% resident and 5.0% nonresident;
Master of Science in Nursing (MSN)	5.0% resident and 5.0% nonresident;
Public Health Professional Programs	5.0% resident and 5.0% nonresident;
Undergraduate Tuition	3.0% resident and 3.0% nonresident;
Graduate Tuition	3.0% resident and 3.0% nonresident.

The Health Sciences Center is initiating one new OU Online program and one new OU Online certificate in academic year 2024. Approval is requested for the combined tuition and mandatory fee rate for the program and certificate identified below. These are effective for academic year 2024 for both resident and nonresident students.

Master of Public Health Community and Population Health	\$575.00/credit hour
Public Health Certificate Population Health	\$575.00/credit hour

The Health Sciences Center is requesting the deletion of the Interprofessional Education & Practice fee effective for Fall 2023. All other mandatory fees will remain the same for academic year 2024.

Undergraduate Tuition & Mandatory Fee Rates

<u>Tuition Charged by Credit Hour</u>	<u>AY2023 Rate</u>	<u>AY2024 Rate</u>	<u>Change</u>
Resident Tuition	\$174.00	\$179.25	\$ 5.25
Nonresident Tuition	\$558.85	\$575.65	\$ 16.80
Total Nonresident Tuition	<u>\$732.85</u>	<u>\$754.90</u>	<u>\$ 22.05</u>

Undergraduate Guaranteed Resident Tuition Charged by Credit Hour

Beginning with the 2008-2009 academic year, House Bill 3397 passed by the Oklahoma Legislature requires that a new undergraduate student be given the opportunity to choose to participate in the Guaranteed Tuition Rate Program. A first time full-time undergraduate student who is a resident of Oklahoma can choose to pay a guaranteed rate based on the projected average for the next four (4) years (“the Plan”) or at the annual rate charged each year. Pursuant to “The Plan”, the resident undergraduate guaranteed tuition rate is proposed at \$206.00 per credit hour for students entering Fall 2023, Spring 2024, or Summer 2024.

	<u>AY2023 Rate</u>	<u>AY2024 Rate</u>	<u>Change</u>
Guaranteed Resident Tuition <i>for students entering Fall 2023, Spring 2024, or Summer 2024</i>	\$200.00	\$206.00	\$ 6.00

Mandatory Fees Charged by Credit Hour

Academic Facility & Life Safety Fee	\$ 7.50	\$ 7.50	\$ 0.00
Academic Records Fee	\$ 2.00	\$ 2.00	\$ 0.00
Educational Network Connectivity Fee	\$ 18.00	\$ 18.00	\$ 0.00
Library Automation & Materials Fee	\$ 15.00	\$ 15.00	\$ 0.00
Security Services Fee	\$ 4.00	\$ 4.00	\$ 0.00

	<u>AY2023 Rate</u>	<u>AY2024 Rate</u>	<u>Change</u>
Special Event Fee	\$ 3.00	\$ 3.00	\$ 0.00
Student Activity Fee	\$ 3.50	\$ 3.50	\$ 0.00
Student Facility Fee	\$ 7.30	\$ 7.30	\$ 0.00
Transit Fee	\$ 1.50	\$ 1.50	\$ 0.00
<u>Mandatory Fees Charged by Semester</u>			
Registration Fee	\$ 20.00	\$ 20.00	\$ 0.00
Student Health Fee	\$ 74.00	\$ 74.00	\$ 0.00
Summer	\$ 37.00	\$ 37.00	\$ 0.00
Cultural & Recreational Service Fee	\$132.25	\$132.25	\$ 0.00
Summer	\$ 54.15	\$ 54.15	\$ 0.00
Counseling Services Fee	\$ 40.00	\$ 40.00	\$ 0.00
Summer	\$ 20.00	\$ 20.00	\$ 0.00
Interprofessional Education & Practice Fee	\$180.00	\$ 0.00	(\$180.00)
Summer	\$ 90.00	\$ 0.00	(\$ 90.00)

Graduate Tuition & Mandatory Fee Rates

<u>Tuition Charged by Credit Hour</u>	<u>AY2023 Rate</u>	<u>AY2024 Rate</u>	<u>Change</u>
Resident Tuition	\$213.30	\$219.70	\$ 6.40
Nonresident Tuition	\$610.80	\$629.15	\$ 18.35
Total Nonresident Tuition	\$824.10	\$848.85	\$ 24.75

Mandatory Fees Charged by Credit Hour

Academic Facility & Life Safety Fee	\$ 7.50	\$ 7.50	\$ 0.00
Academic Records Fee	\$ 2.00	\$ 2.00	\$ 0.00
Educational Network Connectivity Fee	\$ 18.00	\$ 18.00	\$ 0.00
Library Automation & Materials Fee	\$ 15.00	\$ 15.00	\$ 0.00
Security Services Fee	\$ 4.00	\$ 4.00	\$ 0.00
Special Event Fee	\$ 3.00	\$ 3.00	\$ 0.00
Student Activity Fee	\$ 3.50	\$ 3.50	\$ 0.00
Student Facility Fee	\$ 7.30	\$ 7.30	\$ 0.00
Transit Fee	\$ 1.50	\$ 1.50	\$ 0.00

Mandatory Fees Charged by Semester

Registration Fee	\$ 20.00	\$ 20.00	\$ 0.00
Student Health Fee	\$ 74.00	\$ 74.00	\$ 0.00
Summer	\$ 37.00	\$ 37.00	\$ 0.00
Cultural & Recreational Service Fee	\$132.25	\$132.25	\$ 0.00
Summer	\$ 54.15	\$ 54.15	\$ 0.00
Counseling Services Fee	\$ 40.00	\$ 40.00	\$ 0.00
Summer	\$ 20.00	\$ 20.00	\$ 0.00
Interprofessional Education & Practice Fee	\$180.00	\$ 0.00	(\$180.00)
Summer	\$ 90.00	\$ 0.00	(\$ 90.00)

Professional Program Tuition & Mandatory Fee Rates

<u>Tuition Charged by Semester</u>	<u>AY2023 Rate</u>	<u>AY2024 Rate</u>	<u>Change</u>
College of Medicine			
Resident Tuition	\$13,626.00	\$13,762.50	\$ 136.50
Total Nonresident Tuition	\$31,099.00	\$31,410.50	\$ 311.50
College of Dentistry			
Resident Tuition	\$14,934.50	\$15,532.00	\$ 597.50
Total Nonresident Tuition	\$35,447.50	\$36,866.00	\$ 1,418.50

<u>Tuition Charged by Semester</u>	<u>AY2023 Rate</u>	<u>AY2024 Rate</u>	<u>Change</u>
Physician Associate/Assistant			
Resident Tuition	\$ 6,908.00	\$ 7,253.50	\$ 345.50
Total Nonresident Tuition	\$15,579.50	\$16,359.00	\$ 779.50
Doctor of Pharmacy			
Resident Tuition	\$ 8,196.50	\$ 8,196.50	\$ 0.00
Total Nonresident Tuition	\$18,390.00	\$18,390.00	\$ 0.00
Master of Occupational Therapy			
Resident Tuition	\$ 4,353.50	\$ 4,353.50	\$ 0.00
Total Nonresident Tuition	\$10,449.00	\$10,449.00	\$ 0.00
Occupational Therapy Doctorate			
Resident Tuition	\$ 5,508.50	\$ 5,894.50	\$ 386.00
Total Nonresident Tuition	\$13,911.00	\$14,885.50	\$ 974.50
Doctor of Physical Therapy			
Resident Tuition	\$ 5,508.50	\$ 5,894.50	\$ 386.00
Total Nonresident Tuition	\$13,911.00	\$14,885.50	\$ 974.50
<u>Tuition Charged by Semester</u>	<u>AY2023 Rate</u>	<u>AY2024 Rate</u>	<u>Change</u>
Audiology AuD			
Resident Tuition	\$ 4,915.50	\$ 4,915.50	\$ 0.00
Total Nonresident Tuition	\$12,848.50	\$12,848.50	\$ 0.00
<u>Tuition Charged by Credit Hour</u>	<u>AY2023 Rate</u>	<u>AY2024 Rate</u>	<u>Change</u>
Public Health Professional Programs			
Resident Tuition	\$ 388.30	\$ 407.70	\$ 19.40
Total Nonresident Tuition	\$ 1,049.80	\$ 1,102.30	\$ 52.50
Doctor of Nursing Practice			
Resident Tuition	\$ 551.60	\$ 579.20	\$ 27.60
Total Nonresident Tuition	\$ 1,325.85	\$ 1,392.20	\$ 66.35
Master of Science in Nursing			
Resident Tuition	\$ 320.20	\$ 336.20	\$ 16.00
Total Nonresident Tuition	\$ 1,033.80	\$ 1,085.50	\$ 51.70
<u>Mandatory Fees Charged by Credit Hour</u>			
Academic Facility and Life Safety Fee	\$ 7.50	\$ 7.50	\$ 0.00
Academic Records Fee	\$ 2.00	\$ 2.00	\$ 0.00
Educational Network Connectivity Fee	\$ 18.00	\$ 18.00	\$ 0.00
Library Automation and Materials Fee	\$ 15.00	\$ 15.00	\$ 0.00
Security Services Fee	\$ 4.00	\$ 4.00	\$ 0.00
Special Event Fee	\$ 3.00	\$ 3.00	\$ 0.00
Student Activity Fee	\$ 3.50	\$ 3.50	\$ 0.00
Student Facility Fee	\$ 7.30	\$ 7.30	\$ 0.00
Transit Fee	\$ 1.50	\$ 1.50	\$ 0.00
<u>Mandatory Fees Charged by Semester</u>			
Registration Fee	\$ 20.00	\$ 20.00	\$ 0.00
Student Health Fee	\$ 74.00	\$ 74.00	\$ 0.00
Summer	\$ 37.00	\$ 37.00	\$ 0.00
Cultural & Recreational Service Fee	\$132.25	\$132.25	\$ 0.00
Summer	\$ 54.15	\$ 54.15	\$ 0.00
Counseling Services Fee	\$ 40.00	\$ 40.00	\$ 0.00
Summer	\$ 20.00	\$ 20.00	\$ 0.00
Interprofessional Education & Practice Fee	\$180.00	\$ 0.00	(\$180.00)
Summer	\$ 90.00	\$ 0.00	(\$ 90.00)

In addition to tuition and mandatory fees, students are also required to pay academic services fees. These fees are course and college specific, so the amount paid varies by student. Academic Services Fees were approved at the January 2023 Board of Regents meeting.

Once approved by the Board of Regents, these tuition and mandatory student fee requests will be forwarded to the Oklahoma State Regents for Higher Education for approval and will be effective with the Fall 2023 semester.

President Harroz recommended the Board of Regents approve the proposed tuition and mandatory student fee rates for Academic Year 2024.

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

GENERAL, LIMITED AND SPECIAL OBLIGATION BONDS RESOLUTION – HSC

At this time the University's Administration is preparing for the issuance of approximately \$55,000,000 in general, limited and special obligation bonds in the next six to nine months in support of financing for renovation, modernization, and expansion of laboratories and research facilities located on the Health Sciences Center campus in Oklahoma City, Oklahoma. The following projects are included in this request.

Preclinical Translational Research Facility Renovations
Basic Sciences Education Building Renovations
University Research Park Building 755 Renovations
Biomedical Sciences Building Renovations

Preparation of the disclosure statement (often referred to as the Preliminary Official Statement or POS) will be coordinated by the Financial Advisor with direction and input from the University's Administration, Bond Counsel, and the Oklahoma Deputy Treasurer for Debt Management (the financing team). The POS will be submitted to the appropriate oversight organizations for review, approval, and rating, and will be used by the financing team to determine an appropriate plan of financing the project.

The bonds contemplated herein will be secured by a pledge of all lawfully available sources of revenue other than revenues appropriated by the Legislature from tax receipts, which results in a higher credit rating, lower costs of issuance, and interest cost savings. Underlying the issuance of the bonds, the University's Administration will comply fully with the Board of Regents' "Debt Policy", meaning that the bonds will be supported by an achievable financial plan that includes servicing the debt, meeting any new or increased operating costs, and maintaining an acceptable debt service coverage ratio.

President Harroz recommended the Board of Regents:

- I. Authorize and approve the issuance on a taxable and/or tax-exempt basis, in one or more series, University of Oklahoma General, Limited and Special Obligation Bonds in an approximate amount of \$55,000,000, which will provide funds in support of financing for renovation, modernization, and expansion of laboratories and research facilities on the campus in Oklahoma City, Oklahoma and, in addition to the amounts needed for the proposed project, to provide sufficient funds to fund any related costs of issuance, underwriters' discounts, capitalized interest, reserve funds, bond insurance, net premiums/original issue discounts, and any other necessary and related expenditures associated with the issuance;

- II. Authorize and approve the borrowing of funds for the purpose of issuing the above mentioned bonds on a taxable or tax-exempt basis in one or more series, paying normal costs of issuance related thereto, providing for bond insurance if necessary, capitalized interest, and any related reserves or costs;
- III. Authorize and approve Resolutions and/or Supplemental Resolutions dated as of this date authorizing the form of the financing documents related thereto, including but not limited to, a Bond Resolution and/or Supplemental Resolutions, a Bond Indenture, a Trust Agreement, a Paying Agent Agreement, a Bond Purchase Agreement, a Continuing Disclosure Agreement, a Preliminary Official Statement, and an Official Statement;
- IV. Approve and authorize the award of the sale of the Bonds on either a competitive or negotiated basis based upon the final determination of the financing team and as determined to be in the best financial interest of the University of Oklahoma Health Sciences Center and authorizing the Vice President for Administration and Finance and the Assistant Vice President for Administration and Finance and Controller of the University of Oklahoma Health Sciences Center to do all things necessary to consummate the transaction contemplated herein including, but not limited to, execution and delivery of any and all closing documents;
- V. Authorize the Chairman, Vice Chairman, and Executive Secretary of the Board of Regents of the University of Oklahoma to execute and deliver all necessary financing documents and related closing documents required by Bond Counsel;
- VI. Authorize the officers of the University of Oklahoma to execute any closing documents required by Bond Counsel; and to take any further action required to consummate the transaction contemplated herein; and
- VII. Recognize and acknowledge that the University may fund certain costs of the projects described below, and to the extent the University utilizes its other funds for said purposes, it is intended that proceeds of the Bonds will be utilized to reimburse the University.

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

GENERAL, LIMITED AND SPECIAL OBLIGATION BONDS RESOLUTION – NC

At this time the University's Administration is preparing for the issuance of general, limited, and special obligation bonds in the next nine months in support of financing the construction of student housing infrastructure, as well as the construction and/or renovation of certain athletic facilities, located on the premises of the Norman campus in Cleveland County, OK. The bonds are expected to be issued in an approximate amount of \$235,000,000, plus sufficient funds to pay for costs of issuance, underwriters' discounts, capitalized interest, reserve funds, bond insurance, net premiums/original issue discounts, and any other necessary and related expenditures associated with the issuance.

Preparation of the disclosure statement (often referred to as the Preliminary Official Statement or POS) will be coordinated by the Financial Advisor with direction and input from the University's Administration, Bond Counsel, and the Oklahoma Deputy Treasurer for Debt Management (the financing team). The POS will be submitted to the appropriate oversight organizations for review, approval, and rating, and will be used by the financing team to determine an appropriate plan of financing the project.

The bonds contemplated herein will be secured by a pledge of all lawfully available sources of revenue other than revenues appropriated by the Legislature from tax receipts, which results in a higher credit rating, lower costs of issuance, and interest cost savings. Underlying the issuance of the bonds, the University's Administration will comply fully with the Board of Regents' "Debt Policy," meaning that the bonds will be supported by an achievable financial plan that includes servicing the debt, meeting any new or increased operating costs, and maintaining an acceptable debt service coverage ratio.

President Harroz recommended the Board of Regents:

- I. Authorize and approve the issuance on a taxable and/or tax-exempt basis, in one or more series, at a premium or discount, University of Oklahoma General, Limited, and Special Obligation Bonds in an approximate amount of \$235,000,000, which will provide funding for the construction of student housing facilities, and certain Athletic facility improvements and/or construction of new Athletic facilities located on the premises of the Norman campus in Cleveland County, OK. In addition to the amounts needed for the proposed projects, to provide sufficient funds to fund any related costs of issuance, underwriters' discounts, capitalized interest, reserve funds, bond insurance, net premiums/original issue discounts, and any other necessary and related expenditures associated with the issuance;
- II. Authorize and approve the borrowing of funds for the purpose of issuing the above-mentioned bonds on a taxable or tax-exempt basis in one or more series, paying normal costs of issuance related thereto, providing for bond insurance if necessary, capitalized interest, and any related reserves or costs;
- III. Authorize and approve Resolutions and/or Supplemental Resolutions dated as of this date authorizing the form of the financing documents related thereto including, but not limited to, a Bond Resolution and/or Supplemental Resolutions, a Bond Indenture, a Trust Agreement, a Paying Agent Agreement, a Bond Purchase Agreement, a Continuing Disclosure Agreement, a Preliminary Official Statement and an Official Statement;
- IV. Approve and authorize the award of the sale of the Bonds on either a competitive or negotiated basis based upon the final determination of the financing team and as determined to be in the best financial interest of the University of Oklahoma and authorizing the Senior Vice President and Chief Financial Officer of the University of Oklahoma to do all things necessary to consummate the transaction contemplated herein including, but not limited to, execution and delivery of any and all closing documents;
- V. Authorize the Chairman, Vice Chairman, and Executive Secretary of the Board of Regents of the University of Oklahoma to execute and deliver all necessary financing documents and related closing documents required by Bond Counsel;
- VI. Authorize the officers of the University of Oklahoma to execute any closing documents required by Bond Counsel; and to take any further action required to consummate the transaction contemplated herein; and

VII. Recognize and acknowledge that the University may fund certain costs of the projects described below, and to the extent the University utilizes its other funds for said purposes, it is intended that proceeds of the Bonds will be utilized to reimburse the University.

Regent Braught moved approval of the recommendation. The following voted yes on the motion: Regents Stevenson, Keating, Holloway, Nagel, Ross, and Braught. 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 OU Board of Regents be approved for an honorary degree at the May 2024 University Commencement.

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

POSTHUMOUS DEGREE – RAQUEL GONZALEZ

Raquel Gonzalez, a senior pursuing a Bachelor of Arts in Organizational Leadership in the College of Professional and Continuing Studies (PACS), passed away in November 2021. Ms. Gonzalez had completed 90 credit hours of coursework and maintained a 3.17 GPA. It was anticipated that Ms. Gonzalez would graduate with her degree in Fall 2022.

The College of PACS, including the dean, and the Senior Vice President and Provost support the request to award a posthumous degree to Ms. Gonzalez.

In accordance with Oklahoma State Regents for Higher Education policy, a posthumous degree may be awarded to recognize the meritorious but incomplete work of a student who is deceased, generally during the last semester of work. Upon the approval of the Board of Regents, the request to award a posthumous degree to Ms. Gonzalez must be forwarded to the Oklahoma State Regents for Higher Education for final action.

President Harroz recommended the Board of Regents approve the awarding of a posthumous degree to Raquel Gonzalez.

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

REGENTS' POLICY 1.3 — ACTING PRESIDENT-ALL

The revision is needed to designate an executive officer to assume the responsibilities of President if the President is absent or unable to act or if there is a vacancy in that office. The revision removes outdated references to positions at the University. Proposed revisions are attached hereto as Exhibit K.

President Harroz recommended the Board of Regents approve the proposed revisions to the Regents Policy 1.3 — Acting President.

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

REVISIONS TO REGENTS' POLICY 3.2, INSTITUTIONAL EQUITY– ALL

Revisions to Section 3.2 of the Institutional Equity Office's policies are needed for compliance with federal regulations. Changes shown in strikethrough and underline format and an updated copy of the revised policy are attached hereto as Exhibit L.

President Harroz recommended the Board of Regents adopt proposed revisions to the existing Institutional Equity Office Policies contained within Regents' Policy 3.2.

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

REVISIONS TO REGENTS' POLICY, ENDOWED CHAIRS AND PROFESSORSHIPS

Endowed chairs and professorships enable the University to recruit and retain renowned scholars, teachers, and researchers to the University by providing them with enrichment funds that support and strengthen their scholarly activities. The procedures for selecting or appointing faculty to these funded positions are cumbersome and hinder the University's ability to attract and recognize academic talent.

The changes proposed are intended to streamline and simplify the procedures for filling these positions. A strikethrough and underline copy of the current policy as well as a clean copy including the proposed changes are attached hereto as Exhibit M.

The policy statement that faculty may be appointed to endowed chairs and professorships as well as the eligibility criteria for these endowed positions remain unchanged.

President Harroz recommended the Board of Regents approve modifications to the current policy on endowed chairs and professorships to simplify the procedures for appointing faculty to new or vacant endowed faculty positions.

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

REGENTS' POLICY 5.9, STUDENT RIGHTS AND RESPONSIBILITIES CODE REVISIONS – NC

As outlined by the Student Rights and Responsibilities Code (Code), every three years a Student Code Review Committee (Committee) is appointed to review and make recommendations for Code revisions. The last policy review occurred in 2019-2020 academic year.

The Committee was appointed in the Fall 2022 semester and began benchmarking, researching, and soliciting stakeholder feedback throughout the Spring 2023 semester. The Code revisions will be completed in phases based on implementation priority according to the Board of Regents' meetings/schedule and the student academic lifecycle.

For the first phase, the more significant changes to the existing Code include:

- Refining the list of Prohibited Conduct under Student Responsibilities, including combining similar provisions, adding provisions such as Academic Code and Complicity, and restructuring the provisions for improved data tracking and reporting.
- Condensing the Sexual Misconduct provision by using a reference to the Office of Institutional Equity, the Title IX Coordinator, and/or the Sexual Misconduct, Discrimination, and Harassment Policy.
- For further distinction from the criminal process and system, many uses of the term “disciplinary” were replaced with “Student Conduct.”

The Committee, after review and approval by the Vice President for Student Affairs and Dean of Students and the Office of Legal Counsel, proposes the revisions attached hereto as Exhibit N.

President Harroz recommended the Board of Regents approve the proposed revisions to Regents' Policy 5.9, Student Rights and Responsibilities Code.

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

REVISIONS TO REGENTS' POLICY 6.3.3, ATHLETICS RULES AND COMPLIANCE APPROVAL - NC

Recent amendments to Oklahoma's Student-Athlete Name, Image, and Likeness (“NIL”) Act will permit the University to take a more active role in identifying, facilitating, enabling, and supporting NIL activities. In April 2023, the Administration received interim approval to amend Regents' Policy to provide the University with the flexibility it needs to benefit immediately from the state law change. The interim approval revoked Regents' Policy 6.2.10 — Conference Rules and incorporated its language into Regents' Policy 6.3.3 — Rules Compliance. The Administration now requests that the amendments adopted via interim approval and other changes, as attached hereto as Exhibit O, be ratified and approved by the Board. Interim approval for the amendments was given by the Chair, Vice Chair, and Finance, Audit & Risk Committee Chair.

President Harroz recommended the Board of Regents ratify the interim approval given per the Board Bylaws for revisions to Regents' Policy 6.3.3 relating to Athletics and also approve other changes.

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

ISSUE: TAILGATING & MAJOR EVENT DAY POLICY AUTHORIZATION – NC

Tailgating on football game days is a wonderful and long-standing tradition at The University of Oklahoma. With the influx of tens of thousands of alumni, friends, and visitors to campus on home football game days and special event days, it is important to set clear expectations about the time, place, and manner in which facilities may be used.

The Tailgating and Major Event Day Policy should include important information about designated tailgate areas, consumption of food and beverages on campus, protecting ingress and egress from the stadium and other facilities, and security measures. University administration is directed to update and publicize from time to time the Policy as needed for the comfort and enjoyment of patrons, appropriate use of facilities, and to promote a safe and secure environment.

President Harroz recommended that the Board of Regents authorize the University administration to prepare, maintain, and disseminate a Tailgating and Major Event Day Policy to promote a safe and enjoyable environment on campus on home football game days and major event days; and further authorize the University administration to amend such Policy as necessary or desirable from time to time.

Regent Nagel moved approval of the recommendation as amended to say that the plan would be brought to both the Administration & Operations and Facilities & Property committees. The following voted yes on the amended motion: Regents Stevenson, Keating, Holloway, Nagel, Ross, and Braught. The Chair declared the amended motion unanimously approved.

MODIFICATION OF SITE LOCATION FOR PROPOSED AVIATION ACADEMY – NC

At the March 7, 2023, meeting of the Board of Regents, the Board unanimously approved the University's request to negotiate and execute agreements with Norman Public Schools for the construction of an Aviation Academy on property adjacent to the Max Westheimer Airport. The parcel of property that had been proposed as the site of the Aviation Academy (approximately fourteen (14) acres bordered by Lexington Avenue to the North, Priestly Avenue to the East, and Westheimer Drive to the South and West) was found, after the March 7 meeting, to be incompatible with the proposed Aviation Academy because it could interfere with existing radar research operations and, in addition, the title to the property is subject to restrictions that could limit the parties' ability to develop the property as originally intended.

The University requests the Board of Regents ratify the authorization to change the proposed site to an alternate, adjacent location comprised of approximately 10.4 acres bordered by Priestly Avenue to the East, Dalton Place to the North, Goddard Avenue to the West, and Lexington Avenue to South. In addition, if in the course of further due diligence, the parties discover that the alternate site is not acceptable for any reason, the University requests authorization to exercise its discretion in choosing any appropriate site for the Aviation Academy, understanding that said alternate site shall be located within reasonable proximity to the Max Westheimer airport. Interim approval for the change was given by the Chair, Vice Chair, and Facilities & Properties Committee Chair.

President Harroz recommended the Board of Regents ratify the interim approval given per the Board Bylaws to change the location of the proposed Aviation Academy.

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

MICROSCOPE PURCHASE – HSC

Board of Regents' Policy 4.11.7 requires that a purchase in excess of \$1 million must be submitted to the Board of Regents for approval. In furtherance of its mission of research, the Health Sciences Center is purchasing a Stellaris 8 Microscope System ("Microscope"). This Microscope will allow further advancement of research within a myriad of complex biological events, such as cellular connectivity, cell phenotyping, protein interaction and co-expression, and co-localization. Further, the purchase of this Microscope supports a retention package for four funded research faculty at the Health Sciences Center.

Due to the unique nature of this Microscope, it is a sole source purchase; Procurement has done due diligence to ensure all applicable policies were followed. The purchase price of \$1,822,372.00 was set to expire on May 2, 2023. Interim approval for the purchase was given by the Chair and Vice Chair.

President Harroz recommended the Board of Regents ratify the interim approval given per the Board Bylaws to purchase a Stellaris 8 Microscope System.

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

ISSUE: SEARCH COMMITTEE – VICE PRESIDENT FOR OU TULSA – TULSA

To begin the interview and selection process for the Vice President for OU Tulsa, the President recommends approval of a search committee. This position reports directly to the President and will be a member of the executive team. The Vice President, OU Tulsa will lead initiatives for OU Tulsa that build and execute brand, strengthen marketing and communications, foster strategic partnerships, and expand relationships with policy makers, industry leaders, other influencers, and stakeholders.

The Vice President for OU Tulsa will be the brand champion at all levels of the University's Tulsa programs. Operating through influence, this individual will facilitate the building of strong relationships with senior management and employees across the organization and the community. The successful candidate will also cultivate productive internal and external relationships across key stakeholder groups and will lead and influence across functional teams effectively.

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. Hollye Hunt, J.D., Chief Government Affairs Officer (Chair)
2. Dorothy Anderson, M.A., Vice President and Chief HR Officer
3. Sarah Ellis, Ph.D., Vice Provost for Faculty, Office of the Provost, Norman
4. Jonathan Joiner, M.B.A., Assoc Dean Finance/Admin, COO OU Health Physicians
5. Frederick (Rick) Koontz, M.B.A., Assoc Vice President, Finance/Admin
6. Stacey Maxon, B.A., Asst Vice President, Advancement, OU Health Sciences Center
7. Jill Raines, J.D., Vice Provost for OU Health Sciences Center Administration
8. Teri Reed, Ph.D., MBA, F.ASEE, Director of OU Polytechnic Institute
9. Martina Jelley, M.D., MSPH, FACP, Professor and Vice Chair for Research, Dept. of Medicine
10. Kenneth Randall, PT, Ph.D., MHR, Boren Presidential Professor, Assoc. Dean of Tulsa Programs, College of Allied Health (Faculty Senate Nominee)
11. Samantha Mayer, Lead Admin Support Specialist (Staff Senate Nominee)
12. Camden Schinnerer, OU-Tulsa School of Community Medicine, Rising Second Year Student, MD Program—Class of 2026 (Student Government Nominee)

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 OU Tulsa for the University.

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

SEARCH COMMITTEE – DEAN, COLLEGE OF PHARMACY – HSC

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

The Dean, College of Pharmacy, University of Oklahoma Health Sciences Center, oversees and manages administration for all College of Pharmacy activities, including educational and training programs; research activities conducted through the College; and college, department, and program administration. The Dean works with the Senior Vice President and Provost of the OU 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. Amy Williams, College of Pharmacy, Instructional Coordinator [*Staff Senate nominee*]
4. Eric Howard, PhD, College of Medicine, Associate Professor of Cell Biology and Faculty Senate Chair [*Faculty Senate nominee*]
5. Blessing Akinwale, College of Pharmacy, President African American Student Association [*Student Government Association nominee*]
6. Brooke Robbins, College of Pharmacy, Member of HSC Crimson Club and Native American Student Association [*Student Government Association nominee*]
7. Jamie Miller, PharmD, BCPS, BCPPS, FPPAG, College of Pharmacy, Professor of Pharmacy Clinical and Administrative Sciences
8. Vincent Dennis, Pharm D, BCACP, CDE, College of Pharmacy, Associate Professor of Pharmacy Clinical and Administrative Sciences and Associate Dean for Professional and Interprofessional Programs
9. Katherine S. O'Neal, Pharm D, MBA, BCACP, CDES, BC-ADM, AE-C, CLS, FADCES, Associate Professor of Pharmacy Clinical and Administrative Sciences
10. Sharukh Khajotia, B.D.S., MS, Ph.D., College of Dentistry, Professor and Chair of Dental Materials and Senior Associate Dean for Research and Innovation
11. Jane Wilson, PhD, College of Allied Health, Dean and Stuart C. Miller Professor of Allied Health
12. Rex Urice, OU Foundation, Executive Director for Planned Giving
13. Paul Manzelli, Senior Associate Vice President for Administration and Finance
14. Doug Hoey, MBA, CEO of National Community Pharmacists Association
15. Josephine M. Li-McLeod, PhD, Chief Strategy Officer of Stratevi, College of Pharmacy National Advisory Board Chair
16. Nhat K.T. Nguyen, DPh, Walgreen's Healthcare Supervisor-Dallas, College of Pharmacy National Advisory Board Member

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 Dean, College of Pharmacy, Health Sciences Center.

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

ACADEMIC PROGRAM REVIEW FINAL REPORTS – HSC

The Oklahoma State Regents for Higher Education requires the review of educational programs and functions at the campus level through an academic program review process. At the University of Oklahoma – Health Sciences Center campus, the Graduate College undertakes these reviews on a seven-year cycle. These reviews include the Graduate College's academic degree programs. The following academic programs were reviewed in 2023:

- Master of Science in Nutritional Sciences
- Radiological Sciences (Master of Science and Doctor of Philosophy)

Oklahoma State Regents' policy 3.7.7 calls for all academic program review reports to be presented to the institution's governing board for approval before being forwarded to the State Regents for consideration. They are submitted to the Board for approval.

President Harroz recommended the Board of Regents approve the 2022-23 Graduate College Program Review Final Reports.

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

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
Recommended for Approval by the Academic Programs Council or Graduate Council
May 2023

New Program

GALLOGLY COLLEGE OF ENGINEERING

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

Requesting a new Master of Science with a Level III program name of Applied Computing. This program requires 30 total hours with 15 hours of core coursework and 15 hours of elective coursework.

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. Graduates of this program will be able to (1) apply current knowledge and tools in software professions; (2) successfully utilize the knowledge and skills learned to identify problems and devise solutions for issues relating to computing; and 3) grow intellectually through practicing the skills and knowledge applied computing, continue to be lifelong learners, and focus on self-improvement through professional development.

New Certificates

PRICE COLLEGE OF BUSINESS

Commercial Space Application, Graduate Certificate (RPC TBD, MC GTBD)

Requesting a new Graduate Certificate in Commercial Space Application. The certificate requires 12 total hours of required coursework.

Reason for request:

A July 2022 report by McKinsey and Company suggested that there exists an urgent need to meet student and labor market needs and that students are increasingly concerned about the ROI of their educational programs. Educational institutions that have adapted to emerging technologies and labor demand have experienced an increase in enrollments. The McKinsey report cites a university in Mexico whose new programs accounted for 34 percent of all new enrollment over a 3-year span.

A May 3, 2021 Times Higher Education article examines university space programs are expanding as private-sector space exploration is taking off. The article points out that student demand has increased by the growth of SpaceX, Virgin Galactic and Blue Origin. We sense a need on the part of students and working professionals to acquire skillsets to be marketable in this expanding industry and would like to get ahead of the curve before other institutions of higher education develop similar programs.

The curriculum is tailored to the needs of students and their employers. The curriculum is designed to enable students with an interest in commercial space applications to build on their skill sets to include securing government and private funding for startups. The general sequence of courses will provide a background in intellectual property, private equity, and government funding opportunities. Courses are offered once a year initially and can expand as interest in the program develops. Students will have to take 6 required courses that provide training for essential skill sets needed in the commercial space industry.

Option Addition and Option Name Change

GALLOGLY COLLEGE OF ENGINEERING

Engineering Leadership, Undergraduate Certificate (RPC 149, MC T150, T151)

Requesting the addition of a Level IV option: Engineering Leadership and an option name change for the Sustainability option to Engineering Leadership: Sustainability. In addition, two courses have received permanent course numbers. Entrepreneurship for Science and Technology changed from ENGR 5970 to ENGR 5122, and Fundamentals of Project Management (Engineering Leadership Pillar 3 elective) changed from ENGR 4510 to ENGR 4223. Total hours for the certificate will not change.

Reason for request:

A program modification was submitted in May of 2022 that requested two specializations, the Standard Specialization and the Sustainability Specialization. OSRHE approved the addition of a Sustainability option in September of 2022, but an option wasn't added for the original Engineering Leadership option. We are requesting an option for the original Engineering Leadership so that changes can be made in the future to this option separately from the Sustainability option.

We are also correcting the Sustainability option name to Engineering Leadership: Sustainability so that the certificate will display the Engineering Leadership content in addition to the Sustainability content of the curriculum.

Deletion of Tulsa Delivery Option

DODGE FAMILY COLLEGE OF ARTS AND SCIENCES

Human Relations, Bachelor of Arts (RPC 350, MC B515)

Requesting the deletion of the Tulsa Campus delivery option of the B.A. in Human Relations. There are two students enrolled that are expected to graduate in Fall 2025. Students will have the option to complete the program through courses offered online through the Norman campus or to travel to take courses in-person on the Norman campus. No courses will be deleted. The total credit hours for the degree will not change.

Reason for request:

There is not enough current or proposed Human Relations students to support the continuation of the Bachelor of Arts in Human Relations program despite multiple marketing efforts to bring additional students into the program in the Tulsa metro and surrounding areas.

Human Relations, Master of Human Relations (RPC 329, MC M515)

Requesting the deletion of the Tulsa Campus delivery option of the Master in Human Relations. There are two students enrolled that are expected to graduate in Fall 2025. Students will have the option to complete the program through courses offered online through the Norman campus or to travel to take courses in-person on the Norman campus. No courses will be deleted. The total credit hours for the degree will not change.

Reason for request:

There is not enough current or proposed Human Relations students in the Master of Human Relations to support the continuation of the program despite multiple marketing efforts to bring additional students into the program in the Tulsa metro and surrounding areas.

Program Requirement Changes

DODGE FAMILY COLLEGE OF ARTS AND SCIENCES

Clinical Mental Health Counseling, Master of Clinical Mental Health Counseling (RPC 459, MC M201, M202)

Course requirement changes. We updated current courses to more counseling-based courses to meet guidelines for the Council for Accreditation of Counseling and Related Educational Program (CACREP), a nationally recognized accreditation for Clinical Mental Health Counseling. We additionally expanded Core course requirements and changed Concentration to Required Focused Courses. In addition, we eliminated Electives. These changes are to ensure our CMHC program maintains the integrity of the program regardless of when a student begins their degree pursuit. Core Courses: HR 5003 Theoretical Foundations in HR has been replaced by HR 5533 Counseling Theories in CMHC; HR 5023 Research Methods in HR has been replaced by HR 5503 Research for Counseling; HR 5403 Psychosocial Development has been replaced with HR 5923 Human Growth and Development; HR 5493 Assessment and Evaluation in HR has been replaced with HR 5613 Assessment and Evaluation in Counseling; HR 5563 Career Counseling, HR 5433 Group Counseling in HR, and HR 5593 Multicultural Counseling have all

become Core courses as they are heavily weighted on the national test; HR 5883 Introduction to the Counseling Profession, HR 5413 Addictions Counseling, HR 5513 Couples and Family Counseling, HR 5643 Crisis Intervention and Trauma Counseling and HR 5893 Psychopharmacology have all been listed under Required Focused Courses as they cover areas students will experience during HR 5903 Counseling Internship I and HR 5913 Counseling Internship II. Total hours for the degree will not change.

Reason for request:

The reason for this change is to meet academic standards required by the Council for Accreditation of Counseling and Related Educational Program (CACREP).

English, Master of Arts (RPC 069, MC M375-Q576)

Program requirement changes. The Department of English would like to remove the foreign language requirement for the Q576 Rhetoric and Writing Studies (RWS) graduate concentration. The requirement will remain for the Q426 Literary Studies concentration. Total hours for the degree will not change.

Reason for request:

We would like to remove the foreign language requirement from the Rhetoric and Writing Studies program because RWS students rarely if ever need a foreign language in their thesis or teaching work in contrast to literary studies students who might need it to read international literature in the original language. Additionally, the Department of English currently doesn't offer support or credit hour relief for students to complete a foreign language requirement, putting a financial onus on students and limiting our graduate student recruiting because peer institutions no longer have this requirement. Students often pay out-of-pocket to complete the requirement at local community colleges during the summer or struggle to find an appropriate proctor for a foreign language exam—taking time away from research and writing and increasing time to degree.

English, Doctor of Philosophy (RPC 070, MC D375-R577)

Program requirement changes. The Department of English would like to remove the foreign language requirement for the R577 Rhetoric and Writing Studies (RWS) concentration. The requirement will remain for the R426 Literary Studies concentration. Total hours for the degree will not change.

Reason for request:

We would like to remove the foreign language requirement from the Rhetoric and Writing Studies program because RWS students rarely if ever need a foreign language in their dissertation or teaching work in contrast to literary studies students who might need it to read international literature in the original language. Additionally, the Department of English currently doesn't offer support or credit hour relief for students to complete a foreign language requirement, putting a financial onus on students and limiting our graduate student recruiting because peer institutions no longer have this requirement. Students often pay out-of-pocket to complete the requirement at local community colleges during the summer or struggle to find an appropriate proctor for a foreign language exam—taking time away from research and writing and increasing time to degree.

Psychology, Master of Science (RPC 195, MC M800)

Course requirement changes. The previous elective credit requirement was further specified to clarify that 12 hours are required from within Psychology, with any graduate courses being acceptable, except as detailed. The remaining elective credits can be from within or outside of Psychology. The concentration in Industrial/Organizational Psychology (I/O) was removed as there is no difference in current policy regarding the coursework for standard and I/O students at the master's level. Thesis hours were increased from 2-4 to 2-6 to accommodate students taking additional time to complete their thesis. Total hours for the degree will not change.

Reason for request:

These proposed changes and substitutions have been long standing expectations that have been communicated thoroughly to students, most recently in an updated 2019 Departmental Graduate Policy. The maximum number of master's credits were increased in order to meet the needs of some students to complete the thesis over multiple semesters.

Since the proposed curriculum reflects long-standing departmental practice, students are effectively already following the "new" requirements. The department will work with students who entered under the previous requirements if necessary to accommodate coursework that reflects the previous requirements. The two students who are currently pre-master's in the Industrial/Organizational Psychology concentration already meet the requirements of both concentrations. As they are ready to defend their thesis and graduate at the end of this semester, they will remain in the I/O concentration. All newly admitted students will follow the proposed curriculum and be enrolled in the standard concentration going forward.

GALLOGLY COLLEGE OF ENGINEERING

Computer Science, Bachelor of Science (RPC 233, MC B235)

Course requirement changes. 1) Remove the requirement for the last semester of calculus (Math 2934 or Math 2443). 2) Remove the requirement for an additional mathematics course or minor in another area. 3) Repurpose the credits that were removed in items 1 and 2 and one credit of open elective as 9 credits of technical electives to be chosen from a list to be provided by the department. 4) Remove PHYS 2514 and PHYS 1311 (0-1 credit) as a science requirement. Removal of the 0-1 hour lab reduces total credits from 120-121 to 120 hours. 5) Restrict the choices for science classes to those from a list provided by the department. 6) Include ECE 2523 Probability, Statistics, and Random Processes as an option for statistics classes. 7) Remove the option of taking Math 4073, 4673, or 4313 instead of a CS elective. Math 4073, 4673, or 4313 can be taken as a technical elective. This leaves 12 credit hours of CS electives. 8) Change the course description of CS 4473 Parallel, Distributed, and Network Programming to include networking content. 9) Change the title of ENGR 1411 from Freshman Engineering Experience to Pathways to Engineering Thinking. We are aligning the course contact hours (removing the 8-week discussion section) and instructional format (from lecture to lab) with the standard classroom schedule and instructional method. We are also allowing the course to be taken by non-majors in hopes of developing understanding and appreciating of the engineering discipline by non-majors. 10) Update the title of C S 4033/5033 (CS Elective) to Machine Learning Fundamentals. Total hours for the degree will change from 120-121 to 120 hours.

Reason for request:

All the changes are being made to offer computer science majors more options to complete their degree, while also lowering the total hours of the degree to 120 hours.

Substantive Program Changes
Recommended for Approval by the Academic Programs Council or Graduate Council
April 2023

New Certificate

Supply Chain Management, Graduate Certificate (RPC TBD, MC GTBD)

Requesting a new Graduate Certificate with a Level III program name of Supply Chain Management for online delivery. This graduate certificate will require 12 total hours with 2 hours of required coursework (SCM 5502) and 10 hours of additional SCM graduate electives.

Reason for request:

Research indicates a strong employment market for Supply Chain Management (SCM) professionals, particularly those who have advanced leadership, analysis, innovation, and technology skills to adapt to current and future disruption of technology in SCM. In 2020, the COVID-19 pandemic and a shift towards reshoring over the last decade has brought into clear focus the need for strong scenario planning skills to build flexible, adaptable, and sustainable supply chains. EEI projects that the need for accelerated online degree programs will rise even more rapidly in the short term due to the shifts and adaptation now required in SCM due to the global pandemic. Master's degree programs that feature the aforementioned skills will position graduates to be highly sought after in more advanced and modernized roles, and on average will provide a strong ROI for graduates who can earn over \$20,000 (Page 9 of 20 Revised July 2019 <http://www.okhighered.org/admin-fac/academic-forms.shtml>) more per year in managerial roles (BLS, 2019). Overall growth in SCM bachelor's degrees awarded is trending upwards in undergraduate programs (126%) providing a growing target market, and also overall year over year growth of 70% for SCM master's degrees awarded in 2018 (EMSI, 2020). This growth is primarily seen in programs offered online, with 276% year over year growth, compared to - 25% growth in on-campus programs (EMSI, 2020).

Oklahoma has a critical shortage of supply chain management professions. In response, Governor Stitt developed a strategic focus on growing SCM in Oklahoma (Oklahoma Manufacturing Reboot Program). The Bureau of Labor Statistics (BLS) reported an average projected growth rate of 15% for logistics managers who have a master's degree through 2026, which results in approximately 2,000 new jobs per year.

Add Online Delivery to Existing Program

PRICE COLLEGE OF BUSINESS

Foundations of Business, Graduate Certificate (RPC 433, MC G040)

Requesting online delivery for the Graduate Certificate in Foundations of Business.

Reason for request:

Student demand includes students from varying stages in their careers. Some students enroll in certification programs such as this before deciding if they would like to get their MBA while others get such certifications after starting their career. Increasingly, non-business graduates have expressed an interest in this program so they can learn foundational business skills without having a full-blown business degree.

Many factors determine employer demand. The available information indicates that professional certifications and demonstration of business knowledge play an important role in hiring decisions. (<https://www.career-horizons.com/the-value-of-certifications-employers-weigh-in/>). The top five skills that employers look for are: critical thinking and problem solving, teamwork and collaboration, professionalism and strong work ethic, oral and written communications skills, and leadership. This Graduate Certificate in the Foundations of Business addresses many of these areas and helps students gain important skills that employers value (<https://newmanu.edu/top-5-skills-employers-look-for>).

Remove Embedded Designation from Embedded Certificate

DODGE COLLEGE OF ARTS AND SCIENCES

Archival Studies, Graduate Certificate (RPC 436, MC G021)

Unembed the Graduate Certificate in Archival Studies from the Master of Library in Information Studies Program so it can be a standalone graduate certificate. Total hours for the certificate will not change.

Reason for request:

The two required courses are offered in alternating fall semesters. This infrequency makes it difficult for students to complete the certificate in a timely manner. We are instead changing to 4 elective courses from our list of archives courses.

Program Requirement Changes

DODGE FAMILY COLLEGE OF ARTS AND SCIENCES

Archival Studies, Graduate Certificate (RPC 436, MC G021)

Course requirement changes. Remove LIS 5343 and LIS 5563 as required. Change 6 hours of Guided Electives to Choose 4 courses (12 hours) from the from the approved list of archive courses maintained by the academic unit and approved by the Graduate College. Total hours for the certificate will not change.

Reason for request:

The two required courses are offered in alternating fall semesters. This infrequency makes it difficult for students to complete the certificate in a timely manner. We are instead changing to 4 elective courses from our list of archives courses.

Communication, Master of Arts (RPC 222, MC M210-Q131, M210-Q486)

Course requirement changes. Change the hours for nonthesis option from 32 to 30. The thesis option remains at 30 hours. Elective hours will change from 26 hours to 24 hours for the General concentration (Q131) nonthesis option and from 20 hours to 18 hours for Organizational Communication concentration (Q486) nonthesis option. Suggested electives are from a list maintained by the department and approved by the Graduate College. An additional program change is setting the number of outside COMM courses to 6 credit hours for the General concentration (Q131). Total hours for the degree will change from 30-32 to 30.

Reason for request:

We are aligning our MA program requirements with the changes introduced by the university, making the total number of hours 30. Setting the number of elective hours students can take outside of the department at 6 credit hours for the General Concentration (Q131) is meant to keep the number at no more than 25% of the total credit hours for the program.

PRICE COLLEGE OF BUSINESS

Business Administration, Master of Business Administration (RPC 025, MC M798, M799)

Course requirement changes to the Professional MBA option. We are adding B AD 5202 – Career & Professional Development as a required course option. Students will have the option to take either B AD 5202 or MGT 5102 as one of their required courses. In addition, we updated the elective language to read "12 additional hours of elective coursework in B AD, ENT, FIN, L S, MGT MIT, MKT, SCM or ACCT." Total hours for the degree will not change.

Reason for request:

The demographics of MBA students across the country have been changing with the average age of incoming cohorts declining and consequently the average work experience declining as well. To address this demographic change and set students up of success in their career path, we are modifying the curricula related to professional development by adding B AD 5202 – Career & Professional Development as an option for students to take instead of requiring all students to take MGT 5102 – PMBA Leadership Academy. Students will now be able to select either B AD 5202 or MGT 5102 based on their work experience (or lack thereof) to fulfill their coursework requirement.

GAYLORD COLLEGE OF JOURNALISM

Mass Communication, Doctor of Philosophy (RPC 359, MC D660)

Course requirement changes. 1) We will remove courses (JMC 5073 Conceptual Issues, JMC 6153 Advanced Topic in Media Arts, JMC 6083 Advanced Mass Communication Theory, JMC 6113 Advanced Qualitative Research Methods and JMC 6133 Advanced Quantitative Methods), 2) Add three new courses (JMC 5463 Conceptualization, JMC 5653 Practicum in Research Proposal & Design, and JMC 5391 Grant Writing), 3) reduce the number of times required for JMC 6091 Ph. D. Seminar from 4 times to 2 times, 4) change the title of JMC 6163 to 'Advanced Topics in Journalism & Media Studies,' 5) change the course numbers from 6000 to 5000 in three courses (JMC 6083 to JMC 5083, JMC 6113 to JMC 5113, and JMC 6133 to JMC 5133) with the adjustment of course substitutions at the 5000 and 6000 level, 6) adjust the hours of concentration and emphasis (12-15 hours from JMC 6163/6173 & 12-15 hours from non-JMC course. Students can take either a) 15 hours JMC advanced topics and 12 non-JMC hours or b) 12 hours JMC advanced topics and 15 non-JMC hours.), and 7) reduce the hours for additional electives taken during the student's doctoral study at OU, transfer credit, or both from 29 to 24 hours. Total hours for the degree will not change.

Reason for request:

1) We would like to strengthen our doctoral students' understanding of conceptualization / concept explication. To do so, we seek to provide research experiences earlier in the program by adding two new courses. 2) We want our doctoral students to build an ability to obtain funded research by adding a 1 credit-hour Grant Writing course to thus strengthen their competitiveness in the academic job market. 3) We will reduce the number of times Ph.D. Seminar is required from 4 to 2 because the third and fourth times are redundant. 4) We are adjusting previously existing courses to either 5000 or 6000 courses to align with Graduate College policy. Course numbers and titles are changed appropriately.

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

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

CHANGE TO PAID TIME OFF FOR FACULTY CONTRACTED WITH OU HEALTH – HSC

In December 2021, the OU Board of Regents approved the amendment to the University's Paid Time Off policy solely with regards to those faculty members who provide professional clinical services to OU Health Physicians, Inc. ("OUHPI"), and OU Health ("OUH") through the University of Oklahoma Health Sciences Center ("OUHSC") and who remain employed solely by OU rather than becoming dually employed by OUHPI or OUH. This amendment was made to align with the paid time off ("PTO") program offered to those faculty members who became dually employed by OU and Oklahoma University Health Partners, Inc. This policy change was put into effect in January 2022 and then amended again in September 2022 to include a broadened membership of employees who provide professional clinical services – also amending their annual PTO accrual of 28 days and 12 holidays, for a total of 40 days off.

Oklahoma University Health Partners, Inc. transitioned to a production-based compensation plan effective February 12, 2023, for its physician MDs and DOs. As part of that compensation plan, six weeks of leave was built into the compensation plan design, eliminating the accrual-based paid time off benefit, while alternately providing a salary benefit. This change will also be effective for the faculty members who remain employed by OUHSC rather than becoming dually employed and who have been provided with a production-based compensation plan. These individuals will cease to accrue PTO on or around the effective date this change in OUH policy is communicated to their peers at OU Health. Current OUHSC PTO balances will be frozen at the rate determined during the transition and will subsequently be paid out to the employee upon termination or retirement.

All other employees who would otherwise have become dually employed but who remain employed solely by OUHSC rather than transitioning or becoming dually employed and who are not part of the compensation plan will be returned to the OUHSC accrual rates based on a full-time equivalent (FTE) and years of service. Their PTO hours will not be retroactive and will accrue at the leave accrual rates for HSC programs moving forward on or around the effective date this is communicated to other employees on the production-based compensation plan. In the future, any changes made to leave with regards to the production-based compensation plan or by Oklahoma University Health Partners, Inc. will be taken under advisement by the University and its Board of Regents. Advance notice will be given to any affected employees by OUHPI and/or the College of Medicine regarding additional changes.

President Harroz recommended the Board of Regents approve transitioning from an accrual-based paid time off plan to an integrated leave plan for faculty members who are in an OU Health Partners, Inc. production-based compensation plan but remain employed by the University of Oklahoma Health Sciences Center.

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

FRESHMAN HOUSING MASTER PLAN-NC

At the March 2021 meeting, the Freshman Housing Master Plan project was approved by the Board of Regents 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.

At the November 2022 meeting, the Board approved the expenditure of \$2,500,000 to cover internal costs associated with the remediation of Adams Center and preparation for the demolition to follow. At the January 2023 meeting, the Board authorized a Construction Cost Limit of \$5,100,000 for the demolition of Adams Center. At the January 2023 meeting, the Board approved a Construction Cost Limit of \$8,200,000 for early site work and early procurement of long lead time items for a cumulative cost limit of \$13,300,000.

In order to meet project milestones, it is requested that the Board authorize an expenditure of \$156,000,000 for a cumulative Construction Cost Limit of \$169,300,000 to complete Phase 1 of the project. The additional funds will be used to construct two proposed buildings consisting of approximately 337,000 square feet and containing 1,147 revenue beds. This price includes the cost of the work, cost of the construction manager's direct project management, fees, bonds, insurance and owner contingency.

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

President Harroz recommended the Board of Regents:

- I. Authorize the University administration to contract and make payments not to exceed the cumulative amount of \$169,300,000 for the construction of the first two residential halls in the First Year Housing project: and
- II. Recognize and acknowledge that the University may incur certain costs relative to the above project prior to receipt of bond proceeds and, to the extent the University utilizes currently available funds for said costs, it is intended that bond proceeds will be utilized to reimburse those outlays.

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

865 UNIVERSITY RESEARCH PARK BASEMENT RENOVATION ARCHITECT SELECTION – HSC

The 865 University Research Park Basement Renovation project involves renovating approximately 2,200 SF of existing space within the University Research Park complex that will be converted into space to increase the capacity for preclinical relational research activity. This will involve a full renovation of the space that will involve painting, flooring, ceilings and all the infrastructure additions needed to make the space usable for the intended research activity.

At this time, an architectural consultant is needed to assist the University in providing planning and professional services for the HSC 865 University Research Park Basement Renovation. 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 eight firms. The committee was composed of the following:

Earl Chain, Assistant Director, Architectural & Engineering Services, Chair
 Dustin Bozarth, Assistant Vice President, Facilities Management
 Paul Manzelli, Sr. Associate Vice President for Administration & Finance
 Darrin Akins, Vice President of Research, OUHSC
 Dean Myers, PhD, Vice Chair for Research, OUHSC
 Tom Deal, Sr. Construction Project Manager, Architectural & Engineering Services

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

1. Miles Architecture, Oklahoma City
2. Beck Design, Tulsa
3. FBS Architects + Engineers, Oklahoma City

865 UNIVERSITY RESEARCH PARK BASEMENT RENOVATION ARCHITECTURAL FIRM EVALUATION SUMMARY

	Beck Design	FBS Architects + Engineers	Miles Architecture
Acceptability of Design Services	125	110	150
Quality of Engineering (Services)	130	100	135
Adherence to Cost Limits	78	69	78
Adherence to Time Limits	75	66	81
Volume of Changes	50	46	56
Resources of the Firm	50	42	58
Totals	508	433	558

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

President Harroz recommended the Board of Regents:

- I. Rank in the order presented below architectural firms under consideration to provide professional services required for the 865 University Research Park Basement Renovation;
- II. Authorize the University administration to negotiate the terms of an agreement and a fee, starting with the highest-ranked firm;
- III. Authorize the President or his designee to execute the consultant contract; and
- IV. Recognize and acknowledge that the University may incur certain costs relative to the above project prior to receipt of bond proceeds and, to the extent the University utilizes currently available funds for said costs, it is intended that bond proceeds will be utilized to reimburse those outlays.

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

BIOMEDICAL SCIENCES BUILDING 6TH FLOOR LAB RENOVATION ARCHITECT SELECTION – HSC

The Biomedical Sciences Building 6th Floor Lab Renovation involves the renovation of approximately 11,208 square feet of laboratory space facing the central corridor on the 6th floor of the Biomedical Sciences Building. The project involves painting, repairing/replacing casework, benches, flooring and ceiling tiles and infrastructure updating as needed to make the space usable research laboratories.

At this time, an architectural consultant is needed to assist the University in providing planning and professional services for the HSC BMSB 6th Floor Lab Renovation. 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 eight firms. The committee was composed of the following:

Earl Chain, Assistant Director, Architectural & Engineering Services, Chair
Dustin Bozarth, Assistant Vice President, Facilities Management
Paul Manzelli, Sr. Associate Vice President for Administration & Finance
Darrin Akins, Vice President of Research, OUHSC
Dean Myers, PhD, Vice Chair for Research, OUHSC
Tom Deal, Sr. Construction Project Manager, Architectural & Engineering Services

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

1. Miles Architecture, Oklahoma City
2. Beck Design, Oklahoma City
3. FSB Architects + Engineers, Oklahoma City

**BIOMEDICAL SCIENCES BUILDING 6TH FLOOR LAB RENOVATION
ARCHITECTURAL FIRM EVALUATION SUMMARY**

	Beck Design	FSB Architects + Engineers	Miles Architecture
Acceptability of Design Services	135	125	145
Quality of Engineering (Services)	125	105	130
Adherence to Cost Limits	78	75	78
Adherence to Time Limits	75	72	81
Volume of Changes	52	48	54
Resources of the Firm	48	50	54
Totals	513	475	542

Funding for the project has been identified and is available and budgeted from General Revenue Bonds & University sources.

President Harroz recommended the Board of Regents:

- I. Rank in the order presented below architectural firms under consideration to provide professional services required for the BMSB 6th Floor Lab Renovation;
- II. Authorize the University administration to negotiate the terms of an agreement and a fee, starting with the highest-ranked firm;
- III. Authorize the President or his designee to execute the consultant contract; and
- IV. Recognize and acknowledge that the University may incur certain costs relative to the above project prior to receipt of bond proceeds and, to the extent the University utilizes currently available funds for said costs, it is intended that bond proceeds will be utilized to reimburse those outlays.

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

UNIVERSITY RESEARCH PARK 755 3RD FLOOR RENOVATION – HSC

At the May 2021 meeting, the University Research Park Building 755 3rd Floor Laboratory Renovations project was approved by the Board of Regents as an addition to the Campus Master Plan of Capital Improvement Projects for the Health Sciences Center Campus. The Board ranked Beck Design first among architectural firms considered to provide design services for the project at the September 2021 meeting. At the September 2022 meeting, the Board ranked Lippert Bros., Inc., highest among construction managers considered to provide professional services for the project.

The project involves renovating approximately 20,000 square feet of space on the 3rd floor for research laboratories and offices. The project will include constructing open lab spaces with wet and dry benches and fume hoods, central rooms for tissue culture/microscopy, a cold room, and common areas for autoclaves, dishwashers, and freezers. The new space will help with the critical growth needs in infectious diseases and immunology, Children's Medical Research, Neurosciences, and Cardiovascular Diseases. Renovation of the 3rd floor of University Research Park Building 755 would provide research space for between 10-15 new researchers depending on their funding and research space needs.

It is proposed that the Board authorize expenditures of \$10,000,000 in funds budgeted for the cost of construction and authorize a total project budget of \$13,000,000.

Funding for the project has been identified and is available from General Revenue Bonds & University sources.

President Harroz recommended the Board of Regents:

- I. Authorize the University administration to contract and make payments not to exceed the cumulative amount of \$10,000,000 for renovation of the 3rd Floor – University Research Park Building 755;
- II. Recognize and acknowledge that the University may incur certain costs relative to the above project prior to receipt of bond proceeds and, to the extent the University utilizes currently available funds for said costs, it is intended that bond proceeds will be utilized to reimburse those outlays; and
- III. Approve a total project budget of \$13,000,000 for renovation of the 3rd Floor- University Research Park Building 755.

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

SAM VIERSEN GYMNASTICS FACILITY RENOVATION – NC

At the May 2017 meeting, the Board of Regents approved the addition of the Sam Viersen Gymnastics Center Expansion and Improvements to the comprehensive Campus Master Plan of Capital Improvement Projects for the Norman Campus. At the October 2017 meeting, the Board of Regents approved and authorized the administration to negotiate the terms of an agreement for full architectural services with Bockus Payne Associates Architects. 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.

Design is in progress, with current drawings attached hereto as Exhibit P. Plans call for the construction of an approximately 15,734 square feet addition to the existing Sam Viersen Gymnastics Center building. Plans also include the renovation of approximately 2,146 square feet of the existing Sam Viersen Gymnastics Center building. The expansion and renovations will update and improve team facilities, training facilities, and address other site improvements necessary to support the facility's function.

The estimated total cost for the project is \$13,750,000, with funding identified, available and budgeted from Athletics funds, private donations, and General Revenue Bond funds.

President Harroz recommended the Board of Regents approve the design development phase plans for the Sam Viersen Gymnastics Center Expansion & Improvements project and authorize preparation of construction documents for the project.

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

RESOLUTIONS HONORING ATHLETIC TEAMS

The resolutions honoring these teams: 2022 Baseball; 2023 Women's Basketball; 2023 Men's Golf; 2023 Women's Gymnastics; 2022 and 2023 Softball; 2022 and 2023 Women's Tennis and the accomplishments of each are attached.

BASEBALL

WHEREAS, the 2022 Oklahoma baseball team, under the direction of head coach Skip Johnson, won the program's third Big 12 conference tournament championship, made its 39th NCAA Tournament appearance, reached the College World Series for the 11th time and finished as national runner-up;

WHEREAS, OU registered at least 40 wins for the 24th time in program history and its most conference wins (15) since 2010;

WHEREAS, the Sooners were victorious in 27 of their last 39 games, won at least two games in 10 consecutive weeks to end the season, went 14-5 while spending the final six weeks of the season on the road and won a total of 26 games away from home in 2022;

WHEREAS, the pitching staff set a school record with 644 strikeouts, the team registered its most stolen bases (145) in 32 years and hit its most home runs (73) since the 2010 season;

WHEREAS, Coach Johnson was named the Central Region Coach of the Year by the American Baseball Coaches Association;

WHEREAS, shortstop Peyton Graham was named a first-team All-American and the District 6 Co-Player of the Year, pitcher Jake Bennett was named a second-team All-American, and closer Trevin Michael was named a third-team All-American;

WHEREAS, five Sooners received All-Big 12 conference first- or second-team accolades, as well as three All-Freshman Team honors; and

WHEREAS, the Sooners brought positive national attention on the program and the university with spectacular plays, dominant pitching and a fast-paced, exciting offense;

NOW, THEREFORE, BE IT RESOLVED that the Regents governing The University of Oklahoma express profound appreciation to Coach Skip Johnson and the 2022 OU baseball team for the excitement and pride they bring to The University of Oklahoma, the state of Oklahoma and to Sooners everywhere, and for the exemplary manner in which they represented the University and added to its tradition of excellence.

WOMEN'S BASKETBALL

WHEREAS, the 2023 OU women's basketball team, under the guidance of second-year head coach Jennie Baranczyk, won the program's first regular season Big 12 championship since 2009;

WHEREAS, the Sooners went 14-4 in Big 12 play, clinching a share of the title in the last game of the regular season when they defeated Oklahoma State in Stillwater to complete the season sweep of the Cowgirls;

WHEREAS, Oklahoma compiled a 24-5 record in the regular season to earn a second consecutive berth in the NCAA Tournament, where it advanced to the Round of 32;

WHEREAS, the Sooners won both of their games against each of Oklahoma State, TCU, West Virginia, Kansas, Kansas State and Texas Tech to set a program record with six conference sweeps;

WHEREAS, redshirt seniors Madi Williams and Taylor Robertson were named honorable mention All-America selections;

WHEREAS, Robertson, Williams, Ana Llanusa, Beatrice Culliton and Skylar Vann all earned Big 12 accolades;

WHEREAS, Coach Baranczyk was named a finalist for WBCA National Coach of the Year for the second consecutive season;

WHEREAS, OU ranked in the top five nationally in points per game and assists per game, and in the top 15 in rebounds per game; and

WHEREAS, Oklahoma hosted its most-attended game in a decade when it welcomed over 10,000 fans to Lloyd Noble Center for Bedlam; and the team's overall attendance nearly doubled from the previous season;

NOW, THEREFORE, BE IT RESOLVED that the Regents governing The University of Oklahoma express profound appreciation to Coach Jennie Baranczyk and the 2022-23 Oklahoma women's basketball team for the excitement and pride they bring to The University of Oklahoma, the state of Oklahoma and to Sooners everywhere, and for the exemplary manner in which they represented the University and added to its tradition of excellence.

MEN'S GOLF

WHEREAS, the 2023 Oklahoma men's golf team, under the direction of head coach Ryan Hybl, claimed its 19th conference title, dominating the field to win by 18 strokes and claim the program's third Big 12 championship since 2018;

WHEREAS, the Big 12 title guaranteed the Sooners a spot in their 12th consecutive NCAA Regional, where they finished second to qualify for their 12th straight NCAA Championships – the second-longest streak in the country;

WHEREAS, three Sooners – Drew Goodman, Ben Lorenz and Patrick Welch – were named to the Big 12 Conference All-Tournament Team after finishing in the top 10 at the championship;

WHEREAS, the entire Oklahoma lineup is ranked nationally inside the top 100, making them the only Big 12 school to accomplish the feat;

WHEREAS, senior captain Patrick Welch is in line to earn automatic professional status following the season through the PGA Tour U program, making it a nation-leading six Sooners to earn status through the PGA program's first three seasons;

WHEREAS, the Sooners won four different tournaments on the year, extending the program record for consecutive seasons with three or more wins to six straight;

WHEREAS, Ben Lorenz and Jase Summy won individual titles at separate events during the year;

WHEREAS, Oklahoma continued to set the standard nationally, leading the country in birdie percentage and finishing second in season scoring average; and

WHEREAS, Drew Goodman was named to the Academic All-District Team by the College Sport Communicators and was a nominee for the NCAA's Elite 90 award, given annually to the golfer with the highest overall GPA that competes at the national championship;

NOW, THEREFORE, BE IT RESOLVED that the Regents governing The University of Oklahoma express profound appreciation to Coach Ryan Hybl and the 2023 OU men's golf team for the excitement and pride they bring to The University of Oklahoma, the state of Oklahoma and to Sooners everywhere, and for the exemplary manner in which they represented the University and added to its tradition of excellence.

WOMEN'S GYMNASTICS

WHEREAS, the 2023 University of Oklahoma women's gymnastics team, under the guidance of head coach K.J. Kindler, finished with a 28-2 record, was ranked No. 1 the entire season and won the program's sixth national championship by tying its own NCAA finals record with a score of 198.3875;

WHEREAS, the Sooners defeated No. 2 Florida, No. 5 Utah, and No. 6 LSU to win their second consecutive NCAA championship, third in the last four years and sixth in the last nine;

WHEREAS, OU posted a nation-leading 10 scores of at least 198, tying its own NCAA single-season record;

WHEREAS, Olivia Trautman won the NCAA vault title, becoming the seventh Sooner and first since 2021 to win an individual national championship;

WHEREAS, eight Sooners earned a total of 10 NCAA All-America honors, including five first-team accolades;

WHEREAS, six Sooners earned a total of 10 WCGA regular season All-America honors, with all six earning first-team acclaim and Jordan Bowers joining Maggie Nichols as the only gymnasts in program history to garner five All-America honors during a regular season;

WHEREAS, Meilin Sullivan was named the NCAA Elite 90 Award Winner, becoming the fifth Sooner and second OU gymnast to earn the honor;

WHEREAS, the Sooners won their 13th straight NCAA regional title to advance to their 19th consecutive NCAA Championships;

WHEREAS, OU won its 10th conference title in the last 11 years with the highest score in Big 12 Championship history with a 198.400;

WHEREAS, six Sooners won a total of eight individual conference championships and claimed every event title and the all-around crown; and

WHEREAS, Faith Torrez was honored as Big 12 Newcomer of the Year, Katherine LeVasseur as Big 12 Event Specialist of the Year and Head Coach K.J. Kindler as Big 12 Coach of the Year for the 12th time as a Sooner;

NOW, THEREFORE, BE IT RESOLVED that the Regents governing The University of Oklahoma express profound appreciation to Coach K.J. Kindler and the 2023 OU women's gymnastics team for the excitement and pride they bring to The University of Oklahoma, the state of Oklahoma and to Sooners everywhere, and for the exemplary manner in which they represented The University of Oklahoma and added to its tradition of excellence.

SOFTBALL

WHEREAS, the 2022 Oklahoma softball team, under the direction of head coach Patty Gasso, swept rival University of Texas in the Women's College World Series Championship Series, to win its second consecutive national title;

WHEREAS, the 2023 OU softball team swept No. 3 seed Florida State in the WCWS Championship Series to claim the program's third straight national championship;

WHEREAS, the Sooners, over the 49-year history of the University of Oklahoma softball program, have won seven national championships, including five in the past seven years and six in the past 10; and have competed in 16 Women's College World Series, including 11 of the last 12;

WHEREAS, the 2023 team set the NCAA Division I record for longest winning streak, registering 53 victories in a row to break a 26-year-old record previously held by the University of Arizona at 47 straight;

WHEREAS, a nation-leading five Sooners were named 2023 NFCA First-Team All-Americans;

WHEREAS, OU went undefeated in 2023 conference play for just the fourth time in the league's history, finishing 18-0 and winning the program's 11th consecutive Big 12 regular season title and 15th overall;

WHEREAS, the Sooners completed the Big 12 title sweep by winning the 2023 Big 12 Softball Championship in Oklahoma City, the program's eighth conference tournament crown;

WHEREAS, Coach Gasso was named Big 12 Coach of the Year for the 11th consecutive season in 2023 and 15th time overall;

WHEREAS, OU placed eight student-athletes on the 2023 All-Big 12 teams, including a league-high seven on the first team;

WHEREAS, Oklahoma student-athletes took home three 2023 conference individual awards in Big 12 Player of the Year Jayda Coleman, Big 12 Pitcher of the Year Jordy Bahl and Big 12 Defensive Player of the Year Grace Lyons;

WHEREAS, the 2023 team went undefeated at home in the 25th and final campaign at Marita Hynes Field, finishing 19-0 to extend OU's home field winning streak to 65 games;

NOW, THEREFORE, BE IT RESOLVED that the Regents governing The University of Oklahoma express profound appreciation to Coach Patty Gasso and the 2022 and 2023 OU Softball teams for the excitement and pride they bring to The University of Oklahoma, the state of Oklahoma and to Sooners everywhere, and for the exemplary manner in which they represented the University and added to its tradition of excellence.

WOMEN'S TENNIS

WHEREAS, the 2022 Oklahoma women's tennis team, under the guidance of head coach Audra Cohen, reached the national championship match for the first time in program history and finished as national runner-up;

WHEREAS, OU shared the 2023 Big 12 regular season title for the second straight season by going 8-1 in conference play;

WHEREAS, six Sooners combined for seven All-Big 12 honors in 2023, including the Carmen and Ivana Corley being named the No. 1 doubles team;

WHEREAS, the Sooners went undefeated at home in back-to-back seasons, tallying a combined 33-0 record over the 2022 and 2023 campaigns;

WHEREAS, OU registered 11 sweeps and five top-25 wins in 2023, and produced three Big 12 Player of the Week accolades;

WHEREAS, the Sooners hosted ITA Kickoff Weekend for the first time in program history and the NCAA First and Second Rounds for the second consecutive year; and

WHEREAS, OU sent Layne Sleeth, Carmen Corley and Ivana Corley to the 2023 NCAA Individual Championships, with Sleeth finishing as national runner-up in singles play, the furthest a Sooner advanced in program history.

NOW, THEREFORE, BE IT RESOLVED that the Regents governing The University of Oklahoma express profound appreciation to Coach Audra Cohen and the 2022 and 2023 OU Women's Tennis teams for the excitement and pride they bring to The University of Oklahoma, the state of Oklahoma and to Sooners everywhere, and for the exemplary manner in which they represented the University and added to its tradition of excellence.

President Harroz recommended the Board of Regents approve the resolutions honoring the accomplishments of several teams as shown: 2022 Baseball; 2023 Women's Basketball; 2023 Men's Golf; 2023 Women's Gymnastics; 2022 and 2023 Softball; 2022 and 2023 Women's Tennis.

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

ISSUE: RESOLUTION HONORING SERVICE

RESOLUTION

WHEREAS, July 2023 will mark the 25th anniversary of Joseph Castiglione's tenure as Vice President and Director of Athletics for the University of Oklahoma;

WHEREAS, the past quarter century has been an era of unmatched academic and athletics excellence by Sooner sports programs;

WHEREAS, under Joseph Castiglione, more than 2,500 student-athletes have earned degrees;

WHEREAS, under Joseph Castiglione, the Sooners have won 109 conference titles and 24 of the University's 43 all-time national championships;

WHEREAS, OU Athletics has enjoyed 23 consecutive terms of a cumulative GPA of 3.0 or higher, with the latest term of Spring 2023 coming in at 3.25, shattering the department's previous record of 3.20 set in Fall 2022 and repeated in Spring 2022;

WHEREAS, since Joseph Castiglione became OU's athletics director, Oklahoma has accrued 15 Big 12 Athletes of the Year – more than any other program – with 11 of those being awarded over the last 10 years;

WHEREAS, Joseph Castiglione has added to the rich tradition of coaching excellence at the University of Oklahoma with the hires of exemplary coaches including Bob Stoops, Oklahoma's all-time winningest football coach;

WHEREAS, Joseph Castiglione has hired and mentored dozens of former employees who went on to serve as athletics directors and senior-level administrators at other institutions;

WHEREAS, Joseph Castiglione has been a national leader in collegiate athletics, including service on the College Football Playoff Committee and the NCAA Division I Men's Basketball and Baseball committees, making him the only person in history to serve on those three, in addition to many others;

WHEREAS, Joseph Castiglione is a sought-after voice in collegiate athletics, serving on multiple NCAA committees and commissions designed to improve the overall student-athlete experience;

WHEREAS, Joseph Castiglione has demonstrated great leadership through a range of challenges and opportunities, including the creation of the Big 12 Conference and seismic conference realignment with OU's move to the Southeastern Conference;

WHEREAS, Joseph Castiglione has ensured OU Athletics remains one of the few self-sustaining departments in the country, making it a model of fiscal responsibility and an engine of support for the university at-large;

WHEREAS, the University of Oklahoma has enjoyed the renovation and building of a variety of athletics facilities under Joseph Castiglione's leadership, including a \$160 million renovation of Gaylord Family – Oklahoma Memorial Stadium, the Griffin Family Performance Center for men's and women's basketball, the construction of Headington Hall, and more;

WHEREAS, Joseph Castiglione has demonstrated his commitment to excellence in the classroom by serving as an adjunct professor in OU's Jeannine Rainbolt College of Education, teaching graduate courses in marketing and higher education leadership;

WHEREAS, Joseph Castiglione is widely recognized as one of the nation's top Athletics Directors, having received multiple honors to that end throughout his career, including the National Football Foundation and College Hall of Fame's prestigious John L. Toner Award and induction in the Oklahoma Sports Hall of Fame, among others;

WHEREAS, Joseph Castiglione is the longest-tenured athletics director among all Football Bowl Subdivision schools;

WHEREAS, few men have ever worn a fedora better; and

WHEREAS, on the cusp of his 25th year, Joseph Castiglione is providing humble, steady leadership in a moment of unprecedented change and disruption in collegiate athletics;

NOW, THEREFORE, BE IT RESOLVED, that the Regents governing The University of Oklahoma express profound appreciation to Joseph Castiglione for his servant leadership to the University of Oklahoma, OU Athletics, the State of Oklahoma, and Sooner Nation everywhere, and for his exemplary character as a representative the University of Oklahoma.

President Harroz recommended the Board of Regents approve a resolution honoring the 25 years of service of Vice President Joseph Castiglione.

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

NATIONAL OCEANIC & ATMOSPHERIC ADMINISTRATION GROUND LEASE – NC

The National Oceanic and Atmospheric Administration (“NOAA”) and the National Severe Storms Laboratory (“NSSL”) have existing ground leases at the Max Westheimer Airport for radar sites and research. NOAA works closely with the Oklahoma Climatological Survey, the College of Atmospheric and Geographic Studies, and countless other research enterprises on campus. To continue advancing important research and technology and the mutual mission of service to the public, it is proposed that the University enter into a long-term ground lease with NOAA on the University North Base area of campus. The location of the proposed ground lease will be next to the existing ground leases with NOAA and NSSL and will have the advantage of close proximity to existing radar and weather research equipment and sites, as well as proximity to the Oklahoma Climatological Survey and the National Severe Storms Laboratory.

President Harroz recommended the Board of Regents authorize the University Administration, upon consultation with the General Counsel, to negotiate and enter into a ground lease with the National Oceanic & Atmospheric Administration for a suitable parcel of property located at University North Base, and to negotiate and execute any other operational or affiliation agreements to effectuate the transaction on behalf of the Board of Regents.

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

SALE OF OU HEALTH PARTNERS MIDWEST CITY CLINIC BUILDING – HSC

The HSC administration recommends that it be authorized to sell the OU Health Partners Midwest City Clinic located at 600 National Avenue in Midwest City to WSSA LL, a Michigan limited liability company, whose address is 503 S. Saginaw Street, Suite 600, Flint, Michigan 48502, for a gross sales price of no less than \$2,300,000.

This property was acquired in July of 2016 along with the former Oklahoma City Clinic Building on the OUHSC campus and clinics in Edmond and South Oklahoma City. It was expected at the time of acquisition that the Midwest City, Edmond and South Oklahoma City properties would be sold as soon as possible. The Edmond and South Oklahoma City properties have both been sold.

It is also recommended that the Board of Regents authorize the President or his designee, with the advice of the General Counsel, to execute and deliver all related contracts and other instruments deemed necessary or desirable for the sale. The University has a contract for the purchase of the property subject to the approval of the Board of Regents.

The sale price is supported by an independent third-party appraisal.

President Harroz recommended the Board of Regents:

- I. Approve the sale of the OU Health Partners Midwest City Clinic located at 600 National Avenue in Midwest City to WSSA, LLC for a gross sales price of no less than \$2,300,000; and
- II. Authorize the President or his designee, with the advice of the General Counsel, to execute and deliver all related contracts and other instruments deemed necessary or desirable for the closing.

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

ACADEMIC PERSONNEL ACTIONS – ALL

Health Sciences Center:

NEW APPOINTMENT(S):

Kim, Jungwhan, DVM, PhD, Assistant Professor of Oncology Science, annualized rate of \$160,000 for 12 months, March 31, 2023, through June 30, 2023.

Oh, Tae Gyu, PhD, Assistant Professor of Oncology Science, annualized rate of \$150,000 for 12 months, May 15, 2023, through June 30, 2023.

Yoon, Je-Hyun, PhD, Associate Professor of Oncology Science, annualized rate of \$170,000 for 12 months, May 1, 2023, through June 30, 2023.

CHANGE(S):

Akins, Darrin Randal, Professor of Microbiology and Immunology and President's Associates Presidential Professor, title Associate Vice President for Research, Health Sciences Center, deleted; given additional title Vice President for Research, Health Sciences Center, salary changed from annualized rate of \$343,950 for 12 months to annualized rate of \$450,000 for 12 months, April 9, 2023 to June 30, 2023. Includes an administrative supplement of \$196,050 while serving as Vice President for Research, Health Sciences Center.

Brasel, Christopher M., Associate Professor of Family and Community Medicine – Tulsa and Director of Preclerkship Curriculum, salary changed from annualized rate of \$132,831 for 12 months to annualized rate of \$150,000 for 12 months, May 7, 2023 through June 30, 2023. Includes an administrative supplement of \$50,000 while serving as Director of Preclerkship Curriculum.

Elliott, Michael H., Professor of Ophthalmology and Professor of Physiology, given additional title Gregory L. Skuta, MD Endowed Chair, January 1, 2023. Three-year term endowed chair appointment

Fomenko, Julie, Associate Professor of Nursing, given additional title Fran E. and A. Earl Ziegler Endowed Professorship for Nursing Simulation, April 10, 2023. Three-year term endowed chair appointment

Hoff, Julie, Dean and Professor of Nursing, given additional title Fran E. and A. Earl Ziegler Endowed Dean's Chair for the College of Nursing, April 24, 2023. Five-year term endowed chair appointment

Holter-Chakrabarty, Jennifer L., Professor of Medicine, Presbyterian Health Foundation Presidential Professor, Adjunct Professor of Radiation Oncology, salary changed from annualized rate of \$212,047 for 12 months, .39 time, to annualized rate of \$212,047, for 12 months, .52 time, February 12, 2023 to June 30, 2023. OUHPI Compensation Plan Adjustment

Gordon, David, Professor of Neurology, titles Chair of Neurology and Kathryn G. and Doss Owen Lynn, MD Chair in Neurology deleted, June 30, 2023.

Jaboin, Jerry J., Professor and Chair of Radiation Oncology, salary changed from annualized rate of \$400,000 for 12 months, .31 time, to annualized rate of \$250,000 for 12 months, .31 time, February 12, 2023 through June 30, 2023. Includes an administrative supplement of \$150,000 while serving as Chair, Department of Radiation Oncology. OUHPI Compensation Plan Adjustment

Jennings, Lee A., Associate Professor of Medicine and The Donald W. Reynolds Chair in Geriatric Medicine #10, salary changed from annualized rate of \$218,987 for 12 months, .80 time, to annualized rate of \$180,502 for 12 months, .80 time, February 12, 2023 through June 30, 2023. Includes an administrative supplement of \$40,000 while serving as Section Chief Geriatrics. OUHPI Compensation Plan Adjustment

Jones, Emily, Professor of Nursing, given additional title Cyndy Ellis-Purgason Endowed Chair in Child Health, April 10, 2023. Three-year term endowed chair appointment

Keenan, Megan, Assistant Professor of Nursing, given additional title Fran E. and A. Earl Ziegler Endowed Professorship in Advanced Practice Nursing, April 10, 2023. Three-year term endowed chair appointment

McNall-Knapp, Rene, Professor of Pediatric, given additional title CMRI Inasmuch Foundation Endowed Research Chair in Pediatric Hematology/Oncology, July 1, 2023. Three-year term endowed chair appointment

Mueller, Heath, Assistant Professor of Psychiatry - Tulsa, retains additional title Oxley Foundation Chair in Child and Adolescent Psychiatry, April 10, 2023. Three-year term endowed chair appointment

Nelson, Peter R., Professor of Surgery - Tulsa, and The Mary Louise Todd Chair in Cardiovascular Research, Section Chief of Vascular Surgery and Vice Chair of Research, salary changed from annualized rate of \$336,047 for 12 months, .60 time, to annualized rate of \$404,098 for 12 months, .80 time, January 29, 2023, to June 30, 2023. Change in FTE. Includes administrative supplements of \$35,000 while serving as Section Chief of Vascular Surgery and \$20,000 while serving as Vice Chair of Research.

Shreffler, Karina, Professor of Nursing, given additional title Fran E. and A. Earl Ziegler Endowed Chair in Nursing, April 10, 2023. Three-year term endowed chair appointment

Sullivan, Steven M., Clinical Professor of Surgical Sciences, Division Head and Reichmann-Staples Chair in Oral and Maxillofacial Surgery, title Chair of Surgical Sciences deleted, January 1, 2023.

Tiwana, Gurbir Paul, Clinical Professor of Surgical Sciences, Division Head and Reichmann-Staples Chair in Oral and Maxillofacial Surgery, given additional title of Chair of Surgical Sciences, January 1, 2023 through June 30, 2023.

Wiechmann, Jody, Professor of Cell Biology and Vice Chair for Research, salary changed from annualized rate of \$202,867 for 12 months, to annualized rate of \$194,500, March 12, 2023 to June 30, 2023. Reduction in research funding. Includes an administrative supplement of \$7,000 for serving as Vice Chair.

Wilson, Jane, Dean and Stuart C. Miller Professor of Allied Health, given additional title of Interim Chair of Nutritional Sciences, July 3, 2023 through August 12, 2023.

Zubialde, John P., Professor of Family and Preventive Medicine, titles Executive Dean, College of Medicine and Lawrence N. Upjohn Chair in Medicine deleted, June 30, 2023.

NEPOTISM WAIVER(S):

Yoon, Je-Hyun, PhD, Associate Professor of Oncology Science, and Mun, Hyejin, Clinical Laboratory Technologist at Department of Oncology science. Dr. Je-Hyun Yoon is the spouse of Hyejin Mun. Hyejin Mun will serve in Dr. Yoon's lab as a clinical laboratory technologist. A Nepotism Management Plan has been approved that indicates Dr. Yoon will report directly to the Department of Oncology Science Chair, Dr. Pankaj Singh; Hyejin Mun will not report to Dr. Yoon, either directly or indirectly, within the Department of Oncology Research or the Stephenson Cancer Center; Hyejin Mun will report to the Chair of the Department of Oncology Science, Dr. Pankaj Singh, PhD; Within the Department, all performance evaluations and recommendations for compensation, promotion, tenure, and awards for Hyejin Mun will be made by the Chair of the Department of Oncology Science, a qualified, objective person unrelated to the employee; and any expenditures for Hyejin Mun will be reviewed and approved by the Chair of the Department of Oncology Science.

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

Edwards, Rodney K., Professor of Obstetrics and Gynecology and Chair in Perinatal Research, April 12, 2023.

Hord, Norman, Chair and Professor of Nutritional Sciences, July 1, 2023.

Middleman, Amy B., Professor of Pediatrics, Section Chief of Adolescent Medicine, and CMRI Richard Kasterke/Connie Griggs/McLaughlin Family Chair in Adolescent Medicine, July 14, 2023.

Tsai, Chun-hui, Professor of Pediatrics and CMRI R.A. Herring – J.R. Seely, M.D./Ph.D. – R.K. Chiles Endowed Research Chair in Pediatric Medical Genetics, May 31, 2023.

RETIREMENT(S):

Crawford, Steven, Professor of Family and Preventative Medicine and Senior Associate Dean, College of Medicine, July 1, 2023.

Hallford Jr., Henry G, Assistant Professor of Research in Pediatrics, April 29, 2023.

Lane, Pascale, Professor of Pediatrics, April 1, 2023.

Schwiebert, L Peter, Professor of Family and Preventative Medicine, June 1, 2023.

Steinberg, Eugene Allen, Assistant Professor of Medicine (Geriatrics), March 2, 2023.

Szyld, Edgardo, Professor of Research in Pediatrics, March 1, 2023.

Norman Campus:

LEAVE(S) OF ABSENCE:

Bass, Loretta E., Professor and Chair of the Department of Sociology, Adjunct Professor of Women's and Gender Studies, and Edith Kinney Gaylord Presidential Professor, sabbatical leave of absence with full pay, July 1, 2023 through December 31, 2023, changed to sabbatical leave of absence with full pay, July 1, 2024 through December 31, 2024.

Duwe, Samuel G., Associate Professor of Anthropology, cancel sabbatical leave with full pay, August 16, 2023 through December 31, 2023.

Nairn, Robert W., David L. Boren Professor of Civil Engineering and Environmental Science, Robert W. Hughes Centennial Professor of Engineering and Sam K. Vierson Family Foundation Presidential Professor, sabbatical leave of absence with full pay, August 16, 2023 through December 31, 2023.

Steyn, Elizabeth F., Associate Dean and Associate Professor of the Gaylord College of Journalism and Mass Communication and Gaylord Professor #4, cancel sabbatical leave of absence with full pay, August 16, 2023 through December 31, 2023.

NEW APPOINTMENT(S):

Imbrie, P.K., Ph.D, Special Assistant to the Provost and Professor of Aerospace and Mechanical Engineering, annualized rate of \$235,000 for 12 months, July 1, 2023. New tenured 12-month academic administrator. Update to the March 2023 agenda.

Matt, Sean, Ph.D, Professor of Physics and Astronomy and Homer L. Dodge Chair in Astrophysics, annualized rate of \$140,000 for 9 months, August 16, 2023. New tenured faculty.

REAPPOINTMENT(S):

Bolino, Mark C., David L. Boren Professor of Management and International Business and Michael F. Price Chair in International Business #2, reappointed as Director of the Division of Management and International Business, salary changed from annualized rate of \$330,693 for 12 months to annualized rate of \$380,000 for 12 months, July 1, 2023.

Klein, Petra M., Regents' Professor of Meteorology and Edith Kinney Gaylord Presidential Professor, reappointed as Executive Associate Dean of the College of Atmospheric and Geographic Sciences, salary changed from annualized rate of \$241,398 for 12 months to annualized rate of \$266,398 for 12 months, July 1, 2023.

Nygaard, Runar, Professor of Petroleum and Geological Engineering and Eberly Family Chair in Petroleum and Geological Engineering, reappointed as Director of the Mewbourne School of Petroleum and Geological Engineering, salary remains at annualized rate of \$226,600 for 12 months, August 1, 2023.

CHANGE(S):

Chen, Wei R., Professor of Biomedical Engineering and Stephenson Chair #2 in Biomedical Engineering, annualized rate of \$166,860 for 9 months, additional stipend of \$5,000 for serving as Graduate Chair in the Department of Biomedical Engineering, August 16, 2022 through May 15, 2023.

Craig, David A., Professor of Journalism and Mass Communication, Gaylord Family Chair #1 and President's Associates Presidential Professor, annualized rate of \$128,750 for 9 months, additional stipend of \$36,000 for serving as Interim Dean of the Gaylord College of Journalism and Mass Communication, July 1, 2023.

Ham, Jeongwon, Professor of Music, given additional title Frieda Derdyn Bambas Professor of Piano, salary changed from annualized rate of \$98,196 for 9 months to annualized rate of \$108,196 for 9 months, February 1, 2023.

Homeyer, Cameron R., Associate Professor of Meteorology and Chesapeake Energy Professor of Climate Systems Science, delete title Associate Director of the School of Meteorology, salary changed from annualized rate of \$115,914 for 9 months to annualized rate of \$184,000 for 12 months, July 1, 2023; additional stipend of \$16,000 for serving as Interim Director of the School of Meteorology, July 1, 2023 through June 30, 2024. Changing from 9-month academic administrator to 12-month academic administrator. Retention Increase.

Nichol, Johnathan D., Professor of Music, title changed from Interim Director to Director of the School of Music, salary changed from annualized rate of \$89,125 for 9 months to annualized rate of \$150,755 for 12 months, July 1, 2023. Changing from 9-month faculty to 12-month academic administrator.

Pearl, Michael A., Professor of Law, salary changed from annualized rate of \$142,724 for 9 months to annualized rate of \$150,724 for 9 months, February 1, 2023; additional stipend of \$10,417 for increased duties in the College of Law, February 1, 2023 through June 30, 2023. Retention increase. Correction to March 2023 Agenda.

Petersen, Kenneth J., Professor and Director of the Division of Marketing and Supply Chain Management and Helen Robson Walton Chair of Marketing Strategy, annualized rate of \$338,845 for 12 months, additional stipend of \$36,000 for serving as Interim Dean of University College, July 1, 2023 through June 30, 2024.

Silva, Carol L., Professor of Political Science and Edith Kinney Gaylord Presidential Professor, delete title Co-Director of the National Institute for Risk and Resilience, June 1, 2023; given additional title Senior Associate Vice President for Research and Partnerships, salary changed from annualized rate of \$145,037 for 9 months to annualized rate of \$283,000 for 12 months, June 1, 2023. Changing from 9-month faculty to 12-month academic administrator.

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 Interim Director of Polytechnic Institute at Tulsa, salary remains at annualized rate of \$253,919 for 12 months, March 1, 2023.

Stanfield, Jared R., Associate Professor of Finance, given additional title Milus E. Hindman Professor of Banking and Finance, salary remains at the annualized rate of \$244,728 for 9 months, May 16, 2023.

Tabb, William M., David Ross Boyd Professor of Law and Judge Fred Daugherty Chair in Law, annualized rate of \$235,618 for 9 months, additional stipend of \$10,000 for increased teaching duties in the College of Law, January 1, 2023 through May 15, 2023.

NEPOTISM WAIVER(S):

Cytaki, Haley R., Instructor of Visual Arts, annualized rate of \$47,380 for 9 months. Haley is the spouse of Jason J. Cytaki, Associate Professor of Visual Arts and elected member of Committee A in the School of Visual Arts. Jason will recuse himself from all Committee A discussions of Haley and will not participate in her evaluations. A Nepotism Waiver Management Plan has been reviewed and approved.

Yamada-Sapient, Suraya Yoshiko, Undergraduate Academic Assistant, Anthropology, rate of \$13.00 per hour, 0.25 FTE, April 3, 2023. Suraya is the daughter of Dr. Raquel M. Sapient, Associate Professor of Anthropology. Dr. Asa Randall, Chair of the Department of Anthropology will be making performance evaluations and recommendations for compensation, promotions and awards. Dr. Sapient will not be involved, and hence there should be no conflict of interest. A Nepotism Waiver Management Plan has been reviewed and approved.

RESIGNATION(S)/TERMINATION(S):

Falcone, Ellie C., Assistant Professor of Marketing and Supply Chain Management, May 16, 2023.

Miranda, Shaila M., Professor of Management Information Systems, W.P. Woods Professor of Management Information Systems and John E. Mertes, Jr. Professor of Excellence, May 17, 2023.

Seyb, Stella K., Assistant Professor of Entrepreneurship and Economic Development, July 1, 2023.

Yiu, Wing Yee, Professor of Management and International Business and Rath Chair in Strategic Management, May 16, 2023.

RETIREMENT(S):

Anderson, Gary C., George Lynn Cross Research Professor of History, July 1, 2023. Named George Lynn Cross Research Professor Emeritus of History.

Banz, Martha L., Professor of Professional and Continuing Studies, May 17, 2023.

Bemben, Debra A., Professor of Health and Exercise Science and President's Associates Presidential Professor, June 6, 2023. Named Professor Emeritus of Health and Exercise Science.

Bogan, Donald T., Professor of Law and Frank Elkouri and Edna Asper Elkouri Professor of Law, August 16, 2023. Named Professor Emeritus of Law.

Coleman, Joyce K., Associate Professor of English and Rudolph Bambas Professor of English, July 1, 2023. Named Professor Emeritus of English.

Davidson, Jeanette R., Professor of African and African-American Studies, June 1, 2023. Named Professor Emeritus of African and African-American Studies.

Davidson, Timothy A., Associate Professor of Human Relations, June 9, 2023. Named Professor Emeritus of Human Relations.

Eodice, Michele A., Professor of Writing, July 1, 2023. Named Professor Emeritus of Writing.

Gronlund, Scott D., Professor and Associate Chair of the Department of Psychology and Roger and Sherry Teigen Presidential Professor, July 8, 2023. Named Professor Emeritus of Psychology.

Kelley, C. Ed, Dean and Professor of the Gaylord College of Journalism and Mass Communication, July 1, 2023. Named Dean Emeritus of Journalism and Mass Communication.

Kim, Young Y., Professor of Communication, July 1, 2023. Named Professor Emeritus of Communication.

Kramer, Eric M., Professor of Communication and Associates Second Century Presidential Professor, June 2, 2023. Named Professor Emeritus of Communication.

Krumholz, Lee R., Professor of Earth and Energy and Professor of Microbiology and Plant Biology, May 17, 2023. Named Professor Emeritus of Earth and Energy and Professor Emeritus of Microbiology and Plant Biology.

Steinheider, Brigitte, Associate Professor of Psychology at Tulsa, July 1, 2023. Named Professor Emeritus of Psychology at Tulsa.

Whalen, Logan E., Professor of Modern Languages, Literatures, and Linguistics, June 1, 2023. Named Professor Emeritus of Modern Languages, Literatures, and Linguistics.

Wray, Grady C., Associate Professor of Modern Languages, Literatures, and Linguistics, June 1, 2023. Named Professor Emeritus of Modern Languages, Literatures, and Linguistics.

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

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

DEATH(S):

President Harroz regretted to report the following deaths:

Boatright, Daniel, Professor Emeritus of Occupational and Environmental Health, April 6, 2023.

Kondonassis, Alexander J., David Ross Boyd Professor Emeritus, Regents Professor Emeritus, and Professor Emeritus of Economics, May 12, 2023.

ADMINISTRATIVE AND PROFESSIONAL PERSONNEL ACTIONS – ALL

Health Sciences Center:

NEW APPOINTMENT(S):

Agnew, Kathy, Deputy Chief Human Resource Officer, Human Resources, Administration and Finance, salary at an annualized rate of \$100,000 for 12 months, .50 FTE, April 1, 2023. Administrative Staff.

CHANGE(S):

Agnew, Kathy, Deputy Chief Human Resource Officer, Human Resources, Administration and Finance, salary changed from an annualized rate of \$100,000 for 12 months to an annualized rate of \$200,000 for 12 months, July 1, 2023. Administrative Staff. FTE increase from .50 to 1.0

Engleking, Patti, Operations Executive Director, OU Physicians - Tulsa Admin, College of Medicine Tulsa, salary changed from an annualized rate of \$183,562 for 12 months to an annualized rate of \$189,069 for 12 months, February 26, 2023. Administrative Staff. Merit.

Frost, Kathryn L., Senior Clinical Business Administrator, Office of the Dean, College of Medicine Tulsa, salary changed from an annualized rate of \$154,361 for 12 months to an annualized rate of \$158,992 for 12 months, February 26, 2023. Administrative Staff. Merit.

Stacy, David D., Operations Executive Director, OU Physicians - Tulsa Admin, College of Medicine Tulsa, salary changed from an annualized rate of \$184,861 for 12 months to an annualized rate of \$ 190,407 for 12 months, February 26, 2023. Administrative Staff. Merit.

Norman Campus:

NEW APPOINTMENT(S):

*Gates, Armon, Assistant Coach, Men's Basketball, Athletics Department, consideration of appointment, compensation, and contract of employment and to take any necessary action. Professional Nonfaculty.

Hollingshead, Jennifer A., Vice President of Marketing and Communications, salary at an annualized rate of \$290,000 for 12 months, August 21, 2023. Executive Officer.

*Kish, Roger, Head Coach, Men's Wrestling, Athletics Department, consideration of appointment, compensation, and contract of employment and to take any necessary action. Professional Nonfaculty.

*Mott, Matthew, Head Coach, Women's Soccer, Athletics Department, consideration of appointment, compensation, and contract of employment and to take any necessary action. Professional Nonfaculty.

CHANGE(S):

*Ball, Louis W., Assistant Coach, Women's Gymnastics, Athletics Department, review of compensation and to make any necessary adjustments. Professional Nonfaculty.

*Baranczyk, Jennie, Head Coach, Women's Basketball, Athletics Department, annual review of compensation and contract of employment and to make any necessary adjustments. Professional Nonfaculty.

*Cohen, Audra, Head Coach, Women's Tennis, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments. Professional Nonfaculty.

*Crowell, Nicholas, Head Coach, Men's Tennis, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments. Professional Nonfaculty.

Fitzpatrick, Tana, Associate Vice President for Tribal Relations, President's Office, given additional title of Director of Native Nations Center, salary changed from an annualized rate of \$130,000 for 12 months to an annualized rate of \$170,788 for 12 months, March 13, 2023. Administrative Officer.

*Gage, Shannon, title changed from Athletics Administrative Manager to Coach/Sports Professional I (Assistant Coach, Women's Basketball), Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments. Professional Nonfaculty. Promotion.

*Haley, Thomas K., Assistant Coach, Women's Gymnastics, Athletics Department, review of compensation and to make any necessary adjustments. Professional Nonfaculty.

*Harroz, Joseph, President, review of compensation and to make any necessary adjustments.

*Hybl, Ryan, Head Coach, Men's Golf, Athletics Department, annual review of compensation and contract of employment and to make any necessary adjustments. Professional Nonfaculty.

* See motion on page 38695.

*Kindler, Kathie J. Head Coach, Women's Gymnastics, Athletics Department, annual review of compensation and contract of employment and to make any necessary adjustments. Professional Nonfaculty.

*Neal, Michael, Assistant Coach, Women's Basketball, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments. Professional Nonfaculty.

*Osahor, Chantel, Assistant Coach, Women's Basketball, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments. Professional Nonfaculty.

*Trowbridge, Sarah, Head Coach, Women's Rowing, Athletics Department, annual review of compensation and contract of employment and to make any necessary adjustments. Professional Nonfaculty.

*Williams, Mark W., Head Coach, Men's Gymnastics, Athletics Department, annual review of compensation and contract of employment and to make any necessary adjustments. Professional Nonfaculty.

RESIGNATION(S)/TERMINATION(S):

Gordon, Matthew, Athletics Senior Administrative Manager, Athletics Department, April 26, 2023. Professional Nonfaculty. Resignation.

Meeks, Robin L., Associate Vice President of Marketing, Public Affairs Administration, April 8, 2023. Administrative Officer. Resignation.

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

Regent Stevenson moved approval of the Administrative and Professional Personnel as listed with the following amendments that have been presented to the Board of Regents and were made available to the public. The following voted yes on the motion: Regents Stevenson, Keating, Holloway, Nagel, Ross, and Braught. The Chair declared the motion unanimously approved.

NEW APPOINTMENTS:

Gates, Arman, Assistant Coach, Men's Basketball, Athletics Department, that the appointment be approved effective April 14, 2023, with material terms of the employment agreement to include:

1. An initial term through June 30, 2024.
2. Base Salary of \$250,000 annually payable monthly plus University benefits provided to University employees based on this Base Salary.
3. Additional and outside income from unrestricted private funds for personal services, fund raising, promotional, public relations, endorsements, speaking engagements, and all other athletics-related contracts and activities for the University in the amount of \$150,000 pro rata annually with one-twelfth to be paid monthly commencing April 14, 2023 through and including June 30, 2024.
4. Performance Bonuses including a bonus of \$40,000 for winning the NCAA National Championship.

* See motion on page 38695.

Additionally, authorize the President and Athletics Director, with the assistance of the General Counsel, to negotiate terms of transition and execute the final terms of the agreement to include additional or modified terms and conditions customary and reasonable for agreements of this type, and report back to the Board as may be required under Board policy.

Kish, Roger, Head Coach, Men's Wrestling, Athletics Department, that the appointment be approved effective May 10, 2023 with material terms of the employment agreement to include:

1. An initial term through June 30, 2028.
2. Base Salary of \$220,000 annually payable monthly plus University benefits provided to University employees based on this Base Salary.
3. Additional and outside income from unrestricted private funds for personal services, fund raising, promotional, public relations, endorsements, speaking engagements, and all other athletics-related contracts and activities for the University in the amount of \$5,000 pro rata annually with one-twelfth to be paid monthly. Additionally, effective July 1, 2024 this annual total sum shall increase by \$5,000 annually payable monthly and annually on July 1 each contract year.
4. Performance Bonuses including a bonus of \$50,000 for winning the NCAA Team National Championship.

Additionally, authorize the President and Athletics Director, with the assistance of the General Counsel, to negotiate terms of transition and execute the final terms of the agreement to include additional or modified terms and conditions customary and reasonable for agreements of this type, and report back to the Board as may be required under Board policy.

Mott, Matthew, Head Coach, Women's Soccer, Athletics Department, that the appointment be approved effective May 4, 2023 with material terms of the employment agreement to include:

1. An initial term through June 30, 2028.
2. Base Salary of \$240,000 annually payable monthly plus University benefits provided to University employees based on this Base Salary. This total amount shall increase by \$5,000 effective July 1, 2024 and annually on July 1 for each of the additional years remaining in the contract term.
3. Additional and outside income from unrestricted private funds for personal services, fund raising, promotional, public relations, endorsements, speaking engagements, and all other athletics-related contracts and activities for the University in the amount of \$10,000 pro rata annually with one-twelfth to be paid monthly.
4. Performance Bonuses including a bonus of \$25,000 for winning the NCAA National Championship Tournament National Championship.

Additionally, authorize the President and Athletics Director, with the assistance of the General Counsel, to negotiate terms of transition and execute the final terms of the agreement to include additional or modified terms and conditions customary and reasonable for agreements of this type, and report back to the Board as may be required under Board policy.

CHANGES:

Ball, Louis W., Assistant Coach, Women's Gymnastics, Athletics Department, that the compensation be modified effective July 1, 2023, as follows:

1. Base Salary changed from \$172,500 annually payable monthly to \$197,500 annually payable monthly.
2. Continue the additional and outside income from unrestricted private funds for personal services, fund raising, and all other athletics-related contracts and activities for the University from the annual total of \$20,000 payable monthly.

Baranczyk, Jennie, Head Coach, Women's Basketball, Athletics Department, that the employment agreement be modified effective July 1, 2023, with material changes to the terms of the employment agreement to include as follows:

1. Extend the employment term through and including June 30, 2028.
2. Base Salary of \$300,000 annually payable monthly plus University benefits provided to University employees based on this Base Salary.
3. Increase the additional and outside income from unrestricted private funds for personal services, fund raising, promotional, public relations, endorsements, speaking engagements, and all other athletics-related contracts and activities for the University in the amount of \$250,000 annually payable monthly to \$300,000 annually payable monthly. Additionally, effective July 1, 2024 this annual total sum shall increase by \$25,000 annually payable monthly and annually on July 1 each contract year.
4. Provide an Additional Stay Benefit effective July 1, 2023, in the annual amount of \$50,000 payable as follows:
 - a. The total amount of \$100,000 June 30, 2025 ("2025 Benefit Date");
 - b. The total amount of \$100,000 June 30, 2027 ("2027 Benefit Date");
 - c. The total amount of \$50,000 June 30, 2028 ("2028 Benefit Date"); and
 - d. Coach will be entitled to each Benefit (2025, 2027, 2028) if Coach remains employed at the University as the Women's Basketball Head Coach on the Benefit Date.

Additionally, authorize the President and Athletics Director, with the assistance of the General Counsel, to negotiate and execute the final terms of the agreement to include additional or modified terms and conditions customary and reasonable for agreements of this type.

Cohen, Audra, Head Coach, Women's Tennis, Athletics Department, – that the employment agreement be modified effective July 1, 2023, with material changes to the terms of the employment agreement to include as follows:

1. Extend the term of the employment agreement up to and including June 30, 2028.
2. Extend the Additional Stay Benefit in the annual amount of \$25,000 effective July 1, 2027 payable on June 30, 2028; provided Coach remains employed as Head Coach on and at the time of the payment date.

Additionally, authorize the President and Athletics Director, with the assistance of the General Counsel, to negotiate and execute the final terms of the modified agreement to include additional or other modified terms and conditions customary and reasonable for agreements of this type.

Crowell, Nicholas, Head Coach, Men's Tennis, Athletics Department, that the employment agreement be modified effective July 1, 2023, with material changes to the terms of the employment agreement to include as follows:

1. Extend the term of the employment agreement up to and including June 20, 2027.
2. Base Salary changed from \$159,400 annually payable monthly to \$168,400 annually payable monthly.

Additionally, authorize the President and Athletics Director, with the assistance of the General Counsel, to negotiate and execute the final terms of the modified agreement to include additional or other modified terms and conditions customary and reasonable for agreements of this type.

Gage, Shannon, title changed from Director of Operations to Assistant Coach, Women's Basketball, Athletics Department, that the appointment be approved effective May 1, 2023, with material terms of the employment agreement to include:

1. An initial term through June 30, 2024.
2. Base Salary of \$155,000 annually payable monthly plus University benefits provided to University employees based on this Base Salary.
3. Additional and outside income from unrestricted private funds for personal services, fund raising, promotional, public relations, endorsements, speaking engagements, and

all other athletics-related contracts and activities for the University in the amount of \$30,000 pro rata annually with one-twelfth to be paid monthly commencing May 1, 2023 through and including June 30, 2024.

4. Performance Bonuses including a bonus of \$25,000 for winning the NCAA National Championship.

Additionally, authorize the President and Athletics Director, with the assistance of the General Counsel, to negotiate terms of transition and execute the final terms of the agreement to include additional or modified terms and conditions customary and reasonable for agreements of this type, and report back to the Board as may be required under Board policy.

Haley, Thomas K., Assistant Coach, Women's Gymnastics, Athletics Department, that the compensation be modified effective July 1, 2023, as follows:

1. Base Salary changed from \$172,500 annually payable monthly to \$197,500 annually payable monthly.
2. Continue the additional and outside income from unrestricted private funds for personal services, fund raising, and all other athletics-related contracts and activities for the University from the annual total of \$20,000 payable monthly.

Harroz, Joseph, Jr., consistent with President Harroz's current employment contract, in recognition of his achievement towards his performance goals set for FY23, he is provided a one-time lump-sum payment of \$100,000.00. Such payment shall be paid as soon as reasonably possible.

Hybl, Ryan, Head Coach, Men's Golf, Athletics Department, – that the employment agreement be modified effective July 1, 2023, with material changes to the terms of the employment agreement to include as follows:

1. Extend the term of the employment agreement up to and including June 30, 2028.
2. Extend the Additional Stay Benefit in the annual amount of \$25,000 effective July 1, 2026 payable in the total amount of \$50,000 payable on June 30, 2028 ("2028 Benefit Date"); provided Coach remains employed as Head Coach on and at the time of Benefit Date.

Additionally, authorize the President and Athletics Director, with the assistance of the General Counsel, to negotiate and execute the final terms of the modified agreement to include additional or other modified terms and conditions customary and reasonable for agreements of this type.

Kindler, KJ, Head Coach, Women's Gymnastics, Athletics Department, that the employment agreement be modified effective July 1, 2023, with material changes to the terms of the employment agreement to include as follows:

1. Extend the employment term through and including June 30, 2030.
2. Base Salary of \$300,000 annually payable monthly plus University benefits provided to University employees based on this Base Salary.
3. Increase the additional and outside income from unrestricted private funds for personal services, fund raising, promotional, public relations, endorsements, speaking engagements, and all other athletics-related contracts and activities for the University in the amount of \$280,000 annually payable monthly to \$350,000 annually payable monthly. Additionally, effective July 1, 2024 this annual total sum shall increase by \$50,000 annually payable monthly and annually on July 1 each contract year.
4. Increase the Annual Stay Benefit effective February 1, 2024 and on February 1 of each contract year thereafter ("Annual Stay Dates") from the annual sum of Seventy Thousand Dollars (\$70,000) to the annual sum of One Hundred Fifty Thousand Dollars (\$150,000) ("Annual Stay Sum") subject to the following provisions. Coach will be entitled to each Annual Stay Sum if Coach remains employed at the University as Women's Gymnastics Head Coach through each Annual Stay Date outlined.

5. Increase and modify the Additional Stay Benefit effective July 1, 2023 from an annual amount of \$50,000 to an annual amount of \$100,000 through and including June 30, 2030 as follows:
 - a. The University shall provide Head Coach Supplemental Retirement Income Plan(s) ("Plans") under IRC Sections 401(a), 403(b), 415(m) and 457(b) effective July 1, 2023 for the benefit of Head Coach.
 - b. The University shall fund the Plans in a total amount of \$300,000 payable June 30, 2026 ("2026 Benefit") with a pro rata amount contributed to the Plans monthly through the term from July 1, 2023 through June 30, 2026 ("2026 Benefit Date").
 - c. Coach will be entitled to the 2026 Benefit if Coach remains employed at the University as the Women's Gymnastics Head Coach on such Benefit Date (June 30, 2026). If Coach is no longer employed with the University as a result of a termination without cause or upon the death of the Coach or a disability which prevents Coach from working on or prior to the 2026 Benefit Date, Coach shall be entitled to a pro rata portion of the 2026 Benefit (the "Pro Rata Portion") based on Coach's completed months of service with the University from July 1, 2023 to the 2026 Benefit Date
 - d. Effective July 1, 2026, and each Agreement year thereafter through June 30, 2030 or until Coach is no longer Head Coach, The University will contribute an annual amount of \$100,000 with one-twelfth (1/12th) of this sum to be contributed to the Plans monthly. The Head Coach will be 100% vested and non-forfeitable in the Supplemental Retirement benefit in the Plans at the time the contribution is made to the Plans.

Additionally, authorize the President and Athletics Director, with the assistance of the General Counsel, to negotiate and execute the final terms of the agreement to include additional or modified terms and conditions customary and reasonable for agreements of this type.

Neal, Michael, Assistant Coach, Women's Basketball, Athletics Department, – that the employment agreement be modified effective July 1, 2023, with material changes to the terms of the employment agreement to include as follows:

1. Extend the term of the employment agreement up to and including June 30, 2024.
2. Base Salary changed from \$115,000 annually payable monthly to \$125,000 annually payable monthly.
3. Increase the additional and outside income from unrestricted private funds for personal services, fund raising, promotional, public relations, endorsements, speaking engagements, and all other athletics-related contracts and activities for the University in the amount of \$10,000 annually payable monthly to \$20,000 annually payable monthly

Additionally, authorize the President and Athletics Director, with the assistance of the General Counsel, to negotiate and execute the final terms of the modified agreement to include additional or other modified terms and conditions customary and reasonable for agreements of this type.

Osahor, Chantel, Assistant Coach, Women's Basketball, Athletics Department, that the employment agreement be modified effective July 1, 2023, with material changes to the terms of the employment agreement to include as follows:

1. Extend the term of the employment agreement up to and including June 30, 2024.
2. Base Salary changed from \$125,000 annually payable monthly to \$135,000 annually payable monthly.
3. Increase the additional and outside income from unrestricted private funds for personal services, fund raising, promotional, public relations, endorsements, speaking engagements, and all other athletics-related contracts and activities for the University in the amount of \$10,000 annually payable monthly to \$15,000 annually payable monthly

Additionally, authorize the President and Athletics Director, with the assistance of the General Counsel, to negotiate and execute the final terms of the modified agreement to include additional or other modified terms and conditions customary and reasonable for agreements of this type.

Trowbridge, Sarah, Head Coach, Women's Rowing, Athletics Department, that the employment agreement be modified effective July 1, 2023, with material changes to the terms of the employment agreement to include as follows:

1. Extend the term of the employment agreement up to and including June 20, 2027.
2. Base Salary changed from \$180,000 annually payable monthly to \$186,000 annually payable monthly.

Additionally, authorize the President and Athletics Director, with the assistance of the General Counsel, to negotiate and execute the final terms of the modified agreement to include additional or other modified terms and conditions customary and reasonable for agreements of this type.

Williams, Mark W., Head Coach, Men's Gymnastics, Athletics Department, – that the employment agreement be modified effective July 1, 2023, with material changes to the terms of the employment agreement to include as follows:

1. Extend the term of the employment agreement to June 30, 2028.
2. Extend the Additional Stay Benefit in the amount of \$20,000 annually effective July 1, 2023 payable in the total amount of \$100,000 on June 30, 2028 (“2028 Benefit Date”); provided Coach remains employed as Head Coach on and at the time of the Benefit Date.

Additionally, authorize the President and Athletics Director, with the assistance of the General Counsel, to negotiate and execute the final terms of the modified agreement to include additional or other modified terms and conditions customary and reasonable for agreements of this type.

DEATH(S):

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

Jackson, Wade, Administrative Support Specialist, Professional and Continued Studies, April 27, 2023.

Ransom, Troy, Administrative Coordinator, Center for Public Management, April, 29, 2023.

FOR INFORMATION ONLY ITEMS

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

NONSUBSTANTIVE PROGRAM CHANGES - NC
PRINCIPAL GIFTS TO THE UNIVERSITY
FOREIGN AND DOMESTIC PERIODICAL SUBSCRIPTION SERVICES – ALL
ATHLETIC AIR CHARTER
ATHLETIC CLEANING SERVICES
ATHLETIC CONCESSIONS
ATHLETIC TRANSPORTATION
ATHLETIC VENUE SECURITY
VIDEO SCOREBOARDS PURCHASE
FIRE INSPECTION SERVICES – NC

**QUARTERLY REPORT OF ON-CALL ARCHITECTS, ENGINEERS,
CONSTRUCTION MANAGERS &
CONSTRUCTION SERVICES – 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.

Non-Substantive Program Changes
Recommended for Approval by the Academic Programs Council or Graduate Council
May 2023

Concentration Deletion

DODGE FAMILY COLLEGE OF ARTS AND SCIENCES

Psychology, Master of Science (RPC 195, MC M800)

Requesting the deletion of the concentration in Industrial Organizational Psychology Q346. There are two students currently enrolled. They will defend their theses and graduate with a masters this semester. Total hours for the degree will not change.

Reason for request:

These proposed changes and substitutions have been long standing expectations that have been communicated thoroughly to students, most recently in an updated 2019 Departmental Graduate Policy. They ensure consistency across students in master's preparation and adequate base knowledge of Psychology to achieve the master's degree. The maximum number of allowable master's thesis credits was increased in order to meet the needs of some students to complete the thesis over multiple semesters.

Program Requirement Changes

WEITZENHOFFER FAMILY COLLEGE OF FINE ARTS

Arts Management and Entrepreneurship, Graduate Certificate (RPC 447, MC G220, G221)

Program requirement changes: Change "Business Course Electives" to "Business-Related Course Electives", update department course list for Business-Related Course Electives. Update department course list for Arts Management Electives. Add note to Fine Arts Course Electives as listed in attachment. Total hours for the degree will not change.

Reason for request:

The current curriculum for the Graduate Certificate in Arts Management and Entrepreneurship (AME) was optimized for graduate business students (mostly MBA) interested in the field of Arts Management and Entrepreneurship, seeking to add the certificate as a supplement to the graduate business degree. With the business electives already present in the business degree sequence, the current curriculum is a perfect fit. Business students only have to take an additional 8 credits to complete the certificate. However, the Graduate Certificate in AME is not as well-structured for students in the College of Fine Arts (CoFA). In most instances, students in the CoFA who similarly are seeking to add the certificate to their current graduate degree (MFA, MM, or Ph.D./DMA) may take an Arts Elective that is a current core of their graduate degree program (i.e. DANC 5743 Dance History: Early Roots) but then cannot take another arts-focused management course (i.e. DRAM G4853) in place of one of the Business electives. Thus, the proposed curriculum offers the opportunity to students in the CoFA, and other colleges, this option, which coincidentally will make it more attractive for our students to enroll in the Graduate Certificate. We also wish to offer the option of taking AMGT 5990 Special Topics: Independent Study as a business elective. This would give the opportunity to students to pursue two practicums (i.e., AMGT 5990 and say AMGT 5030 Internship in the Arts).

Administrative/Internal Program Changes

Recommended for Approval by the Academic Programs Council or Graduate Council
May 2023

New Accelerated Degrees

PRICE COLLEGE OF BUSINESS

Bachelor of Business Administration (in Marketing)/Master of Science (in Supply Chain Management) (RPC 152/477, MC ATBD/FTBD)

Request for a new accelerated degree. This accelerated degree requires a total of 140 hours with 12 hours shared between the undergraduate and graduate degrees. The shared hours are MKT 4333, SCM 4013, SCM 5502, and 4 hours of graduate electives approved by the MSCM division.

Reason for request:

The objective of this accelerated degree is to allow students to complete a master's in supply chain within one year of completing their undergraduate degree, saving both time and money.

Bachelor of Business Administration (in Supply Chain Management)/Master of Science (in Supply Chain Management) (RPC 152/477, MC ATBD/FTBD)

Request for a new accelerated degree. This accelerated degree requires a total of 140 hours with 12 hours shared between the undergraduate and graduate degrees. The shared hours are SCM 4003, SCM 4013, SCM 5502, and 4 hours of graduate electives approved by the MSCM division.

Reason for request:

The objective of this accelerated degree is to allow students to complete a master's in supply chain within one year of completing their undergraduate degree, saving both time and money.

Non-Substantive Program Changes
Recommended for Approval by the Academic Programs Council or Graduate Council
April 2023

Remove Embedded Designation from Embedded Certificate

DODGE COLLEGE OF ARTS AND SCIENCES

Archival Studies, Graduate Certificate (RPC 436, MC G021)

Unembed the Graduate Certificate in Archival Studies from the Master of Library in Information Studies Program so it can be a standalone graduate certificate. Total hours for the certificate will not change.

Reason for request:

The two required courses are offered in alternating fall semesters. This infrequency makes it difficult for students to complete the certificate in a timely manner. We are instead changing to 4 elective courses from our list of archives courses.

Administrative/Internal Program Changes
Recommended for Approval by the Academic Programs Council or Graduate Council
April 2023

New Dual Degree

PRICE COLLEGE OF BUSINESS/HSC COLLEGE OF DENTISTRY

Master of Business Administration (in Professional MBA)/Doctor of Dental Surgery (RPC 025/HSC, MC F140-QTBD/HSC)

This proposal seeks to establish a dual degree graduate program at the University of Oklahoma as a joint venture between the Price College of Business (Norman campus) and the College of Dentistry (Health Sciences Center campus). The dual degree would be a Doctor of Dental Surgery/Master of Business Administration (Professional MBA - OL). This program will permit up to 8 credit hours to be shared between the Doctor of Dental Surgery program and Online MBA program for 217.5 total hours.

Reason for request:

Senior dental student exit interviews as well as surveys of recent graduates have repeatedly, and perpetually indicated that dental schools provide very poor training in preparing its graduates to operate their own dental practice. While they are well-trained in the practice of the clinical arts, few programs provide practical, "real" experience in the issues that they will face in the realms of managing a health care business. Further, the regulatory laws and agencies which govern practices have dramatically changed over the past twenty years. And certainly, increasing numbers of graduates across the United States have abandoned the traditional "solo owner practitioner" model of practice in favor of corporate-style dentistry. Those changes have created a growth in practitioners who are seeking, or have obtained, more training in the arts of "business management" principles which are best delivered by the attendance in a formal business program. In short, graduates today need to be more skilled in the business arts than in the past. The Master of Business Administration degree offered by the Price College of Business fits the model we are seeking as it will prepare today's graduates to be more skilled in the business arts than in the past.

Program Requirement Changes

DODGE FAMILY COLLEGE OF ARTS AND SCIENCES

Bachelor of Arts (in Information Studies)/Master of Library and Information Studies (RPC 343/151, MC A560/F651)

Course requirement changes: One required course (LIS 5063) will be deleted from undergraduate shared portion of the list and replaced by an elective to use as shared. Additional electives: 0-4 hours for thesis students. 6 hours for non-thesis students. With approval of LIS advisor, select from a list maintained by the School of Library and Information Studies and approved by the Graduate College. LIS 4063/5063 was previously required for the undergraduate major/accelerated and is no longer required for the major. The new required undergraduate course is added to the program design (LIS 3063). The end of program assessment options for the masters have changed. Total hours for the degree will not change.

Reason for request:

One of the required shared courses for the accelerated program was LIS 5063 because this class was slashlisted and required for both the undergraduate degree and the master's (LIS 4063/LIS 5063). Last year, for the undergraduate program, LIS 4063 was replaced with LIS 3063 and the slash-listing was removed from LIS 5063. As a result, we are removing LIS 5063 from the accelerated required shared course list and replacing it with an elective to use as shared.

Bachelor of Arts (in Public and Nonprofit Administration)/Master of Arts (in Political Science) (RPC 036/192, MC A807/F790-Q559)

Course requirement changes: Change P SC 2173 Administration & Society to P SC 3173 and change P SC 2223 Making Public Policy to P SC 3223. Total hours for the degree will not change.

Reason for request:

These changes were made to the BA in Public and Nonprofit Administration in 2020 but this accelerated program was not updated at that time. Requiring 3000 level courses rather than 2000 level courses will help transfer students complete their degrees in a more-timely fashion.

Non-Substantive Program Changes

Recommended for Approval by the Academic Programs Council or Graduate Council
March 2023

Program Requirement Changes

DODGE FAMILY COLLEGE OF ARTS AND SCIENCES

Plant Biology, Bachelor of Science (RPC 021, MC B787-P061, B787-P521)

Course requirement changes. Updating Flowering Plants PBIO 3534 to Plant Systematics PBIO 4534 (slashlisted with PBIO 5534). Total hours for the degree will not change.

Reason for request:

There is demand from graduate students for a class where they learn how to identify plants since that's a requirement for many jobs in land management which has prompted the update and changing the course to a 4000-level course. The course will still provide an introduction to the evolution and identification of vascular plants with an emphasis on the origin and evolution of the Oklahoma flora.

Corrections Management, Graduate Certificate (RPC 411, MC G033)

Course requirement changes. Update the course designators from LSCJ to CRJU. Update elective language to: Complete six graduate elective hours from a list maintained by the academic unit and approved by the Graduate College. Total hours for the degree will not change.

Reason for request:

To facilitate the program being moved to a new college, a new course designator is required.

Criminal Justice Administration, Graduate Certificate (RPC 461, MC G288)

Course requirement changes. Update the course designators from LSCJ to CRJU and LSAL to OL. Update elective language to: Complete three graduate elective hours from a list maintained by the academic unit and approved by the Graduate College. Total hours for the degree will not change.

Reason for request:

To facilitate the program being moved to a new college, a new course designator is required.

Drug Policy Management, Graduate Certificate (RPC 460, MC G328)

Course requirement changes. Deleting LSPS 5173 and LSPS 5203 as elective options. Updating course designator LSCJ to CRJU to facilitate the program being moved to a new college. Updating elective language to: Complete three graduate elective hours from a list maintained by the academic unit and approved by the Graduate College. Total hours for the degree will not change.

Reason for request:

To facilitate the program moving colleges, the certificate will only include courses taught within the Dodge Family College of Arts and Sciences.

Restorative Justice Administration, Graduate Certificate (RPC 410, MC G095)

Course requirement changes. Update the course designators from LSCJ to CRJU. Update language for electives: Complete six hours of graduate elective hours from a list maintained by the academic unit and approved by the Graduate College. Total hours for the degree will not change.

Reason for request:

To facilitate the program being moved to a new college, a new course designator is required.

PRICE COLLEGE OF BUSINESS

Accounting, Bachelor of Business Administration (RPC 003, MC B001)Business Administration, Bachelor of Business Administration (RPC 024, MC B590)Economics, Bachelor of Business Administration (RPC 277, MC B295)Finance, Bachelor of Business Administration (RPC 081, MC B435)Management, Bachelor of Business Administration (RPC 168, MC B658, B856, B360, B380)

Management Information Systems, Bachelor of Business Administration (RPC 262, MC B660)

Marketing, Bachelor of Business Administration (RPC 152, MC B665, B857, B498)

Course requirement changes. Change the title for B AD 2091 from Business & Professional Basics I to Career Readiness I-Transitioning to the Workplace. Change the title for B AD 3091 from Business & Professional Basics II to Career Readiness II-Advancing in the Workplace. Change the title for B C 2813 from Business Communications to Strategic Communication for Business Professionals. Remove requirement note from additional requirements - One upper-division course in each of the following areas is required: LS, MGT, and MKT. Total hours for the degree will not change.

Reason for request:

For B AD 2091, the emphasis will be on Career & Self Development with students gaining awareness of their strengths and weaknesses and how to identify career opportunities. B AD 2091 will also include Career Services registration and resume and cover letter development. For B AD 3091, the emphasis will be on Career & Self Development with students learning how to develop plans and goals for their future career and professionally advocate for themselves. B AD 3091 will also focus on personal branding and how students can differentiate themselves during their career search and in the workplace. The requested title changes for B AD 2091 and B AD 3091 will reflect the content and expectations of the courses more accurately and make their benefits salient to students.

Consistent with the Price College Strategic Plan Priority A, Goal 4, Objective A, which focuses on better preparing students for the job market, this name change will make the benefits of the course more salient to students, faculty, and employers. Engaging organizations that recruit from Price College to enhance the curriculum and leveraging the National Association of Colleges and Employers (NACE) competencies for a Career-Ready Workforce, will help students understand the importance of having a career strategy, purposeful internship, and the self-awareness necessary for career success.

Price College of Business has committed to growing bigger, broader, and better through intentional strategic initiatives. Consistent with these initiatives, the Business Communications faculty embraced the opportunity to reimagine the BC 2813 course to offer both the challenging curriculum and exceptional support expected in an elite business school. To better reflect these changes the new course title will be Strategic Communication for Business Professionals. Since business professionals engage in creating shared meaning through writing, emotional intelligence, relationship-building, and presenting, these elements are included of the newly redesigned course.

Students are required to complete 24 hours of upper-division business at the University of Oklahoma. Removing the upper-division business in each area requirement (LS, MGT, and MKT) will allow transfer students to better utilize their hours.

Administrative/Internal Program Changes

Recommended for Approval by the Academic Programs Council or Graduate Council
March 2023

Program Requirement Changes

PRICE COLLEGE OF BUSINESS

Bachelor of Business Administration (in Accounting)/Master of Accountancy (RPC 003/265, MC A001/F001)

Bachelor of Business Administration (in Accounting)/Master of Science (in Finance) (RPC 003/450, MC A003/F435-Q005)

Bachelor of Business Administration (in Accounting)/Master of Science (in Management of Information and Technology) (RPC 003/341, MC A002/F657-Q005)

Bachelor of Business Administration (in Economics)/Master of Science (in Management of Information and Technology) (RPC 277/341, MC A295/F657-Q193)

Bachelor of Business Administration (in Entrepreneurship)/Master of Science (in Management of Information and Technology) (RPC 168/341, MC A295/F657-Q241)

Bachelor of Business Administration (in Finance)/Master of Science (in Finance) (RPC 081/450, MC A434/F435-Q253)

Bachelor of Business Administration (in Finance)/Master of Science (in Management of Information and Technology) (RPC 081/341, MC A435/F657-Q253)

Bachelor of Business Administration (in Management)/Master of Science (in Management of Information and Technology) (RPC 168/341, MC A658/F657-Q268)

Bachelor of Business Administration (in Management of Information Systems)/Master of Science (in Management of Information and Technology) (RPC 262/341, MC A660/F657-Q429)

Bachelor of Business Administration (in Marketing)/Master of Science (in Management of Information and Technology) (RPC 152/341, MC A665/F657-Q434)

Bachelor of Business Administration (in Supply Chain Management)/Master of Science (in Management of Information and Technology) (RPC 152/341, MC A857/F657-Q632)

Course requirement changes. Change the title for B AD 2091 from Business & Professional Basics I to Career Readiness I-Transitioning to the Workplace. Change the title for B AD 3091 from Business & Professional Basics II to Career Readiness II-Advancing in the Workplace. Change the title for B C 2813 from Business Communications to Strategic Communication for Business Professionals. Remove requirement note from additional requirements - One upper-division course in each of the following areas is required: LS, MGT, and MKT. Total hours for the degree will not change.

Reason for request:

For B AD 2091, the emphasis will be on Career & Self Development with students gaining awareness of their strengths and weaknesses and how to identify career opportunities. B AD 2091 will also include Career Services registration and resume and cover letter development. For B AD 3091, the emphasis will be on Career & Self Development with students learning how to develop plans and goals for their future career and professionally advocate for themselves. B AD 3091 will also focus on personal branding and how students can differentiate themselves during their career search and in the workplace. The requested title changes for B AD 2091 and B AD 3091 will reflect the content and expectations of the courses more accurately and make their benefits salient to students.

Consistent with the Price College Strategic Plan Priority A, Goal 4, Objective A, which focuses on better preparing students for the job market, this name change will make the benefits of the course more salient to students, faculty, and employers. Engaging organizations that recruit from Price College to enhance the curriculum and leveraging the National Association of Colleges and Employers (NACE) competencies for a Career-Ready Workforce, will help students understand the importance of having a career strategy, purposeful internship, and the self-awareness necessary for career success.

Price College of Business has committed to growing bigger, broader, and better through intentional strategic initiatives. Consistent with these initiatives, the Business Communications faculty embraced the opportunity to reimagine the BC 2813 course to offer both the challenging curriculum and exceptional support expected in an elite business school. To better reflect these changes the new course title will be Strategic Communication for Business Professionals. Since

business professionals engage in creating shared meaning through writing, emotional intelligence, relationship-building, and presenting, these elements are included of the newly redesigned course.

Students are required to complete 24 hours of upper-division business at the University of Oklahoma. Removing the upper-division business in each area requirement (LS, MGT, and MKT) will allow transfer students to better utilize their hours.

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

PRINCIPAL GIFTS TO THE UNIVERSITY OF OKLAHOMA

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

- \$10,000,000 from a confidential donor to the University of Oklahoma.
- \$5,050,000 from a confidential donor to benefit the College of Medicine.
- \$5,000,000 from Nancy and Phil Estes, longtime benefactors, and members of the Lead On Campaign Cabinet, have committed a \$5 million estate gift to provide critical funding for multiple areas of need within the University's broader ecosystem, including Presidential Priorities, and in support of the ongoing capital campaign.
- \$3,500,000 from a confidential donor to benefit Engineering.
- \$3,000,000 from McDonald Management LLC to support the McDonald Family endowed chair in Conscious Capitalism.
- \$2,000,000 confidential gift to the University of Oklahoma.
- \$2,000,000 confidential gift to the University of Oklahoma.
- \$2,000,000 confidential gift to the University of Oklahoma and \$1,000,000 to benefit Geography & Environmental Sustainability from a confidential donor.
- \$2,000,000 gift from a confidential donor to the University of Oklahoma.
- \$1,770,302 from Randall and Lenise Stephenson to support the Transformative Tutoring Initiative.
- \$1,500,000 confidential gift to the University of Oklahoma.
- \$1,500,000 from the Farzaneh Family Foundation to support OU Ophthalmology.
- \$1,250,000 from a confidential donor to benefit the football operations facility.
- \$1,000,000 from a confidential donor to benefit nursing.
- \$1,000,000 from a confidential donor to benefit Civil Engineering and Environmental Sciences.
- \$1,000,000 from the Do Family to benefit athletics.
- \$1,000,000 from Michael Wilson to benefit gymnastics.

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

FOREIGN AND DOMESTIC PERIODICAL SUBSCRIPTION SERVICES – ALL

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

This item reports a contract award that will permit University departments on all three campuses to obtain periodical subscription services. The periodical subscription vendor serves as an intermediary between the library and publishers. By handling subscriptions for a critical mass of libraries, subscription vendors obtain the lowest subscription rates possible and pass the savings on to libraries. The vendor provides a suite of acquisition services: subscription establishment and renewal, pricing research, licensing, publisher contact, invoicing, online access initiation, and tracking all periodical changes impacting library subscriptions. The vendor also provides reporting services to better manage subscriptions, track trends and address outstanding issues. University libraries serving the Norman, Law, Health Sciences Center and

Tulsa campuses collaborated to identify the subscription vendor offering the best savings and service. Otto Harrassowitz will provide the full range of subscriptions needed by OU’s campus communities while offering significant savings discounts and superior customer service. Estimated expenditures based upon prior purchases total \$7,249,500. By campus: Norman - \$4,900,000; OUHSC - \$2,282,000; Tulsa - \$67,500.

The University issued a competitive solicitation to ensure the most competitive prices available. The following firms responded:

<u>COMPANY/ENTITY</u>	<u>HEADQUARTERS</u>
Otto Harrassowitz GmbH & Co. KG. 65205	Wiesbaden, Germany
EBSCO Information Services, LLC	Birmingham, Alabama

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

- Jaymie Turner, Head of Acquisitions, University Libraries, Norman
- Joy Summers-Ables, Director, OUHSC Bird Library
- Tara Malone, Head of Serials Services, OUHSC Bird Library
- Sara Huber, Acquisitions Librarian, University Libraries – Norman
- Toni Hoberecht, Technical Services Librarian, Schusterman Library – Tulsa
- Susan Mecham, Procurement (non-voting, advisory capacity)

As a result of the evaluation matrix below, the RFP Review Committee determined that award to Otto Harrassowitz GmbH & Co. KG. represents the best value to the University.

Evaluation Criteria	% Weight	Otto Harrassowitz	Ebsco
Savings on Service Charges/Transfer Credits	25%	1.050	1.250
Database	20%	.880	.910
EDI	5%	.250	.250
E-Serials/Packages/Licensing	10%	.480	.440
Customer Service	25%	1.250	.950
Years in Business	5%	.250	.245
References	10%	.460	.425
Total	100%	4.620	4.470

Funding must be available and budgeted with each University department that purchases an item from the approved periodical subscription list.

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

ATHLETIC AIR CHARTER SERVICES – NC

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

This item reports anticipated activity for air charter services for athletic team travel for fiscal year 2024, estimated to be \$4 million. The previous annual expenditure for fiscal year 2022 was \$2,460,241.44. The current fiscal year 2023 spend through March 2023 is \$3,657,742.83.

Each air charter services contract is based on competitive bids that represent the best value to the University.

Funding has been identified, is available and budgeted within the Athletics Department operating account.

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

CLEANING SERVICES – NC

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

This item reports anticipated activity for cleaning services for athletic facilities, premium areas, and other various events for fiscal year 2024, estimated to be \$1.4 million. The previous annual expenditure for fiscal year 2022 was \$911,293.75. The current fiscal year 2023 spend through March 2023 is \$1,014,477.27.

The contract is based on a previous competitive solicitation (R-19004-19) and will renew for two additional one-year terms. The contract was awarded to Jani-King of Oklahoma Inc. of Addison, Texas and represents the best value to the University.

Funding has been identified, is available and budgeted within the Athletics Department operating account.

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

CONCESSION AND CATERING SERVICES FOR ATHLETIC EVENTS – NC

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

This item reports anticipated purchases for concessions at athletic events, catering services for premium area ticket holder gameday meals for football and basketball events, officials' meals, and nutritional meals for teams for fiscal year 2024, estimated to be \$4.5 million. The previous annual expenditure for fiscal year 2022 was \$2,398,879.09. The current fiscal year 2023 spend through March 2023 is \$3,517,396.15.

The contract is based on a previous competitive solicitation (R-17067-17) and will renew for one additional one-year term. The contract was awarded to Levy Restaurants of Chicago, Illinois and represents the best value to the University.

Funding has been identified, is available and budgeted within the Athletics Department operating account.

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

ATHLETIC CHARTER BUS TRANSPORTATION – NC

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

This item reports anticipated transactions for charter bus transportation related to athletics team travel and other athletic events for fiscal year 2024, estimated to be \$1.2 million. The previous annual expenditure for fiscal year 2022 was \$894,679.83. The current fiscal year 2023 spend through March 2023 is \$776,262.33.

The contract is based on a previous competitive solicitation (R-21025-21) and may renew for two additional one-year terms. The contract was awarded to Kincaid Coach Lines Inc. of Shawnee, Kansas and represented the best value to the University. Kincaid is currently in the process of being acquired by Village Travel of Wichita, Kansas.

Funding has been identified, is available and budgeted within the Athletics Department operating account.

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

SECURITY PERSONNEL SERVICES FOR ATHLETIC VENUES – NC

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

This item reports the anticipated activity for security personnel services for athletic venues covering general-public access areas and restricted private access areas contracts for fiscal year 2024, estimated to be \$1.5 million. Security services for athletic venues and larger facilities continue to be a top priority to ensure safe and secure events for student athletes and patrons. This contract supports the Athletics Department by providing security personnel staffing for athletic venues, larger facilities, and special events on an as-needed basis.

The previous annual expenditure for fiscal year 2022 was \$947,704.55. The current fiscal year 2023 spend through March 2023 is \$1,015,532.61. The contract is based on a previous competitive solicitation (R-18012-18) and will renew for two additional one-year terms. The contract was awarded to Contemporary Services Corporation, of Northridge, California and represents best value to the University.

Funding has been identified, is available and budgeted within the Athletics Department operating account.

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

VIDEO SCOREBOARDS, DISPLAYS, AND SERVICING – NC

Board of Regents' policies and procedures requires that purchases over \$1,000,000 must be submitted for prior approval and sole source purchases in this category must be identified as such.

This item reports activity related to the athletic facility upgrades/replacements agenda item from the Board of Regents' December 2021 meeting during which approval of a master lease purchase program occurred. In those minutes, it was noted that such contracts and purchase orders will include those that must be awarded on a sole-source basis pursuant to such objective.

The integration of in-venue LED displays (through video boards and fascia ribbon boards) provides critical service to several areas of Athletics, including gameplay, fan experience, and revenue-generating opportunities that include sponsorable content inventory. To host intercollegiate athletics competitions, the host venue must provide necessary game-play information through in-arena displays. The use of LED displays equips the venue to reconfigure gameplay information, which in turn allows the venue to be multi-purposed for various sport competitions. The presence of the LED displays allows for content creation that is key in enhancing fan experience through entertainment elements such as game-action replays and statistical information. In addition, the presence of the LED displays makes The University of Oklahoma venues eligible for additional revenue generating opportunities such as concerts, graduations, and NCAA postseason events. In-venue LED displays provide sponsorable content inventory for the Multi-Media Rightsholder (MMR). In doing so, the University is able to negotiate sponsorship agreements through the MMR. The components of the LED displays are designed with a lifespan of 10 years, after which they are not eligible for an annual repair service contract. Additionally, the University will not be able to secure additional spare parts, as the production of older components become discontinued. Failing to upkeep the LED components will result in non-functioning LED displays. As a result, the University may not be able to fulfill obligations under the MMR agreement.

Costs associated with acquisitions of video boards along with services related to their upkeep are expected to exceed \$1 million for fiscal year 2024. The previous annual expenditure for fiscal year 2022 was \$325,138.75. The current fiscal year 2023 spend through March 2023 is \$1,615,557.75. The sole source provider identified is Daktronics, Inc. of Brookings, South Dakota.

Funding has been identified, is available and budgeted within the Athletics Department operating account and other available accounts set aside for Athletics Department use.

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

FIRE INSPECTION SERVICES – NC

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

This item reports the anticipated activity for fire alarm and sprinkler inspection services for fiscal year 2024 with estimated annual expenditure of \$1,159,854. The fire alarm and sprinkler inspection services are used for both housing and non-housing campus buildings and are required to maintain and upgrade existing equipment or when a new location is added. Annual inspection expenditures for fiscal year 2023 were \$1,159,854.

Housing Facilities	
Fire Alarm Inspections	\$ 541,248
Sprinkler Inspections	\$ 74,116
Kitchen Hood & Extinguisher Inspections	\$ 22,176
<i>Total</i>	<i>\$ 637,540</i>

Non-Housing Facilities	
Fire Alarm Inspections	\$ 252,015
Sprinkler Inspections	\$ 243,307
Security Monitoring	\$ 10,575
Kitchen Hood Inspections	\$228
<i>Total</i>	<i>\$ 506,125</i>

The contract to Johnson Controls, of Oklahoma City, is available through the State of Oklahoma from a competitive bid according to state purchasing rules and complies with Board of Regents Policies and Procedures regarding competition relative to the acquisition of products and services.

Funding has been identified, is available and budgeted within the Facilities Management and Housing and Food Services operating accounts.

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

QUARTERLY REPORT OF ON-CALL ARCHITECTS, ENGINEERS, CONSTRUCTION MANAGERS & CONSTRUCTION SERVICES – ALL

In June 2020, the Board of Regents authorized a group of architectural and engineering firms to provide professional on-call services and authorized a group of construction management firms to provide on-call services for minor construction and renovation projects.

The Board of Regents policy governing the buying and selling of goods and services states that purchase obligations between \$50,000 and \$1,000,000 must be reported quarterly to the board as an information item.

Work completed during the 3rd quarter of Fiscal Year 2023 by on-call architectural, engineering, and construction management firms is summarized below.

<i>Firm Name</i>	<i>Date Initiated</i>	<i>Work Performed</i>	<i>Fee</i>
<i>For the OU-Norman Campus</i>			
Crafton, Tull & Associates, Inc	April 15, 2022	Radar Innovation Lab - topographical survey	\$4,000
Parkhill, Smith & Cooper – dba Lemke Surveying	November 7, 2022	Traditions East and West Survey	\$15,500
Kirkpatrick Forrest Curtis Engineering	May 14, 2021	North Campus Bldg 210 Concrete Repair	\$6,985
Alvine Engineering	January 10, 2022	Adams Hall Acoustical	\$4,860
Gwin Engineering	July 15, 2022	Utility Plant 4	\$3,120
Lingo Construction	October 8, 2021	OU Rowing Training Room	\$9,348
Flintco LLC	April 25, 2022	GFOMS Bowl Structural	\$10,500
<i>For the Health Sciences Center Campus - Oklahoma City:</i>			
The McKinney Partnership Architects	April 22, 2021	College of Nursing 2 nd Floor Simulation Lab	\$2,900

<i>For the OU-Tulsa Campus:</i>			
Allen Consulting	June 6, 2022	Tulsa South Memorial Clinic	\$12,000
Allen Consulting	June 6, 2022	SHSC Internal Med. Clinic	\$5,940
McFarland Architects	May 23, 2022	Tulsa South Memorial Clinic	\$59,490
McFarland Architects	June 6, 2022	SHSC Internal Med. Clinic	\$30,080
Pinnacle Design Group	November 18, 2022	Tulsa Culinary Teaching Kitchen	\$8,350

Cumulative Total Professional Architectural, Engineering, and Construction Management Fees for work completed by On-calls through the third quarter of Fiscal Year 2023.

For the OU-Norman Campus:

Firm Name	Total Fees
LWPB Architecture	\$8,695
Alvine Engineering	\$4,860
Crafton Tull	\$4,000
Cardinal Engineering, Inc.	\$6,000
Gwin Engineering	\$3,120
Kirkpatrick Forest Curtis PC	\$8,365
Lemke-Parkhill	\$90,500
Flintco, LLC	\$10,500
Lingo Construction Services	\$9,348
Total Norman Campus	\$145,388

For the Health Sciences Center - Oklahoma City:

Firm Name	Total Fees
The McKinney Partnership Architects	\$2,900
Kirkpatrick Forest Curtis PC	\$1,665
Total Health Sciences Center, Oklahoma City	\$4,565

For OU-Tulsa:

Firm Name	Total Fees
Allen Consulting	\$17,940
McFarland Architects	\$89,570
Pinnacle Design Group	\$8,350
Total Tulsa Campus	\$115,860
<i>Total for Architects, Engineers & CM's – ALL Campuses</i>	<i>\$265,813</i>

Zero work completed during the third quarter of fiscal year 2023; construction services selected through the competitive bidding process.

Firm Name	Date Initiated	Work Performed	Amount

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 March 31, 2023, and *Statements of Changes in Net Position* for the nine months then ended are attached hereto as Exhibit Q. The statements are unaudited and are presented for management use only.

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

The meeting adjourned for the day at 5:14 p.m., with the Chair's statement that the next day would consist only of executive session, with no votes taken and no public session.

On Thursday, June 15, the meeting opened at 8:43 am in the Evergreen Room with all Regents present. Regent Ross moved the Board move into executive session as provided by the topics listed on the agenda item included in these minutes. The following voted yes on the motion: Regents Stevenson, Keating, Holloway, Nagel, Ross, and Braught. The Chair declared the motion unanimously approved.

The Board returned to open session at 12:22 pm and immediately adjourned the meeting, per a motion by Regent Braught. The following voted yes on the motion: Regents Stevenson, Keating, Holloway, Nagel, Ross, and Braught. The Chair declared the motion unanimously approved.

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

**CAMERON UNIVERSITY
LONG-RANGE CAPITAL PLANNING COMMISSION
Campus Master Plan of Capital Projects
Fiscal Years 2024-2028**

<u>Project</u>	<u>May 2023</u> <u>Estimated Costs</u>
Academic & Other Equipment	\$1,500,000
Athletic Facilities Upgrades	9,100,000
Athletic Field Lighting	400,000
Building Exterior Updates	3,000,000
Burch Hall 2nd Floor Remodel	300,000
Cameron Park and Cameron Exchange Renovations	1,200,000
Campus Accessibility	2,000,000
CETES Facility Modifications	1,500,000
Howell Hall Renovation	1,500,000
HVAC Upgrades	2,200,000
Infrastructure Improvements	3,000,000
Music Building - Enclosed Passageway	100,000
Nance-Boyer Renovation	4,000,000
Parking Lots & Access Roads	2,000,000
Shepler Buildings - Residence Floor Renovations	3,042,000
Shepler Buildings - Residence Room Lock Replacement	85,000
University Landscaping	<u>100,000</u>
TOTAL	\$35,027,000

3.2 – ~~EQUAL OPPORTUNITY~~ INSTITUTIONAL EQUITY OFFICE POLICIES

3.2.1 - ~~EQUAL OPPORTUNITY NON-~~ DISCRIMINATION POLICY

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, political beliefs, disability, 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 education services.

STATEMENT OF COMMITMENT TO AFFIRMATIVE ACTION

Each University, recognizing its obligation to guarantee equal opportunity to all persons in all segments of University life, reaffirms its commitment to the continuation and expansion of positive programs which reinforce and strengthen their affirmative action policies. This commitment stems not only from compliance with federal and state equal opportunity laws but from a desire to ensure social justice and promote campus diversity. Each University will continue its policy of fair and equal employment practices for all employees and job applicants without insidious discrimination on the basis of race, color, national origin, sex, sexual orientation, gender identity, gender expression, genetic information, age, religion, political beliefs, disability or status as a veteran. Each University will maintain a critical and continuing evaluation of its employment policies, programs, and practices. Each budget unit bears a responsibility for constructive implementation of this Plan, and whenever possible, to the overall progress toward employment opportunity and participation in all University programs and activities. Our commitment to the concept of affirmative action requires sincere and cooperative efforts throughout all levels of our employment structure. We will continue to strive to reach the goals of fair and equal employment opportunities for all.

3.2.2 - AFFIRMATIVE ACTION PLAN

The Affirmative Action Plan serves to supplement the Board of Regents' policy on equal opportunity, as it pertains to employment and is an integral part of the employment policies of the University. The Plan is revised once each year to address the current requirements for affirmative action in employment. The principal objectives are:

- A. To assure all persons equal opportunity for employment and advancement in employment regardless of race, color, national origin, sex, sexual orientation, **genetic information**, gender identity, gender expression, religion, age, disability, political beliefs, or status as a veteran.
- B. To meet institutional responsibilities under the Civil Rights Act of 1964 and commitments as a federal contractor under Executive Order 11246 and Executive Order 11375.
- C. To take positive actions in the recruitment, placement, development and advancement of **women and racial minority members**~~diversity-inclusion~~ in University employment.

Each person having administrative or supervisory responsibilities is expected to provide leadership in applying the Affirmative Action Plan.

Coordination of the application of the Affirmative Action Plan is the responsibility of the **respective** offices of human resources.

3.2.3 NON-DISCRIMINATION POLICY

3.2.3.1 - INTRODUCTION

Diversity is one of the strengths of our society as well as one of the hallmarks of a great university. ~~Each The~~ University supports diversity and therefore is committed to maintaining employment and educational settings which are multicultural, multiethnic, ~~and~~ multiracial, and ~~all-inclusive~~. Respecting cultural differences and promoting dignity among all members of the University community are responsibilities each of us must share.

Racial and ethnic harassment is a growing concern across American college campuses. It has taken various forms, from criminal acts (assault and battery, vandalism, destruction of property) to anonymous, malicious intimidation. The University does not discriminate or permit discrimination by any member of its community against any individual based on race, color, sex, sexual orientation, gender identity, gender expression, religion, political beliefs, national origin, age (40 or older), genetic information, disability, or veteran status in matters of admissions, employment, financial aid, housing or services in educational programs or activities the University operates.

The University policy also prohibits retaliation against a person for filing a complaint of discrimination or harassment under this policy or other applicable federal, state, or local laws. This policy also prohibits retaliation against any person who assists someone with a complaint of discrimination or harassment or who participates in any manner in an investigation or resolution of a complaint of discrimination or harassment.

3.2.3.2 - POLICY STATEMENT

Principles of academic freedom and freedom of expression require tolerance of the expression of ideas and opinions, which may be offensive to some, and the University respects and upholds these principles. The University also adheres to the laws prohibiting discrimination in employment and education. The University recognizes that conduct ~~which constitutes discriminatory harassment constituting unlawful discrimination~~ in employment or educational programs and activities shall be prohibited and is subject to remedial or corrective action as set forth in this policy. This policy is premised on the University's obligation to provide an environment free from unlawful discrimination. The University will vigorously exercise its authority to protect employees and students from harassment by agents and employees of the University, students, visitors, and guests.

Agents and employees of the University, acting within the scope of their official duties, shall not treat an individual differently on the basis of race, color, sex, sexual orientation, gender identity, gender expression, religion, political beliefs, national origin, age (40 or older), genetic information, disability, or veteran status in the context of an employment or educational program or activity without a legitimate, nondiscriminatory reason.

The University shall not subject an individual to different treatment on the basis of race, color, sex, sexual orientation, gender identity, gender expression, religion, political beliefs, national origin, age (40 or older), genetic information, disability, or veteran status by effectively causing, encouraging, accepting, tolerating, or failing to correct a racially or ethnically hostile environment of which it has notice.

The full text of the University Non-~~d~~Discrimination Policy shall be made publicly available on the websites of each University. Hard copies may be requested~~d~~ through ~~each the~~ University's Institutional Equity ~~equal opportunity~~ and/or student affairs office. ~~For the purposes of this policy or the Sexual Misconduct, Discrimination, and Harassment Policy, the Institutional Equity Office may also be referred to as the Equal Opportunity Office and the Institutional Equity Officer may also be referred to as the Equal Opportunity Officer.~~

3.2.3.3 CORRECTIVE ACTIONS

Violations of this policy shall result in corrective action(s) designed to reestablish an employment or educational environment which is conducive to work or learning. Corrective actions will include disciplinary action directed by the executive officer having responsibility for the offender, where appropriate. Corrective actions will be tailored to redress the specific problem and may ~~range from include~~ apologies, mandatory attendance at specific training programs, reprimands, suspension, demotion, expulsion, or termination. Corrective actions shall be based upon the facts and circumstances of each case and shall be in accordance with the terms and guidelines of the applicable campus grievance procedures.

Violations of this policy by students will be considered as violations of ~~each University's the~~ student code and will subject student offenders to the corrective action(s) provided by the code.

3.2.3.4 ADMINISTRATIVE ACTION

The University recognizes its obligation to address incidents of ~~discrimination and~~ harassment on campus when it becomes aware of their existence, even if no complaints are filed. Therefore, in such circumstances, the University reserves the right to take appropriate action unilaterally under this policy.

With respect to students, the University President, senior student affairs officer, or other appropriate person with authority may take immediate administrative or disciplinary action which is deemed necessary for the welfare or safety of the University community.

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, ~~with or without pay, as may be approved by the President,~~ pending the completion of the investigation or grievance procedure.

3.2.3.5 RESPONSIBLE OFFICIAL

~~Each University shall appoint an employee(s) to serve as the the Equal Opportunity Institutional Equity Officer or Equal Opportunity Officer, who~~ is charged with the responsibility of administering this policy. The ~~Equal Opportunity Institutional Equity~~ Officer shall ensure that all records of complaints, investigative reports, and remedies provided or corrective actions taken in connection with this policy are stored and maintained. The ~~Institutional Equity Equal Opportunity~~ Officer is the overall coordinator of all University activities dealing with discrimination in employment or education.

~~The below are the designated Equal Opportunity Officer(s) To contact the Institutional Equity Office or Equal Opportunity Office~~ at each University:

Cameron University

Title IX/Equal Opportunity Officer

Rogers State University

Vice President, Student Affairs (Student)

Director of Human Resources (Faculty/Staff)

3.2.4 GENDER-BASED MISCONDUCT POLICYSEXUAL MISCONDUCT, DISCRIMINATION AND HARASSMENT POLICY

I. POLICY ON 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 discrimination and harassment. The University prohibits discrimination based on sex or gender, which includes discrimination and harassment on the basis of pregnancy, sexual orientation, gender identity or expression, and all forms of sexual harassment, including sexual assault, dating violence, domestic violence, and stalking.

The Office of Institutional Equity is charged with oversight responsibilities and investigation of sex discrimination and sexual harassment 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 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 and Title IX Coordinator, the University reserves the right to independently address known concerns falling under this policy in order to 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 also applies to students, faculty, and staff at Rogers State University (RSU) or Cameron University (CU) who are participating in or attempting to participate in the an RSU/CU

education program or a RSU/CU -related activity. The University is providing certain services relating to sexual misconduct, discrimination, and harassment to RSU/CU. If you are a student, faculty member, or employee at Rogers State University or Cameron University, please consult Appendix C for RSU/CU specific contact information and policy references.

II. 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:

Institutional Equity Officer & Title IX Coordinator
Institutional Equity Office
660 Parrington Oval, Evans Hall – Room 102
Norman, OK 73019
(405) 325-3546
IEO@ou.edu

III. 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.

IV. PROHIBITED CONDUCT

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

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

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>).

C. Title IX Sexual Harassment

A specific form of sex discrimination. 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 conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's education program or activity;
2. Quid Pro Quo Sexual Harassment, 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 sexual conduct; or
3. Sexual Assault, Dating Violence, Domestic Violence, or Stalking as defined below in accordance with applicable law:
Sexual Assault includes:
 - a. 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;
 - b. Fondling - The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim;
 - c. Incest - Non-Forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law; and
 - d. Statutory Rape - sexual intercourse with a person who is under the statutory age of consent.
4. Dating Violence, which 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 of the relationship; (ii) type of relationship; (iii) frequency of interaction between the persons involved in the relationship
5. Domestic Violence, which is an 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 Respondent is or was in a dating relationship; an individual with whom the Respondent has had a child; a person who formerly lived in the same household as the Respondent; or a person living in the same household
6. Stalking, which is 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

D. 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.

G. Retaliation

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 report, investigation, or grievance process of 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>.

V. 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

The University Vice President for Student Affairs and Dean of Students may take Direct Administrative Action (DAA) to immediately restrict a student's rights within the University community, up to and including emergency removal. A DAA imposed after an individualized safety and risk analysis yields a determination that an immediate threat to the physical health or safety of a student or other individual justifies the removal must provide a removed student with notice and an opportunity to challenge the decision as soon as reasonably possible afterward.

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.

VI. 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)
- Goddard Health Center: (405) 325-2911 - provides counseling/medical services
- 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).

VII. 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:

1. Formal Complaint
2. Written Notice to Parties
3. Investigation of Formal Complaint
4. Parties' Review and Response to Evidence
5. Investigative Report
6. Live Hearing
7. Determination
8. Appeal by Either Party
9. Sanctions and Other Remedies Implemented (if warranted)
10. 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

1. 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.

2. 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](#).

VI. 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.

VII. 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.

The range of possible disciplinary sanctions include:

Prohibited Conduct*	Employee Disciplinary Sanction		Student Disciplinary Sanction	
Sexual Harassment – Hostile Environment	Min.	Written Reprimand	Min.	Disciplinary Probation
	Max.	Termination	Max.	Suspension/Delayed Degree
Sexual Harassment- Quid Pro Quo	Min.	Suspension without Pay	Min.	Suspension
	Max.	Termination	Max.	Expulsion/ Delayed Degree
Sexual Assault	Min.	Termination	Min.	Suspension
	Max.	Termination	Max.	Expulsion/Delayed Degree
Dating Violence or Domestic Violence	Min.	Suspension without Pay	Min.	Disciplinary Probation
	Max.	Termination	Max.	Expulsion/Delayed Degree
Stalking	Min.	Suspension without Pay	Min.	Disciplinary Probation
	Max.	Termination	Max.	Expulsion/Delayed Degree
Other Prohibited Conduct	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.			
*Sanctions under this section applicable to Prohibited Conduct that amounts to Title IX Sexual Harassment, Employee Sexual Misconduct or Sexual Misconduct (Student Code Violation)				

VIII. 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.

- 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
 - legal incapacity, such as in the case of a minor and/or persons under legal guardianship
-

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. RECORDS

The Institutional Equity Office 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, investigations, 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.

XI. 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 | Eeoc.gov/contact/

State of Oklahoma Attorney General's Office:

- Office of Civil Rights Enforcement:
405-521-2029 | OCRE@oag.gov

Federal funding agencies

e.g. NASA:1-866-654-1440 | LEP@NASA.gov

APPENDIX A: VAWA 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 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; or
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

APPENDIX B: EDUCATION, TRAINING, AND RESOURCES

Employees must take an approved training course every 2 years during their career, with 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.

I. 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 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, orientations, and other meetings.
- In-person training for Active Bystander Intervention skills: <https://ou.edu/gec/gender-based-violence-prevention/trainings/our-voice>.
- 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.

II. FOR EMPLOYEES, THE UNIVERSITY OFFERS:

- Mandatory online training for employees through: <http://onpoint.ou.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: <https://www.ou.edu/notonourcampus/howtohelp>.
- 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/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: (405) 325-3297 -] to discuss available resources and options for faculty/staff confidentially

III. OTHER RESOURCES AVAILABLE TO THE UNIVERSITY COMMUNITY:

- OU Advocates (24/7): (405) 615-0013 - provides 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
- Employee Assistance Program: (800) 327-5043 - confidential resources for HSC and Norman employees; (918) 587-9471 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
- Heartline Health: (800) 273-TALK - provides referral and support
- University Ombudsperson: (405) 325-3297 - provides confidential guidance and referrals for University faculty/staff

APPENDIX C: SEXUAL MISCONDUCT, DISCRIMINATION, AND HARASSMENT POLICY

This Appendix is to the Sexual Misconduct, Discrimination, and Harassment Policy (“Policy”) adopted by Cameron University (“Institution” or “CU”) on August 14, 2020. The University of Oklahoma and Cameron University entered into a Memorandum of Understanding, effective August 14, 2020 which sets forth the how the two institutions will coordinate to investigate violations of the Policy.

CU has adopted this Sexual Misconduct, Discrimination, and Harassment Policy and “University” as used herein refer to the institution unless stated otherwise below.

References to the University of Oklahoma’s Institutional Equity Office are to Cameron University Equal Opportunity Office. Other policy references are as follows:

1. References to the University of Oklahoma Student Rights and Responsibilities Code are to Cameron University Student Code of Conduct.
2. References to the Staff and Faculty Handbook refer to Employee Handbook or Faculty Handbook.
3. The title of “University’s Chief Human Resources Officer” is updated to Human Resources Director in the following:

Article IV (E)
 Article V(C)
 Article VII (C)(2)

4. The title “Director of Student Conduct” is updated to Director of Student Development in the following:

Article IV(F)
 Article VII(C)(2)

5. The titles “Associate Title IX Coordinator” is updated to Title IX Co-Coordinators/EO Officers in the following:

Article I

6. The title of “Institutional Equity Office” or “Associate Equity Office” is updated to Equal Opportunity Officer in the following:

Article VI (A)

7. The reference to “University of Oklahoma” is update to Cameron University in the following:

Article VI (A)

8. The following language in Article 1 is updated to provide University specific contact information:

To raise any concern involving bias or conflict of interest, or reports of misconduct or discrimination by the Title IX Coordinator, contact:

President John McArthur 2800 W Gore Blvd.
 Administration Building Room 220 Lawton, OK 73505
 580-581-2201
jmcarthur@cameron.edu

9. The language in Article II is updated to provide University specific contact information: Complaints or notice of alleged policy violations, or inquiries about or concerns regarding this policy and procedures, may be made internally to:

Christi Williams/Keith Vitense
 Title IX Co-Coordinator/EO Officer 580-581-6712
eo-tix@cameron.edu

10. The following language in Article IV is updated to provide University specific information:

a. Section B:

Employees with questions regarding accommodations during pregnancy are encouraged to contact the Office of Human Resources (www.cameron.edu/hr), students and visitors with questions regarding accommodations during pregnancy are encouraged to contact the Office of Student Development www.cameron.edu/student-development

b. Section I:

The Consensual Sexual Relationships Policy may be found here: www.cameron.edu/policies

11. The following language is Article VI is updated to provide University specific contact information:
- a. Section A:
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 Interim Institutional Equity Officer and Title IX Coordinator or any of the University's Title IX Co-Coordinators at 580-581-6712
 - b. Section C: Counseling Resources
 - Student Wellness Center (Cameron)- North Shepler, Room 101, 580-581-6725
 - Office of Equal Opportunity (Affirmative Action/Title IX Compliance)- eo-tix@cameron.edu; 580-581-6712
 - CU Office of Public Safety - South Shepler, Room 108, 580-581-2237 or 580- 581-2911
 - Office of Student Development (conduct)- North Shepler, Room 314, 580- 581-2209
 - Comanche County Memorial Hospital's Emergency Room - 3401 W Gore Boulevard or call (580) 355-8620
 - Taliaferro Community Mental Health Center - 602 SW 38th St or call (580) 248-5780
12. References to are updated to reflect University specific contacts in Appendix B
Employees must take an approved training course every 2 years during their career, with the initial training in their first 30 days of service at the University (<https://cameron-ok.safecolleges.com/login>). 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 Equal Opportunity Office website.
- I. **For students, the University offers:**
 - Mandatory training for students is completed through UNIV 1001/1113 which is required for all first year students.
 - Annual spring on-campus campaign 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.cameron.edu/oeo>.
 - 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.
 - II. **For employees, the University offers:**
 - Mandatory online training for employees through: <https://cameron-ok.safecolleges.com/login>.

- In-person and virtual training on mandatory reporting through new employee orientations, foundations in management, and other periodic training opportunities and upon request.
- Annual spring on-campus campaign 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: <https://www.cameron.edu/oeo>.
- 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.

III. Other resources available to the University community:

- OU Advocates (24/7): (405) 615-0013 - provides 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
- CU Office of Public Safety: emergencies 580-581-2237 or 580-581-2911
- Employee Assistance Program: (800) 327-5043 - confidential resources for HSC and Norman employees; (918) 587-9471 for OU-Tulsa employees
- Lawton Police Department: 911 for emergencies; 580-581-3271 non-emergencies - provides law enforcement support
- Comanche Nation Women's Shelter 580-492-3590
- New Directions Women's Shelter 580-357-8127
- Comanche County Memorial Hospital 580-355-8620
- Southwestern Medical Center 580-531-4700
- Taliaferro Community Mental Health Center 580-248-5780

APPENDIX C: SEXUAL MISCONDUCT, DISCRIMINATION, AND HARASSMENT POLICY

This Appendix is to the Sexual Misconduct, Discrimination, and Harassment Policy (“Policy”) adopted by Rogers State University (“Institution” or “RSU”) on August 14, 2020. The University of Oklahoma and Rogers State University entered into a Memorandum of Understanding, effective August 14, 2020 which sets forth the how the two institutions will coordinate to investigate violations of the Policy.

RSU has adopted this Sexual Misconduct, Discrimination, and Harassment Policy and “University” as used herein refer to this institution unless stated otherwise below.

References to the University of Oklahoma’s Institutional Equity Office are to RSU’s Office of Student Affairs. Other policy references are as follows:

1. References to the University of Oklahoma Student Rights and Responsibilities Code are to “Rogers State University Division of Student Affairs Student Code of Responsibilities and Conduct”
2. References to the Staff and Faculty Handbook refer to “Rogers State University Human Resources for Policies and Procedures Manual”
3. The title of “University’s Chief Human Resources Officer” is updated to “Director of Human Resources” in the following:
 - Article IV (E)
 - Article V(C)
 - Article VII (C)(2)
4. The title “Director of Student Conduct” is updated to “Director of Student Conduct & Development” in the following:
 - Article IV(F)
 - Article VII(C)(2)
5. The titles “Associate Title IX Coordinator” is updated to “Title IX Coordinator” in the following:
 - Article I
6. The title of “Institutional Equity Office” or “Associate Equity Office” is updated to “University Equal Opportunity Officer” in the following:
 - Article VI (A)
7. The reference to “University of Oklahoma” is update to “Rogers State University” in the following:
 - Article VI (A)
8. The following language in Article 1 is updated to provide University specific contact information:

To raise any concern involving bias or conflict of interest, or reports of misconduct or discrimination by the Title IX Coordinator, contact Vice President for Student Affairs

Robert Goltra, Ed.D. at 1701 W. Will Rogers Blvd., Dr. Carolyn Taylor Center, RM 201D, Claremore, OK 74017, (918) 343-7569, rgoltra@rsu.edu.

9. The language in Article II is updated to provide University specific contact information:

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

Jeana Rae Conn, JD

Director of Student Conduct & Development/Title IX Coordinator Jconn@rsu.edu

Dr. Carolyn Taylor Center 1701 W. Will Rogers Blvd., Claremore, OK 74017 918-343-7707, Office Direct

10. The following language in Article IV is updated to provide University specific information:

- a. Section B:

Employees with questions regarding accommodations during pregnancy are encouraged to contact the Office of Human Resources (<https://www.rsu.edu/about/offices-services/human-resources>), students and visitors with questions regarding accommodations during pregnancy are encouraged to contact the Accessibility and Disability Resource Center (<https://www.rsu.edu/campus-life/student-resources/disability-services/>).

- b. Section I:

The Consensual Sexual Relationships Policy may be found here:

<http://www.rsu.edu/wp-content/uploads/2015/05/HumanResourcesPoliciesProceduresManual-2016-12-09.pdf>

11. The following language in Article VI is updated to provide University specific contact information:

- c. Section A:

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 Interim Institutional Equity Officer and Title IX Coordinator or any of the University's Associate Title IX Coordinators at (918) 343-7707.

- d. Section C: Counseling Resources

- RSU Police Department Patrol Phone: (918) -857-2807- provides referrals and support
- RSU Student Counseling Services: (918) 343-7845 - provides counseling services

12. References to are updated to reflect University specific contacts in Appendix B

Employees must take an approved training course every 2 years during their career, with the initial training in their first 30 days of service at the University (<https://www.rsu.edu/campus-life/student-resources/gender-based-misconduct/what-is-it/>). 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 RSU's Office of Student Affairs website.

I. For students, the University offers:

- Mandatory online training for students through: <https://www.rsu.edu/campus-life/student-resources/gender-based-misconduct/what-is-it/>. Where students are also University employees, they will be required to take both the 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, orientations, and other meetings.
- 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.rsu.edu/campus-life/student-resources/gender-based-misconduct/what-is-it/>.
- 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.

II. For employees, the University offers:

- Mandatory online training for employees through: <https://www.rsu.edu/campus-life/student-resources/gender-based-misconduct/what-is-it/>.
- 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.
- 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: <https://www.rsu.edu/campus-life/student-resources/gender-based-misconduct/what-is-it/>.
- 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.

III. Other resources available to the University community:

- OU Advocates (24/7): (405) 615-0013 - provides 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
- Campus Police: Claremore 918-343-7624 -Campus Police Building Bartlesville 918-338-8020 or 918-440-9479 (cell) -First floor across from Admissions Pryor 918-825-6034 or 918-373-0357 (cell) -Room 104
- Student Health Center: 918-343-7614
- Employee Assistance Program: (800) 327-5043 - confidential resources for HSC and Norman employees; (918) 587-9471 for OU-Tulsa employees
- Hillcrest Hospital: 918-341-2556 - 1202 N. Muskogee Pl., Claremore, OK 74017
- Jane Phillips Medical Center: 918-333-7200 - 3500 SE. Frank Phillips Blvd., Bartlesville, OK 74006

- ~~Integris Mayes County Medical Center: 918-825-1600 - 111 N. Bailey St., Pryor, OK 74361~~
- ~~DVIS Call Rape Helpline: 918-749-5763~~
- ~~Safenet Services (Rogers County): 918-341-1424 -1219 W. Dupont, Claremore, OK 74017~~
~~Safenet Services (Mayes County): 918-825-0190 - 19 N. Coo-Y-Yah, Pryor, OK 74361~~
- ~~Family Crisis and Counseling Center: 918-336-1188 - 622 SE Frank Phillips, Bartlesville, OK 74003~~

~~3.2.4.1—STATEMENT~~

~~The Board of Regents explicitly condemns gender-based misconduct, including, but not limited to, discrimination based on sex, sexual assault, sexual or sexual harassment against students, staff, and faculty.~~

~~Accordingly, the University is committed to providing an environment of study and work free from all forms of gender-based harassment, exploitation, or intimidation and to ensuring the accessibility of appropriate grievance procedures for addressing all complaints regarding gender-based discrimination. 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. This policy covers unwelcome conduct of a sexual nature. Consensual romantic relationships between members of the University community are subject to other University policies.~~

~~The full text of the University Gender-Based Misconduct Policy shall be made publicly available on the websites of each University. Hard copies may be requester through the University's equal opportunity and/or student affairs office.~~

~~3.2.4.2—GENDER-BASED MISCONDUCT DEFINED~~

~~Gender-based misconduct comprises a broad range of behaviors focused on sex and/or gender that may or may not be sexual in nature. Any intercourse or other intentional sexual touching or activity without the other person's consent is sexual assault, which is a form of gender-based misconduct under this Policy. Sexual harassment, sexual exploitation, gender-based harassment, stalking, domestic violence, and dating violence are also forms of gender-based misconduct. Intimidation for one of these purposes is gender-based misconduct, as is retaliation following an incident of alleged gender-based misconduct or attempted gender-based misconduct. Misconduct can occur between strangers or acquaintances, or people who know each other well, including between people involved in an intimate or sexual relationship, can be committed by anyone regardless of gender identity, and can occur between people of the same or different sex or gender.~~

~~This Policy prohibits all forms of gender-based misconduct.~~

~~3.2.4.3—EXAMPLES OF PROHIBITED GENDER-BASED MISCONDUCT~~

~~Conduct prohibited by this policy may include, but is not limited to:~~

- ~~Coercion for a date or a romantic or intimate relationship~~
- ~~Unwelcome touching, kissing, hugging, or massaging~~
- ~~Use of unwanted force in connection with sexual activity or attempted sexual activity~~
- ~~Sexual contact with a person who has not clearly consented~~

- ~~Unwelcome remarks about the private parts of a person's body~~
- ~~Belittling remarks about a person's gender or sexual orientation based on gender stereotyping~~
- ~~Videotaping or photographing of activity of a sexual or private nature without the consent of the person(s) being videotaped or photographed~~
- ~~Obscene gestures of a sexual or gender-based nature~~
- ~~Derogatory posters, graffiti, cartoons, calendars, drawings, pictures, or text, whether disseminated through hard copy or electronically through e-mail, the Internet, or other digital mediums to facilitate any of the behaviors listed above.~~

3.2.4.4 - RETALIATION

University policy also prohibits retaliation against a person for filing a complaint of discrimination or harassment under the Non-Discrimination Policy and/or the ~~Gender-Based Misconduct~~ **Sexual Misconduct, Discrimination, and Harassment** Policy or other applicable federal, state, or local laws. This Retaliation Policy also prohibits retaliation against any person who assists someone with a complaint under these laws or policies or who participates in any manner in an investigation or resolution of such a complaint.

3.2.4.5 - SANCTIONS

Appropriate disciplinary action may include a range of actions up to and including dismissal and/or expulsion.

~~3.2.4.6 - DUTY TO REPORT GENDER-BASED MISCONDUCT~~

~~Any member of the University community may report conduct that could constitute gender-based misconduct, including sexual assault, discrimination and harassment. Additionally, supervisors, managers, and other designated employees are responsible for taking all appropriate action to prevent gender-based misconduct sexual assault, discrimination and harassment, to correct it when it occurs, and to promptly report it to the Equal Opportunity Officer, Title IX Officer, or other appropriate University official. Failure to do so may result in disciplinary action up to and including termination.~~

3.2.4.7--COMPLAINT PROCEDURE

Any individual who at the time of the actions complained of was employed by the University or was an applicant for University employment or was enrolled as a student or an applicant for admission at the University may file a complaint concerning violations of the Non-Discrimination Policy with the ~~Equal Opportunity Officer~~ **Institutional Equity Officer**, and with respect to violations of the ~~Gender-Based Misconduct Policy~~ **Sexual Misconduct, Discrimination, and Harassment Policy** with the Title IX ~~Officer~~ **Coordinator** and/or the ~~Institutional Equity~~ **Equal Opportunity** Officer for review and investigation regarding complaints against University students, faculty, staff or those third parties utilizing University services or third parties on University premises. The full text of the policies are publicly available on the websites of each University. Hard copies may be requester through the University's equal opportunity and/or student affairs office.

3.2.5 - CONSENSUAL SEXUAL RELATIONSHIPS POLICY

3.2.5.1 - RATIONALE

The University's educational mission is promoted by professionalism in faculty, staff, and student relationships. Professionalism is fostered by an atmosphere of mutual trust and respect. Actions of faculty, staff, and students that harm this atmosphere undermine professionalism and hinder fulfillment of the University's mission. Trust and respect are

diminished when those in positions of authority abuse, or appear to abuse, their power. Those who abuse, or appear to abuse, their power in such a context violate their duty to the University.

University employees exercise power over subordinate employees and students, whether in giving them praise or criticism; evaluating them; making recommendations for promotion, further studies, or their future employment; or conferring any other benefits on them.

Consensual amorous, dating, or sexual relationships have inherent risks when they occur between a faculty member, supervisor, or other member of the University community and any person over whom he or she has a professional responsibility. The risks include a student or subordinate's feeling coerced into an unwanted relationship to ensure they receive a proper educational or employment experience; potential conflicts of interest in which the person is in a position to evaluate the work or make personnel or academic decisions with respect to the individual with whom he or she is romantically involved; a perception by students or employees that a fellow student or coworker who is involved in a romantic relationship with his or her supervisor or professor will receive an unfair advantage; either or both of the parties engaging in behavior destructive to the other or their academic or working environments if the relationship ends; and the potential that University/state resources are used inappropriately to further the romantic relationship. Therefore, the University will view it as unethical if staff or faculty members engage in amorous relations with subordinate employees or students enrolled in their classes or subject to their supervision, even when both parties appear to have consented to the relationship.

Those with professional responsibility over others and with whom they have a romantic relationship should be aware that their involvement may subject them and the University to legal liability; consequently, such relationships are strongly discouraged. "Professional responsibility" is defined as performing functions including but not limited to teaching, counseling, grading, advising, evaluating, hiring, supervising, and making decisions or recommendations that confer benefits such as promotions, financial aid awards, or other remuneration, or that may impact upon other academic or employment opportunities.

3.2.5.2 - DEFINITIONS

As used in this policy, the term "employee" includes all employees, including but not limited to, academic and non-academic administrators, supervisory personnel, staff, faculty, graduate students with or without teaching responsibilities, student employees, and other instructional personnel. The term "consensual sexual relationship" includes amorous or romantic relationships and is intended to target conduct that go beyond what a person of ordinary sensibilities would believe to be a collegial or professional relationship.

The term "subordinate" means an employee or student in a position of lesser power or authority than the other party to the amorous relationship. For example, any employee or student who is beneath another in the employment chain of command or who relies upon the other for day-to-day directions would be "subordinate," as would a project team member or housing resident with respect to the project director or resident advisor, respectively.

3.2.5.3 - POLICY

Consensual sexual relationships between employees and subordinate employees or subordinate students are prohibited. Violations of this policy may lead to disciplinary action up to and including termination and/or expulsion.

3.2.5.3.1 - FACULTY-STUDENT RELATIONSHIPS

Within the Instructional Context – It is considered a serious breach of professional ethics for an employee to initiate or acquiesce in a sexual relationship with a student who is enrolled in a course being taught by the employee or whose academic work (including work as a teaching

assistant) is being supervised by the employee.

Outside the Instructional Context -- Sexual relationships between faculty members and students occurring outside the instructional context may lead to difficulties. Particularly when the faculty member and student are in the same academic unit or in units that are academically allied, relationships that the parties view as consensual may appear to others to be exploitative. Further, in such situations, the faculty member may face serious conflicts of interest and should be careful to distance himself or herself from any decisions that may reward or penalize the student involved. A faculty member who fails to withdraw from participation in activities or decisions that may reward or penalize a student with whom the faculty member has or has had an amorous relationship will be deemed to have violated his or her ethical obligation to the student, to other students, to colleagues, and to the University.

3.2.5.3.2 - STAFF-SUBORDINATE RELATIONSHIPS

Sexual relationships between employees and subordinate employees or subordinate students occurring outside the instructional context may also lead to difficulties, particularly when the employee and subordinate employee or subordinate student are in the same academic unit or in units that are closely allied. Relationships that the parties view as consensual may appear to others to be exploitative. Further, in such situations the employee may face serious conflicts of interest and must be careful to distance himself or herself from any decisions that may reward or penalize the subordinate employee or subordinate student involved.

Supervisors, or those with professional responsibility, over someone with whom they have or have had an amorous, consensual, romantic, or sexual relationship must notify their direct supervisor that a management-control plan needs to be implemented, or that the supervisor wishes a transfer so that he or she is no longer in a position of professional responsibility over the affected individual. To avoid the severe risks noted, supervisors in such relationships may not manage, supervise, evaluate, or make other employment decisions concerning the individual with whom they are engaged in a romantic relationship. If the relationship ends, the management-control plan must remain in effect. Failure to notify a supervisor to ensure a plan is in place may result in disciplinary action, including termination, for that supervisor. An employee who fails to enter a management control plan or withdraw from participation in activities or decisions that may reward or penalize such subordinates with whom the employee has or has had an amorous relationship will be deemed to have violated his or her ethical and professional obligations to the University.

3.2.5.4 - COMPLAINT PROCEDURE

Complaints alleging a violation of the Consensual Sexual Relationships Policy shall be handled in accordance with the ~~Equal Opportunity Grievance Procedure~~ **Grievance Procedure for Complaints Based upon Sexual Misconduct, Discrimination and Harassment Policy**. Please contact the following:

Cameron University

Title IX/Equal Opportunity
Officer

Rogers State University

Vice President, Student Affairs (Student)
Director of Human Resources (Faculty/Staff)

3.2.6 ~~EQUAL OPPORTUNITY~~ GRIEVANCE PROCEDURES

The investigative process, findings and recommendations, and appeals process for claims brought under the Non-~~D~~iscrimination Policy, ~~Gender-Based Misconduct Policy~~ Sexual Misconduct, Discrimination, and Harassment Policy, or other applicable ~~equal opportunity~~ policy are handled by the ~~University Equal Opportunity~~ Institutional Equity Officer or Title IX ~~Officer~~ Coordinator. The full text of the University Non-~~d~~iscrimination Policy, ~~Gender-Based Misconduct Policy~~ Sexual Misconduct, Discrimination, and Harassment Policy, or other ~~applicable equal opportunity~~ institutional equity policies are publicly available on the websites of each University. Hard copies may be requested ~~rd~~ through ~~each~~ the University's Institutional Equity ~~equal opportunity~~ and/or student affairs office.

Cameron University

Title IX/Equal Opportunity
Officer

Rogers State University

Vice President, Student Affairs (Student)

Director of Human Resources (Faculty/Staff)

**3.2.7 - REVISIONS TO ~~EQUAL~~
~~OPPORTUNITY~~ INSTITUTIONAL EQUITY POLICIES**

Revisions to the Non-~~d~~iscrimination Policy, ~~Gender-Based Misconduct Policy~~ Sexual Misconduct, Discrimination, and Harassment Policy, or other applicable ~~equal opportunity~~ ~~policy~~ institutional equity policies may be made automatically where necessary to comply with federal, state and local laws, or applicable regulations or guidance.

**CAMERON UNIVERSITY
STATEMENTS OF NET POSITION
MARCH 31, 2023 AND 2022
UNAUDITED-MANAGEMENT USE ONLY**

Assets	<u>3/31/2023</u>	<u>3/31/2022</u>
Unrestricted cash and cash equivalents	\$ 13,105,822	\$ 14,841,898
Restricted cash and cash equivalents	2,901,616	3,108,033
Accounts receivable, net	4,581,229	4,077,021
Leases receivable	457,457	-
Net other post-employment benefits asset	492,695	40,069
Deposits and prepaid expenses	2,144,133	2,226,785
Capital assets, net	55,576,580	54,663,694
Total Assets	<u><u>79,259,532</u></u>	<u><u>78,957,500</u></u>
 Deferred Outflows	 <u><u>6,552,192</u></u>	 <u><u>12,010,215</u></u>
 Liabilities		
Accounts payable and accrued expenses	477,012	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	93,796	68,995
Total Liabilities	<u><u>39,754,520</u></u>	<u><u>59,248,879</u></u>
 Deferred Inflows	 <u><u>16,332,343</u></u>	 <u><u>6,712,503</u></u>
 Net Position		
Net Position	29,724,861	25,006,333
Total Net Position	<u><u>\$ 29,724,861</u></u>	<u><u>\$ 25,006,333</u></u>

CAMERON UNIVERSITY
STATEMENTS OF REVENUE, EXPENSES AND CHANGES IN NET POSITION
FOR THE NINE MONTHS ENDED MARCH 31, 2023 AND 2022
UNAUDITED-MANAGEMENT USE ONLY

	3/31/2023	3/31/2022
Operating Revenues		
Student tuition and fees	\$ 19,937,702	\$ 20,942,859
Grants and contracts	3,846,763	2,465,704
Sales and services of educational activities	163,992	398,178
Sales and services of auxiliary enterprises	4,415,838	3,906,152
Other operating revenues	73,194	753,824
Total Operating Revenues	28,437,489	28,466,717
Operating Expenses		
Compensation and benefits	20,098,308	20,933,702
Contractual services	1,017,791	991,758
Supplies and materials	10,757,258	12,788,260
Depreciation	2,811,789	2,953,479
Utilities	1,718,986	1,304,773
Communication	132,831	140,620
Scholarships and fellowships	14,489,083	20,337,567
Other operating expenses	1,527,368	1,404,975
Total Operating Expenses	52,553,414	60,855,134
Operating loss	(24,115,925)	(32,388,417)
Nonoperating Revenues and (Expenses)		
State appropriations	13,409,292	13,116,498
Grants and contracts	10,834,492	19,665,671
Private gifts	767,887	797,400
Endowment and Investment income	71,943	49,849
Net Nonoperating Revenues and (Expenses)	25,083,614	33,629,418
Income Before Other Revenues, (Expenses), Gains or (Losses)	967,689	1,241,001
Other Revenue, Expenses, Gains or Losses		
Private gifts for capital projects	350,000	-
Capital state appropriations	1,140,692	974,576
Total Other Revenue, (Expenses), Gains and (Losses)	1,490,692	974,576
Change in Net Position	\$ 2,458,381	\$ 2,215,577

**Rogers State University
Campus Master Plan of Capital Projects**

Project	Estimated Cost
Auditorium Renovation & Addition	\$ 25,800,000
Bartlesville Campus	\$ 15,000,000
Campus Beautification & Landscaping	\$ 1,500,000
Classroom/Laboratory Building	\$ 13,300,000
Communication Building	\$ 14,450,000
Fieldhouse Renovation/New Recreation/Wellness Center	\$ 6,000,000
Fine Arts Annex Remodel	\$ 700,000
Furniture, Fixtures, & Equipment	\$ 1,200,000
Indoor Athletic Practice Facility	\$ 5,000,000
Infrastructure Improvements	\$ 3,000,000
Loshbaugh Hall Renovation & New Math/Science Building	\$ 24,000,000
Multipurpose Center	\$ 22,300,000
Police Building	\$ 1,000,000
Renovations & Repairs	\$ 11,000,000
Security Improvements	\$ 750,000
Streets, Sidewalks and Parking Lots	\$ 2,000,000
Student Housing	\$ 1,000,000
Soccer Complex Seating & Press Box Addition	\$ 2,000,000
Synthetic Turf Baseball & Softball Fields	\$ 2,000,000
Technology & Equipment Improvements	\$ 2,500,000
Vehicles	\$ 1,300,000
Welcome Center	\$ 3,000,000
HVAC Chillers to supplement geothermal system	<u>\$ 1,500,000</u>
Total	<u>\$</u>
<u>160,750,000</u>	

3.2 – ~~EQUAL OPPORTUNITY~~ INSTITUTIONAL EQUITY OFFICE POLICIES

3.2.1 - ~~EQUAL OPPORTUNITY NON-~~ DISCRIMINATION POLICY

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, political beliefs, disability, 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 education services.

STATEMENT OF COMMITMENT TO AFFIRMATIVE ACTION

Each University, recognizing its obligation to guarantee equal opportunity to all persons in all segments of University life, reaffirms its commitment to the continuation and expansion of positive programs which reinforce and strengthen their affirmative action policies. This commitment stems not only from compliance with federal and state equal opportunity laws but from a desire to ensure social justice and promote campus diversity. Each University will continue its policy of fair and equal employment practices for all employees and job applicants without insidious discrimination on the basis of race, color, national origin, sex, sexual orientation, gender identity, gender expression, genetic information, age, religion, political beliefs, disability or status as a veteran. Each University will maintain a critical and continuing evaluation of its employment policies, programs, and practices. Each budget unit bears a responsibility for constructive implementation of this Plan, and whenever possible, to the overall progress toward employment opportunity and participation in all University programs and activities. Our commitment to the concept of affirmative action requires sincere and cooperative efforts throughout all levels of our employment structure. We will continue to strive to reach the goals of fair and equal employment opportunities for all.

3.2.2 - AFFIRMATIVE ACTION PLAN

The Affirmative Action Plan serves to supplement the Board of Regents' policy on equal opportunity, as it pertains to employment and is an integral part of the employment policies of the University. The Plan is revised once each year to address the current requirements for affirmative action in employment. The principal objectives are:

- A. To assure all persons equal opportunity for employment and advancement in employment regardless of race, color, national origin, sex, sexual orientation, **genetic information**, gender identity, gender expression, religion, age, disability, political beliefs, or status as a veteran.
- B. To meet institutional responsibilities under the Civil Rights Act of 1964 and commitments as a federal contractor under Executive Order 11246 and Executive Order 11375.
- C. To take positive actions in the recruitment, placement, development and advancement of **women and racial minority members**~~diversity inclusion~~ in University employment.

Each person having administrative or supervisory responsibilities is expected to provide leadership in applying the Affirmative Action Plan.

Coordination of the application of the Affirmative Action Plan is the responsibility of the **respective offices** of human resources.

3.2.3 NON-DISCRIMINATION POLICY

3.2.3.1 - INTRODUCTION

Diversity is one of the strengths of our society as well as one of the hallmarks of a great university. ~~Each The~~ University supports diversity and therefore is committed to maintaining employment and educational settings which are multicultural, multiethnic, ~~and~~ multiracial, and all-inclusive. Respecting cultural differences and promoting dignity among all members of the University community are responsibilities each of us must share.

Racial and ethnic harassment is a growing concern across American college campuses. It has taken various forms, from criminal acts (assault and battery, vandalism, destruction of property) to anonymous, malicious intimidation. The University does not discriminate or permit discrimination by any member of its community against any individual based on race, color, sex, sexual orientation, gender identity, gender expression, religion, political beliefs, national origin, age (40 or older), genetic information, disability, or veteran status in matters of admissions, employment, financial aid, housing or services in educational programs or activities the University operates.

The University policy also prohibits retaliation against a person for filing a complaint of discrimination or harassment under this policy or other applicable federal, state, or local laws. This policy also prohibits retaliation against any person who assists someone with a complaint of discrimination or harassment or who participates in any manner in an investigation or resolution of a complaint of discrimination or harassment.

3.2.3.2 - POLICY STATEMENT

Principles of academic freedom and freedom of expression require tolerance of the expression of ideas and opinions, which may be offensive to some, and the University respects and upholds these principles. The University also adheres to the laws prohibiting discrimination in employment and education. The University recognizes that conduct ~~which constitutes discriminatory harassment constituting unlawful discrimination~~ in employment or educational programs and activities shall be prohibited and is subject to remedial or corrective action as set forth in this policy. This policy is premised on the University's obligation to provide an environment free from unlawful discrimination. The University will vigorously exercise its authority to protect employees and students from harassment by agents and employees of the University, students, visitors, and guests.

Agents and employees of the University, acting within the scope of their official duties, shall not treat an individual differently on the basis of race, color, sex, sexual orientation, gender identity, gender expression, religion, political beliefs, national origin, age (40 or older), genetic information, disability, or veteran status in the context of an employment or educational program or activity without a legitimate, nondiscriminatory reason.

The University shall not subject an individual to different treatment on the basis of race, color, sex, sexual orientation, gender identity, gender expression, religion, political beliefs, national origin, age (40 or older), genetic information, disability, or veteran status by effectively causing, encouraging, accepting, tolerating, or failing to correct a racially or ethnically hostile environment of which it has notice.

The full text of the University Non-~~d~~Discrimination Policy shall be made publicly available on the websites of each University. Hard copies may be requested ~~fr~~ through ~~each the~~ University's Institutional Equity ~~equal opportunity~~ and/or student affairs office. ~~For the purposes of this policy or the Sexual Misconduct, Discrimination, and Harassment Policy, the Institutional Equity Office may also be referred to as the Equal Opportunity Office and the Institutional Equity Officer may also be referred to as the Equal Opportunity Officer.~~

3.2.3.3 CORRECTIVE ACTIONS

Violations of this policy shall result in corrective action(s) designed to reestablish an employment or educational environment which is conducive to work or learning. Corrective actions will include disciplinary action directed by the executive officer having responsibility for the offender, where appropriate. Corrective actions will be tailored to redress the specific problem and may ~~range from include~~ apologies, mandatory attendance at specific training programs, reprimands, suspension, demotion, expulsion, or termination. Corrective actions shall be based upon the facts and circumstances of each case and shall be in accordance with the terms and guidelines of the applicable campus grievance procedures.

Violations of this policy by students will be considered as violations of ~~each University's the~~ student code and will subject student offenders to the corrective action(s) provided by the code.

3.2.3.4 ADMINISTRATIVE ACTION

The University recognizes its obligation to address incidents of ~~discrimination and~~ harassment on campus when it becomes aware of their existence, even if no complaints are filed. Therefore, in such circumstances, the University reserves the right to take appropriate action unilaterally under this policy.

With respect to students, the University President, senior student affairs officer, or other appropriate person with authority may take immediate administrative or disciplinary action which is deemed necessary for the welfare or safety of the University community.

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, ~~with or without pay, as may be approved by the President,~~ pending the completion of the investigation or grievance procedure.

3.2.3.5 RESPONSIBLE OFFICIAL

~~Each University shall appoint an employee(s) to serve as the the Equal Opportunity Institutional Equity Officer or Equal Opportunity Officer, who~~ is charged with the responsibility of administering this policy. The ~~Equal Opportunity Institutional Equity~~ Officer shall ensure that all records of complaints, investigative reports, and remedies provided or corrective actions taken in connection with this policy are stored and maintained. The ~~Institutional Equity Equal Opportunity~~ Officer is the overall coordinator of all University activities dealing with discrimination in employment or education.

~~The below are the designated Equal Opportunity Officer(s) To contact the Institutional Equity Office or Equal Opportunity Office~~ at each University:

Cameron University

Title IX/Equal Opportunity Officer

Rogers State University

Vice President, Student Affairs (Student)

Director of Human Resources (Faculty/Staff)

3.2.4 ~~GENDER-BASED MISCONDUCT POLICY~~SEXUAL MISCONDUCT, DISCRIMINATION AND HARASSMENT POLICY

I. POLICY ON 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 discrimination and harassment. The University prohibits discrimination based on sex or gender, which includes discrimination and harassment on the basis of pregnancy, sexual orientation, gender identity or expression, and all forms of sexual harassment, including sexual assault, dating violence, domestic violence, and stalking.

The Office of Institutional Equity is charged with oversight responsibilities and investigation of sex discrimination and sexual harassment 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 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 and Title IX Coordinator, the University reserves the right to independently address known concerns falling under this policy in order to 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.

ROGERS STATE UNIVERSITY

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 also applies to students, faculty, and staff at Rogers State University (RSU) or Cameron University (CU) who are participating in or attempting to participate in the an RSU/CU education program or a RSU/CU -related activity. The University is providing certain services relating to sexual misconduct, discrimination, and harassment to RSU/CU. If you are a student, faculty member, or employee at Rogers State University or Cameron University, please consult Appendix C for RSU/CU specific contact information and policy references.

II. 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:

Institutional Equity Officer & Title IX Coordinator
Institutional Equity Office
660 Parrington Oval, Evans Hall – Room 102
Norman, OK 73019
(405) 325-3546
IEO@ou.edu

III. 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.

IV. PROHIBITED CONDUCT

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

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

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>).

C. Title IX Sexual Harassment

A specific form of sex discrimination. 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.

ROGERS STATE UNIVERSITY

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 conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University’s education program or activity;
2. Quid Pro Quo Sexual Harassment, 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 sexual conduct; or
3. Sexual Assault, Dating Violence, Domestic Violence, or Stalking as defined below in accordance with applicable law:
Sexual Assault includes:
 - a. 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;
 - b. Fondling - The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim;
 - c. Incest - Non-Forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law; and
 - d. Statutory Rape - sexual intercourse with a person who is under the statutory age of consent.
4. Dating Violence, which 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 of the relationship; (ii) type of relationship; (iii) frequency of interaction between the persons involved in the relationship
5. Domestic Violence, which is an 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 Respondent is or was in a dating relationship; an individual with whom the Respondent has had a child; a person who formerly lived in the same household as the Respondent; or a person living in the same household
6. Stalking, which is 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
- 7.

D. 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.

G. Retaliation

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 report, investigation, or grievance process of 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>.

V. DIRECT ADMINISTRATIVE ACTION

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.

A. Emergency Removal – Students

The University Vice President for Student Affairs and Dean of Students may take Direct Administrative Action (DAA) to immediately restrict a student's rights within the University community, up to and including emergency removal. A DAA imposed after an individualized safety and risk analysis yields a determination that an immediate threat to the physical health or safety of a student or other individual justifies the removal must provide a removed student with notice and an opportunity to challenge the decision as soon as reasonably possible afterward.

B. 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.

VI. 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)
- Goddard Health Center: (405) 325-2911 - provides counseling/medical services
- 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).

VII. 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:

1. Formal Complaint
2. Written Notice to Parties
3. Investigation of Formal Complaint
4. Parties' Review and Response to Evidence
5. Investigative Report
6. Live Hearing
7. Determination
8. Appeal by Either Party
9. Sanctions and Other Remedies Implemented (if warranted)
10. 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

1. 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.

2. 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.

VI. 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.

VII. 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.

The range of possible disciplinary sanctions include:

Prohibited Conduct*	Employee Disciplinary Sanction		Student Disciplinary Sanction	
Sexual Harassment – Hostile Environment	Min.	Written Reprimand	Min.	Disciplinary Probation
	Max.	Termination	Max.	Suspension/Delayed Degree
Sexual Harassment- Quid Pro Quo	Min.	Suspension without Pay	Min.	Suspension
	Max.	Termination	Max.	Expulsion/ Delayed Degree
Sexual Assault	Min.	Termination	Min.	Suspension
	Max.	Termination	Max.	Expulsion/Delayed Degree

Prohibited Conduct*	Employee Disciplinary Sanction		Student Disciplinary Sanction	
Dating Violence or Domestic Violence	Min.	Suspension without Pay	Min.	Disciplinary Probation
	Max.	Termination	Max.	Expulsion/Delayed Degree
Stalking	Min.	Suspension without Pay	Min.	Disciplinary Probation
	Max.	Termination	Max.	Expulsion/Delayed Degree
Other Prohibited Conduct	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.			
*Sanctions under this section applicable to Prohibited Conduct that amounts to Title IX Sexual Harassment, Employee Sexual Misconduct or Sexual Misconduct (Student Code Violation)				

VIII. 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.

- 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
- legal incapacity, such as in the case of a minor and/or persons under legal guardianship

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. RECORDS

The Institutional Equity Office 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.

XI. 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 | Eeoc.gov/contact/

State of Oklahoma Attorney General's Office:

- Office of Civil Rights Enforcement:
405-521-2029 | OCRE@oag.gov

Federal funding agencies

e.g. NASA:1-866-654-1440 | LEP@NASA.gov

APPENDIX A: VAWA 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

ROGERS STATE UNIVERSITY

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 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; or
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.

ROGERS STATE UNIVERSITY

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;

ROGERS STATE UNIVERSITY

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;

ROGERS STATE UNIVERSITY

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

APPENDIX B: EDUCATION, TRAINING, AND RESOURCES

Employees must take an approved training course every 2 years during their career, with 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.

I. 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 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, orientations, and other meetings.
- In-person training for Active Bystander Intervention skills: <https://ou.edu/gec/gender-based-violence-prevention/trainings/our-voice>.
- 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.

II. FOR EMPLOYEES, THE UNIVERSITY OFFERS:

- Mandatory online training for employees through: <http://onpoint.ou.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:<https://www.ou.edu/notonourcampus/howtohelp>.
 - 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/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: (405) 325-3297 -] to discuss available resources and options for faculty/staff confidentially
-

III. OTHER RESOURCES AVAILABLE TO THE UNIVERSITY COMMUNITY:

- OU Advocates (24/7): (405) 615-0013 - provides 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
- Employee Assistance Program: (800) 327-5043 - confidential resources for HSC and Norman employees; (918) 587-9471 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
- Heartline Health: (800) 273-TALK - provides referral and support

ROGERS STATE UNIVERSITY

- University Ombudsperson: (405) 325-3297 - provides confidential guidance and referrals for University faculty/staff

APPENDIX C: SEXUAL MISCONDUCT, DISCRIMINATION, AND HARASSMENT POLICY

This Appendix is to the Sexual Misconduct, Discrimination, and Harassment Policy (“Policy”) adopted by Cameron University (“Institution” or “CU”) on August 14, 2020. The University of Oklahoma and Cameron University entered into a Memorandum of Understanding, effective August 14, 2020 which sets forth the how the two institutions will coordinate to investigate violations of the Policy.

CU has adopted this Sexual Misconduct, Discrimination, and Harassment Policy and “University” as used herein refer to the institution unless stated otherwise below.

References to the University of Oklahoma’s Institutional Equity Office are to Cameron University Equal Opportunity Office. Other policy references are as follows:

1. References to the University of Oklahoma Student Rights and Responsibilities Code are to Cameron University Student Code of Conduct.
2. References to the Staff and Faculty Handbook refer to Employee Handbook or Faculty Handbook.
3. The title of “University’s Chief Human Resources Officer” is updated to Human Resources Director in the following:
 - Article IV (E)
 - Article V(C)
 - Article VII (C)(2)
4. The title “Director of Student Conduct” is updated to Director of Student Development in the following:
 - Article IV(F)
 - Article VII(C)(2)
5. The titles “Associate Title IX Coordinator” is updated to Title IX Co-Coordinators/EO Officers in the following:
 - Article I
6. The title of “Institutional Equity Office” or “Associate Equity Office” is updated to Equal Opportunity Officer in the following:
 - Article VI (A)
7. The reference to “University of Oklahoma” is update to Cameron University in the following:
 - Article VI (A)
8. The following language in Article 1 is updated to provide University specific contact information:

ROGERS STATE UNIVERSITY

To raise any concern involving bias or conflict of interest, or reports of misconduct or discrimination by the Title IX Coordinator, contact:

President John McArthur 2800 W Gore Blvd.
Administration Building Room 220 Lawton, OK 73505
580-581-2201
jmcarthur@cameron.edu

9. The language in Article II is updated to provide University specific contact information: Complaints or notice of alleged policy violations, or inquiries about or concerns regarding this policy and procedures, may be made internally to:

Christi Williams/Keith Vitense
Title IX Co-Coordinator/EO Officer 580-581-6712
eo-tix@cameron.edu

10. The following language in Article IV is updated to provide University specific information:

a. Section B:

Employees with questions regarding accommodations during pregnancy are encouraged to contact the Office of Human Resources (www.cameron.edu/hr), students and visitors with questions regarding accommodations during pregnancy are encouraged to contact the Office of Student Development www.cameron.edu/student-development

b. Section I:

The Consensual Sexual Relationships Policy may be found here: www.cameron.edu/policies

11. The following language in Article VI is updated to provide University specific contact information:

a. Section A:

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 Interim Institutional Equity Officer and Title IX Coordinator or any of the University's Title IX Co-Coordinators at 580-581-6712

b. Section C: Counseling Resources

- Student Wellness Center (Cameron)- North Shepler, Room 101, 580-581-6725
- Office of Equal Opportunity (Affirmative Action/Title IX Compliance)- eo-tix@cameron.edu ; 580-581-6712
- CU Office of Public Safety - South Shepler, Room 108, 580-581-2237 or 580- 581-2911
- Office of Student Development (conduct)- North Shepler, Room 314, 580- 581-2209
- Comanche County Memorial Hospital's Emergency Room - [3401 W Gore Boulevard](http://www.comanchehospital.com) or call (580) 355-8620
- Taliaferro Community Mental Health Center - 602 SW 38th St or call (580) 248-5780

12. References to are updated to reflect University specific contacts in Appendix B Employees must take an approved training course every 2 years during their career, with the initial training in their first 30 days of service at the University (<https://cameron-ok.safecolleges.com/login>). 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 Equal Opportunity Office website.

I. For students, the University offers:

- Mandatory training for students is completed through UNIV 1001/1113 which is required for all first year students.
- Annual spring on-campus campaign 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.cameron.edu/oeo>.
- 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.

II. For employees, the University offers:

- Mandatory online training for employees through: <https://cameron-ok.safecolleges.com/login>.
- In-person and virtual training on mandatory reporting through new employee orientations, foundations in management, and other periodic training opportunities and upon request.
- Annual spring on-campus campaign 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: <https://www.cameron.edu/oeo>.
- 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.

III. Other resources available to the University community:

- OU Advocates (24/7): (405) 615-0013 - provides 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
- CU Office of Public Safety: emergencies 580-581-2237 or 580-581-2911
- Employee Assistance Program: (800) 327-5043 - confidential resources for HSC and Norman employees; (918) 587-9471 for OU-Tulsa employees
- Lawton Police Department: 911 for emergencies; 580-581-3271 non-emergencies - provides law enforcement support
- Comanche Nation Women's Shelter 580-492-3590
- New Directions Women's Shelter 580-357-8127
- Comanche County Memorial Hospital 580-355-8620
- Southwestern Medical Center 580-531-4700
- Taliaferro Community Mental Health Center 580-248-5780

APPENDIX C: SEXUAL MISCONDUCT, DISCRIMINATION, AND HARASSMENT POLICY

This Appendix is to the Sexual Misconduct, Discrimination, and Harassment Policy (“Policy”) adopted by Rogers State University (“Institution” or “RSU”) on August 14, 2020. The University of Oklahoma and Rogers State University entered into a Memorandum of Understanding, effective August 14, 2020 which sets forth the how the two institutions will coordinate to investigate violations of the Policy.

RSU has adopted this Sexual Misconduct, Discrimination, and Harassment Policy and “University” as used herein refer to this institution unless stated otherwise below.

References to the University of Oklahoma’s Institutional Equity Office are to RSU’s Office of Student Affairs. Other policy references are as follows:

1. References to the University of Oklahoma Student Rights and Responsibilities Code are to “Rogers State University Division of Student Affairs Student Code of Responsibilities and Conduct”
2. References to the Staff and Faculty Handbook refer to “Rogers State University Human Resources for Policies and Procedures Manual”
3. The title of “University’s Chief Human Resources Officer” is updated to “Director of Human Resources” in the following:
 - Article IV (E)
 - Article V(C)
 - Article VII (C)(2)
4. The title “Director of Student Conduct” is updated to “Director of Student Conduct & Development” in the following:
 - Article IV(F)
 - Article VII(C)(2)
5. The titles “Associate Title IX Coordinator” is updated to “Title IX Coordinator” in the following:
 - Article I
6. The title of “Institutional Equity Office” or “Associate Equity Office” is updated to “University Equal Opportunity Officer” in the following:
 - Article VI (A)
7. The reference to “University of Oklahoma” is update to “Rogers State University” in the following:
 - Article VI (A)
8. The following language in Article 1 is updated to provide University specific contact information:

To raise any concern involving bias or conflict of interest, or reports of misconduct or discrimination by the Title IX Coordinator, contact Vice President for Student Affairs Robert Goltra, Ed.D. at 1701 W. Will Rogers Blvd., Dr. Carolyn Taylor Center, RM 201D, Claremore, OK 74017, (918) 343-7569, rgoltra@rsu.edu.

9. The language in Article II is updated to provide University specific contact information:

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

Jeana Rae Conn, JD

Director of Student Conduct & Development/Title IX Coordinator Jconn@rsu.edu
Dr. Carolyn Taylor Center 1701 W. Will Rogers Blvd., Claremore, OK 74017 918-343-7707, Office Direct

10. The following language in Article IV is updated to provide University specific information:

- a. Section B:

Employees with questions regarding accommodations during pregnancy are encouraged to contact the Office of Human Resources (<https://www.rsu.edu/about/offices-services/human-resources>), students and visitors with questions regarding accommodations during pregnancy are encouraged to contact the Accessibility and Disability Resource Center (<https://www.rsu.edu/campus-life/student-resources/disability-services/>).

- b. Section I:

The Consensual Sexual Relationships Policy may be found here: <http://www.rsu.edu/wp-content/uploads/2015/05/HumanResourcesPoliciesProceduresManual-2016-12-09.pdf>

11. The following language in Article VI is updated to provide University specific contact information:

- c. Section A:

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 Interim Institutional Equity Officer and Title IX Coordinator or any of the University's Associate Title IX Coordinators at (918) 343-7707.

- d. Section C: Counseling Resources

- RSU Police Department Patrol Phone: (918) -857-2807- provides referrals and support
- RSU Student Counseling Services: (918) 343-7845 - provides counseling services

12. References to are updated to reflect University specific contacts in Appendix B

Employees must take an approved training course every 2 years during their career, with the initial training in their first 30 days of service at the University (<https://www.rsu.edu/campus-life/student-resources/gender-based-misconduct/what-is-it/>). 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

ROGERS STATE UNIVERSITY

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 RSU's Office of Student Affairs website.

I. For students, the University offers:

- Mandatory online training for students through: <https://www.rsu.edu/campus-life/student-resources/gender-based-misconduct/what-is-it/>. Where students are also University employees, they will be required to take both the 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, orientations, and other meetings.
- 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.rsu.edu/campus-life/student-resources/gender-based-misconduct/what-is-it/>.
- 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.

II. For employees, the University offers:

- Mandatory online training for employees through: <https://www.rsu.edu/campus-life/student-resources/gender-based-misconduct/what-is-it/>.
- 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.
- 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: <https://www.rsu.edu/campus-life/student-resources/gender-based-misconduct/what-is-it/>.
- 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.

III. Other resources available to the University community:

- OU Advocates (24/7): (405) 615-0013 - provides 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
- Campus Police: Claremore 918-343-7624 -Campus Police Building Bartlesville 918-338-8020 or 918-440-9479 (cell) -First floor across from Admissions Pryor 918-825-6034 or 918-373-0357 (cell) -Room 104
- Student Health Center: 918-343-7614
- Employee Assistance Program: (800) 327-5043 - confidential resources for HSC and Norman employees; (918) 587-9471 for OU-Tulsa employees

ROGERS STATE UNIVERSITY

- Hillcrest Hospital: 918-341-2556 - 1202 N. Muskogee Pl., Claremore, OK 74017
- Jane Phillips Medical Center: 918-333-7200 - 3500 SE. Frank Phillips Blvd., Bartlesville, OK 74006
- Integris Mayes County Medical Center: 918-825-1600 - 111 N. Bailey St., Pryor, OK 74361
- DVIS Call Rape Helpline: 918-749-5763
- Safenet Services (Rogers County): 918-341-1424 -1219 W. Dupont, Claremore, OK 74017
Safenet Services (Mayes County): 918-825-0190 - 19 N. Coo-Y-Yah, Pryor, OK 74361
- Family Crisis and Counseling Center: 918-336-1188 - 622 SE Frank Phillips, Bartlesville, OK 74003

~~3.2.4.1—STATEMENT~~

~~The Board of Regents explicitly condemns gender-based misconduct, including, but not limited to, discrimination based on sex, sexual assault, sexual or sexual harassment against students, staff, and faculty.~~

~~Accordingly, the University is committed to providing an environment of study and work free from all forms of gender-based harassment, exploitation, or intimidation and to ensuring the accessibility of appropriate grievance procedures for addressing all complaints regarding gender-based discrimination. 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. This policy covers unwelcome conduct of a sexual nature. Consensual romantic relationships between members of the University community are subject to other University policies.~~

~~The full text of the University Gender-Based Misconduct Policy shall be made publicly available on the websites of each University. Hard copies may be requester through the University's equal opportunity and/or student affairs office.~~

~~3.2.4.2—GENDER-BASED MISCONDUCT DEFINED~~

~~Gender-based misconduct comprises a broad range of behaviors focused on sex and/or gender that may or may not be sexual in nature. Any intercourse or other intentional sexual touching or activity without the other person's consent is sexual assault, which is a form of gender-based misconduct under this Policy. Sexual harassment, sexual exploitation, gender-based harassment, stalking, domestic violence, and dating violence are also forms of gender-based misconduct. Intimidation for one of these purposes is gender-based misconduct, as is retaliation following an incident of alleged gender-based misconduct or attempted gender-based misconduct. Misconduct can occur between strangers or acquaintances, or people who know each other well, including between people involved in an intimate or sexual relationship, can be committed by anyone regardless of gender identity, and can occur between people of the same or different sex or gender.~~

~~This Policy prohibits all forms of gender-based misconduct.~~

~~3.2.4.3 — EXAMPLES OF PROHIBITED GENDER BASED MISCONDUCT~~

~~Conduct prohibited by this policy may include, but is not limited to:~~

- ~~• Coercion for a date or a romantic or intimate relationship~~
- ~~• Unwelcome touching, kissing, hugging, or massaging~~
- ~~• Use of unwanted force in connection with sexual activity or attempted sexual activity~~
- ~~• Sexual contact with a person who has not clearly consented~~
- ~~• Unwelcome remarks about the private parts of a person's body~~
- ~~• Belittling remarks about a person's gender or sexual orientation based on gender stereotyping~~
- ~~• Videotaping or photographing of activity of a sexual or private nature without the consent of the person(s) being videotaped or photographed~~
- ~~• Obscene gestures of a sexual or gender-based nature~~
- ~~• Derogatory posters, graffiti, cartoons, calendars, drawings, pictures, or text, whether disseminated through hard copy or electronically through e-mail, the Internet, or other digital mediums to facilitate any of the behaviors listed above.~~

3.2.4.4 - RETALIATION

University policy also prohibits retaliation against a person for filing a complaint of discrimination or harassment under the ~~Non-Discrimination Policy~~ and/or the ~~Gender-Based Misconduct~~ ~~Sexual Misconduct, Discrimination, and Harassment Policy~~ or other applicable federal, state, or local laws. This Retaliation Policy also prohibits retaliation against any person who assists someone with a complaint under these laws or policies or who participates in any manner in an investigation or resolution of such a complaint.

3.2.4.5 - SANCTIONS

Appropriate disciplinary action may include a range of actions up to and including dismissal and/or expulsion.

~~3.2.4.6 — DUTY TO REPORT GENDER BASED MISCONDUCT~~

~~Any member of the University community may report conduct that could constitute gender-based misconduct, including sexual assault, discrimination and harassment. Additionally, supervisors, managers, and other designated employees are responsible for taking all appropriate action to prevent gender-based misconduct sexual assault, discrimination and harassment, to correct it when it occurs, and to promptly report it to the Equal Opportunity Officer, Title IX Officer, or other appropriate University official. Failure to do so may result in disciplinary action up to and including termination.~~

3.2.4.7--COMPLAINT PROCEDURE

Any individual who at the time of the actions complained of was employed by the University or was an applicant for University employment or was enrolled as a student or an applicant for admission at the University may file a complaint concerning violations of the ~~Non-Discrimination Policy~~ with the ~~Equal Opportunity Officer~~ ~~Institutional Equity Officer~~, and with respect to violations of the ~~Gender-Based Misconduct Policy~~ ~~Sexual Misconduct, Discrimination, and Harassment Policy~~ with the Title IX ~~Officer~~ ~~Coordinator~~ and/or the ~~Institutional Equity~~ ~~Equal Opportunity~~ Officer for review and investigation regarding complaints against University

ROGERS STATE UNIVERSITY

students, faculty, staff or those third parties utilizing University services or third parties on University premises. The full text of the policies are publicly available on the websites of each University. Hard copies may be requester through the University's equal opportunity and/or student affairs office.

3.2.5 - CONSENSUAL SEXUAL RELATIONSHIPS POLICY**3.2.5.1 - RATIONALE**

The University's educational mission is promoted by professionalism in faculty, staff, and student relationships. Professionalism is fostered by an atmosphere of mutual trust and respect. Actions of faculty, staff, and students that harm this atmosphere undermine professionalism and hinder fulfillment of the University's mission. Trust and respect are diminished when those in positions of authority abuse, or appear to abuse, their power. Those who abuse, or appear to abuse, their power in such a context violate their duty to the University.

University employees exercise power over subordinate employees and students, whether in giving them praise or criticism; evaluating them; making recommendations for promotion, further studies, or their future employment; or conferring any other benefits on them.

Consensual amorous, dating, or sexual relationships have inherent risks when they occur between a faculty member, supervisor, or other member of the University community and any person over whom he or she has a professional responsibility. The risks include a student or subordinate's feeling coerced into an unwanted relationship to ensure they receive a proper educational or employment experience; potential conflicts of interest in which the person is in a position to evaluate the work or make personnel or academic decisions with respect to the individual with whom he or she is romantically involved; a perception by students or employees that a fellow student or coworker who is involved in a romantic relationship with his or her supervisor or professor will receive an unfair advantage; either or both of the parties engaging in behavior destructive to the other or their academic or working environments if the relationship ends; and the potential that University/state resources are used inappropriately to further the romantic relationship. Therefore, the University will view it as unethical if staff or faculty members engage in amorous relations with subordinate employees or students enrolled in their classes or subject to their supervision, even when both parties appear to have consented to the relationship.

Those with professional responsibility over others and with whom they have a romantic relationship should be aware that their involvement may subject them and the University to legal liability; consequently, such relationships are strongly discouraged. "Professional responsibility" is defined as performing functions including but not limited to teaching, counseling, grading, advising, evaluating, hiring, supervising, and making decisions or recommendations that confer benefits such as promotions, financial aid awards, or other remuneration, or that may impact upon other academic or employment opportunities.

3.2.5.2 - DEFINITIONS

As used in this policy, the term "employee" includes all employees, including but not limited to, academic and non-academic administrators, supervisory personnel, staff, faculty, graduate students with or without teaching responsibilities, student employees, and other instructional personnel. The term "consensual sexual relationship" includes amorous or romantic relationships and is intended to target conduct that go beyond what a person of ordinary sensibilities would believe to be a collegial or professional relationship.

The term “subordinate” means an employee or student in a position of lesser power or authority than the other party to the amorous relationship. For example, any employee or student who is beneath another in the employment chain of command or who relies upon the other for day-to-day directions would be “subordinate,” as would a project team member or housing resident with respect to the project director or resident advisor, respectively.

3.2.5.3 - POLICY

Consensual sexual relationships between employees and subordinate employees or subordinate students are prohibited. Violations of this policy may lead to disciplinary action up to and including termination and/or expulsion.

3.2.5.3.1 - FACULTY-STUDENT RELATIONSHIPS

Within the Instructional Context – It is considered a serious breach of professional ethics for an employee to initiate or acquiesce in a sexual relationship with a student who is enrolled in a course being taught by the employee or whose academic work (including work as a teaching assistant) is being supervised by the employee.

Outside the Instructional Context -- Sexual relationships between faculty members and students occurring outside the instructional context may lead to difficulties. Particularly when the faculty member and student are in the same academic unit or in units that are academically allied, relationships that the parties view as consensual may appear to others to be exploitative. Further, in such situations, the faculty member may face serious conflicts of interest and should be careful to distance himself or herself from any decisions that may reward or penalize the student involved. A faculty member who fails to withdraw from participation in activities or decisions that may reward or penalize a student with whom the faculty member has or has had an amorous relationship will be deemed to have violated his or her ethical obligation to the student, to other students, to colleagues, and to the University.

3.2.5.3.2 - STAFF-SUBORDINATE RELATIONSHIPS

Sexual relationships between employees and subordinate employees or subordinate students occurring outside the instructional context may also lead to difficulties, particularly when the employee and subordinate employee or subordinate student are in the same academic unit or in units that are closely allied. Relationships that the parties view as consensual may appear to others to be exploitative. Further, in such situations the employee may face serious conflicts of interest and must be careful to distance himself or herself from any decisions that may reward or penalize the subordinate employee or subordinate student involved.

Supervisors, or those with professional responsibility, over someone with whom they have or have had an amorous, consensual, romantic, or sexual relationship must notify their direct supervisor that a management-control plan needs to be implemented, or that the supervisor wishes a transfer so that he or she is no longer in a position of professional responsibility over the affected individual. To avoid the severe risks noted, supervisors in such relationships may not manage, supervise, evaluate, or make other employment decisions concerning the individual with whom they are engaged in a romantic relationship. If the relationship ends, the management-control plan must remain in effect. Failure to notify a supervisor to ensure a plan is in place may result in disciplinary action, including termination, for that supervisor. An employee who fails to enter a management control plan or withdraw from participation in activities or decisions that may reward or penalize such subordinates with whom the employee has or has had an amorous relationship will be deemed to have violated his or her ethical and professional obligations to the University.

3.2.5.4 - COMPLAINT PROCEDURE

Complaints alleging a violation of the Consensual Sexual Relationships Policy shall be handled in accordance with the ~~Equal Opportunity Grievance Procedure~~ **Grievance Procedure for Complaints Based upon Sexual Misconduct, Discrimination and Harassment Policy**. Please contact the following:

Cameron University

Title IX/Equal Opportunity
Officer

Rogers State University

Vice President, Student Affairs (Student)

Director of Human Resources (Faculty/Staff)

3.2.6 ~~EQUAL OPPORTUNITY~~ GRIEVANCE PROCEDURES

The investigative process, findings and recommendations, and appeals process for claims brought under the Non-~~Discrimination~~ Policy, ~~Gender Based Misconduct Policy~~ **Sexual Misconduct, Discrimination, and Harassment Policy**, or other applicable ~~equal opportunity~~ policy are handled by the ~~University Equal Opportunity~~ **Institutional Equity** Officer or Title IX ~~Officer~~ **Coordinator**. The full text of the University Non-~~Discrimination~~ Policy, ~~Gender Based Misconduct Policy~~ **Sexual Misconduct, Discrimination, and Harassment Policy**, or other ~~applicable equal opportunity~~ **institutional equity** policies are publicly available on the websites of each University. Hard copies may be requested ~~red~~ through ~~each~~ the University's **Institutional Equity** ~~equal opportunity~~ and/or student affairs office.

Cameron University

Title IX/Equal Opportunity
Officer

Rogers State University

Vice President, Student Affairs (Student)

Director of Human Resources (Faculty/Staff)

3.2.7 - REVISIONS TO ~~EQUAL OPPORTUNITY~~ INSTITUTIONAL EQUITY POLICIES

Revisions to the Non-~~Discrimination~~ Policy, ~~Gender Based Misconduct Policy~~ **Sexual Misconduct, Discrimination, and Harassment Policy**, or other applicable ~~equal opportunity~~ **institutional equity** policies may be made automatically where necessary to comply with federal, state and local laws, or applicable regulations or guidance.

BID TABULATION

PROJECT: Preparatory Hall Restroom Renovation RFB 2223-02

Bid Due: April 12th 2023 @ 11:00 am

	BIDDER	Base Bid	Alternate 1
1	MAGNUM CONSTRUCTION	\$ 258,000 ⁰⁰	\$ 299,000 ⁰⁰
2	LIMESTONE CONSTRUCTION	\$ 316,916 ⁰⁰	\$ 115,974 ⁰⁰
4	AMERICAN CENTRAL CORP.	\$ 273,600 ⁰⁰	\$ 111,407 ⁰⁰
3			
5			
6			
7			
9			
10			
11			
12			
13			
14			
15			

ROGERS STATE UNIVERSITY
STATEMENT OF NET POSITION
March 2023 (FY23)
UNAUDITED - MANAGEMENT USE ONLY

Assets	<u>3/31/23</u>	<u>3/31/22</u>
Unrestricted Cash and cash equivalents	\$ 24,455,999	\$ 21,983,864
Restricted Cash and cash equivalents	4,247,307	3,885,522
Accounts receivable - net	3,401,298	3,222,046
Net other post-employment benefit asset	403,387	29,683
Deposits and prepaid expenses	-	-
Capital assets, net	63,331,435	65,151,884
Total Assets	<u>95,839,425</u>	<u>94,272,998</u>
Deffered Outflows of Resources	<u>5,360,561</u>	<u>9,552,458</u>
Liabilities		
Accounts payable and accrued expenses	1,115,155	914,212
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	4,535,892	4,315,013
Bonds payable	1,788,833	1,937,728
Other financial arrangements	35,834,252	38,764,618
Leases payable	658,865	-
Deposits held in custody for others	220,086	204,457
Total Liabilities	<u>60,190,302</u>	<u>76,007,719</u>
Deffered Inflows	<u>11,317,981</u>	<u>3,600,067</u>
Net Position		
Net Position	29,691,704	24,217,670
Total Net Position	<u>\$ 29,691,704</u>	<u>\$ 24,217,670</u>

ROGERS STATE UNIVERSITY
STATEMENT OF REVENUES, EXPENSES AND CHANGES TO NET POSITION
FOR THE NINE MONTHS ENDED MARCH 31, 2023 AND 2022
UNAUDITED - MANAGEMENT USE ONLY

	3/31/23	3/31/22
Operating Revenues		
Student tuition and fees	\$ 17,146,028	\$ 16,826,432
Federal grants and contacts	2,234,753	4,052,496
State and private grants and contracts	2,687,366	2,639,163
Auxiliary enterprises	6,414,030	6,290,223
Other operating revenues	59,242	330,137
Total Operating Revenue	28,541,419	30,138,452
Operating Expenses		
Compensation and benefits	15,374,329	17,370,379
Contractual services	2,239,630	1,843,143
Supplies and materials	5,326,478	5,734,030
Depreciation	2,484,622	2,523,713
Utilities	1,295,800	1,224,890
Communications	176,476	152,609
Scholarships and fellowships	13,843,701	13,081,413
Other operating expenses	1,404,808	1,090,905
Total Operating Expenses	42,145,844	43,021,082
Operating Loss	(13,604,425)	(12,882,631)
Nonoperating Revenues (Expenses)		
State appropriations	9,792,478	9,226,497
Federal and State Grants	5,766,652	5,376,042
Endowment and Investment income	124,628	63,542
Interest expense	(849,609)	(904,646)
Net Nonoperating Revenues	14,834,150	13,761,435
Income Before Other Revenues, (Expenses), Gains or (Losses)	1,229,725	878,805
Other Revenues, Expenses, Gains or Losses		
Capital state appropriations	1,686,894	1,585,692
Capital Grants and Gifts	35,000	165,530
Total Other Revenue, (Expenses), Gains and (Losses)	1,721,894	1,751,222
Change in Net Position	\$ 2,951,619	\$ 2,630,027

ROGERS STATE UNIVERSITY
STATEMENT OF REVENUES, EXPENSES, AND CHANGES IN NET POSITION
BUDGET TO ACTUAL
FOR THE NINE MONTHS ENDED MARCH 31, 2023
UNAUDITED - MANAGEMENT USE ONLY

	FY23 Annual Budget	July-December Actual	% of Budget	Difference Budget to Actual
Operating Revenues				
Student Tuition and fees, net	\$ 21,773,511	\$ 17,146,028	79%	\$ 4,627,483
Federal grants and contacts	4,517,386	2,234,753	49%	\$ 2,282,633
State and private grants and contracts	1,193,700	2,687,366	225%	\$ (1,493,666)
Auxiliary enterprises	10,867,963	6,414,030	59%	\$ 4,453,933
Other Revenue/Use of Reserves	3,132,148	59,242	2%	\$ 3,072,907
Total Operating Revenue	<u>41,484,708</u>	<u>28,541,419</u>	<u>69%</u>	<u>12,943,290</u>
Operating Expenses				
Compensation and benefits	27,537,478	15,374,329	56%	12,163,149
Contractual services	3,431,757	2,239,630	65%	1,192,126
Supplies and materials	12,962,769	5,326,478	41%	7,636,291
Utilities	1,771,260	1,295,800	73%	475,460
Communications	323,502	176,476	55%	147,026
Other operating expenses	2,869,684	1,404,808	49%	1,464,876
Depreciation expense	-	2,484,622	0%	(2,484,622)
Scholarships	12,419,317	13,843,701	111%	(1,424,384)
Total Operating Expenses	<u>61,315,767</u>	<u>42,145,844</u>	<u>69%</u>	<u>19,169,923</u>
Operating Income (Loss)	(19,831,059)	(13,604,425)		(6,226,633)
Nonoperating Revenues (Expenses)				
State appropriations	12,583,432	9,792,478	78%	2,790,954
On-behalf OTRS Contributions	-	-	0%	-
Federal and State Grants	5,726,077	5,766,652	101%	(40,575)
Investment income	93,335	124,628	134%	(31,293)
OSHRE Endowment income	92,478	-	0%	92,478
Interest expense	-	(849,609)	0%	849,609
Net Nonoperating Revenues	<u>18,495,322</u>	<u>14,834,150</u>	<u>80%</u>	<u>3,661,172</u>
Income (Loss) Before Other Revenues, Expenses, Gains or (Losses)	(1,335,737)	1,229,725		(2,565,462)
Other Revenues, Expenses, Gains or (Losses)				
State appropriations restricted for capital purposes	1,000,000	1,000,000	100%	-
Capital Gifts and Grants	43,186	35,000	81%	8,186
On-behalf state appropriation restricted for debt service	-	686,894	0%	(686,894)
Total Other Revenues, Expenses, Gains or (Losses)	<u>1,043,186</u>	<u>1,721,894</u>	<u>165%</u>	<u>(678,708)</u>
Change in Net Position	<u>\$ (292,551)</u>	<u>\$ 2,951,619</u>		<u>\$ (3,244,170)</u>

	University Quarter Ended March 31, 2023	University Quarter Ended March 31, 2022
Cash flows from operating activities		
Tuition and fees	\$ 20,635,399	\$ 23,135,133
Federal grants and contracts	\$ 4,701,181	\$ 6,730,157
Auxiliary enterprises	\$ 6,414,030	\$ 6,290,223
Other operating receipts	\$ (651,401)	\$ (669,636)
Payments made to employees for salaries and benefits	\$ (15,289,643)	\$ (17,247,271)
Payments made for Scholarships	\$ (13,843,701)	\$ (13,081,413)
Payments made to suppliers	\$ (10,656,790)	\$ (10,660,153)
Net cash provided (used) in operating activities	<u>\$ (8,690,925)</u>	<u>\$ (5,502,960)</u>
Cash flows from non-capital financing activities		
State appropriations	\$ 9,792,478	\$ 9,226,497
Federal and State Grants (PELL, SEOG)	\$ 5,766,652	\$ 5,376,042
Direct loans received	\$ -	\$ -
Direct loans disbursed	\$ -	\$ -
Net cash provided by non-capital financing activities	<u>\$ 15,559,130</u>	<u>\$ 14,602,539</u>
Cash flows from investing activities		
Cash received from the sale of assets	\$ -	\$ -
Interest income received	\$ 124,628	\$ (79,268)
Net cash provided by investing activities	<u>\$ 124,628</u>	<u>\$ (79,268)</u>
Cash flows from capital and related financing activities		
Capital appropriations received	\$ 1,000,000	\$ 900,000
Purchase of fixed assets	\$ (626,583)	\$ (100,737)
Interest paid on capital debt and leases	\$ (890,391)	\$ (944,864)
Proceeds from capital lease	\$ -	\$ -
Principal paid on capital-related debt	\$ (1,646,917)	\$ (1,585,334)
Capital gifts and grants received	\$ 35,000	\$ 165,530
Proceeds from master lease	\$ -	\$ -
Deferred inflows for Leases	\$ -	\$ -
Proceeds from leases	\$ -	\$ -
Payments for leases	\$ -	\$ -
Net cash provided (used) by capital and related financing activities	<u>\$ (2,128,891)</u>	<u>\$ (1,565,404)</u>
Net increase in cash and cash equivalents	\$ 4,863,943	\$ 7,454,908
Cash and cash equivalents, beginning of year	<u>\$ 23,839,363</u>	<u>\$ 18,414,478</u>
Cash and cash equivalents, end of year	<u>\$ 28,703,306</u>	<u>\$ 25,869,386</u>
Reconciliation of Cash and Cash Equivalents to the Statements of Net Position		
Current assets:		
Current cash and cash equivalents	\$ 24,455,999	\$ 21,983,864
Restricted cash and cash equivalents	\$ -	\$ -
Noncurrent assets:		
Restricted cash and cash equivalents	\$ 4,247,307	\$ 3,885,522
	<u>\$ 28,703,306</u>	<u>\$ 25,869,386</u>
	\$ -	\$ -
Reconciliation of Operating Income to Net Cash Used in Operating Activities		
Operating income	\$ (13,604,425)	\$ (12,687,204)
Adjustments:		
Depreciation expense	\$ 2,484,622	\$ 2,523,713
OTRS On-Behalf Contributions	\$ -	\$ -
Donated assets	\$ -	\$ -
Changes in assets and liabilities:		
Accounts receivable	\$ (1,079,388)	\$ 1,840,285
Net Pension Asset	\$ -	\$ -
Other Current Assets	\$ -	\$ -
Deferred Outflows - OTRS Contributions	\$ -	\$ -
Net loss on disposal of fixed assets	\$ 2,639	\$ -
Deferred revenues	\$ 3,750,388	\$ 3,523,141
Accounts payable and accrued expenses	\$ (263,421)	\$ (721,176)
Inventory	\$ -	\$ -
Student and other deposits	\$ 18,660	\$ 18,281
Accrued Expense - OPEB	\$ -	\$ -
Deferred inflows for Pensions	\$ -	\$ -
Net Pension Liability	\$ -	\$ -
Compensated absences	\$ -	\$ -
Net cash used by operating activities	<u>\$ (8,690,925)</u>	<u>\$ (5,502,960)</u>

ROGERS STATE UNIVERSITY
CASH OVERVIEW, ROLLING 12-MONTH TREND
APRIL 2022 - MARCH 2023

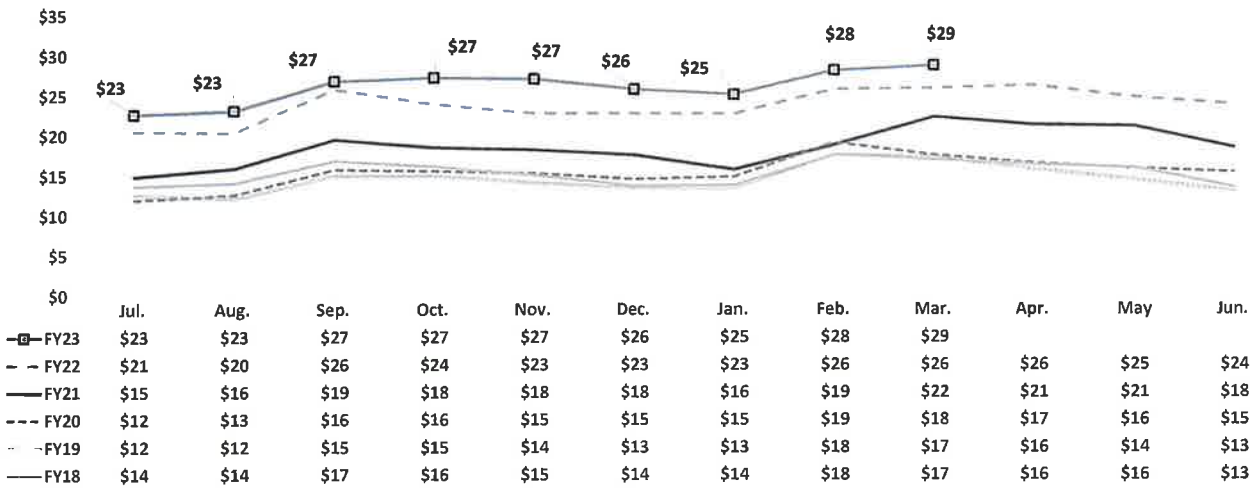
	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Sep-22
Unrestricted (290 Fund)	\$ 11,366,152	\$ 11,366,152	\$ 10,294,082	\$ 9,642,735	\$ 9,282,608	\$ 12,596,078
Auxiliary	\$ 10,392,628	\$ 10,392,628	\$ 9,263,567	\$ 8,829,770	\$ 9,114,939	\$ 9,674,154
Restricted (430 Fund)	\$ 2,200,494	\$ 2,200,494	\$ 2,066,626	\$ 1,966,302	\$ 1,929,727	\$ 1,731,742
Capital Fund	\$ 2,255,227	\$ 2,255,227	\$ 2,215,088	\$ 2,210,790	\$ 2,793,466	\$ 2,793,466
Total	\$ 26,214,501	\$ 26,214,501	\$ 23,839,363	\$ 22,649,597	\$ 23,120,740	\$ 26,795,440

	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23
Unrestricted (290 Fund)	\$ 12,148,451	\$ 11,917,855	\$ 11,119,119	\$ 10,698,938	\$ 12,512,244	\$ 11,943,795
Auxiliary	\$ 1,676,086	\$ 10,296,802	\$ 9,758,926	\$ 9,760,902	\$ 11,000,316	\$ 12,076,620
Restricted (430 Fund)	\$ 10,679,702	\$ 2,107,490	\$ 2,132,772	\$ 1,948,595	\$ 1,905,488	\$ 2,018,557
Capital Fund	\$ 2,747,790	\$ 2,736,736	\$ 2,736,736	\$ 2,687,175	\$ 2,664,558	\$ 2,664,333
Total	\$ 27,252,030	\$ 27,058,882	\$ 25,747,553	\$ 25,095,610	\$ 28,082,606	\$ 28,703,306



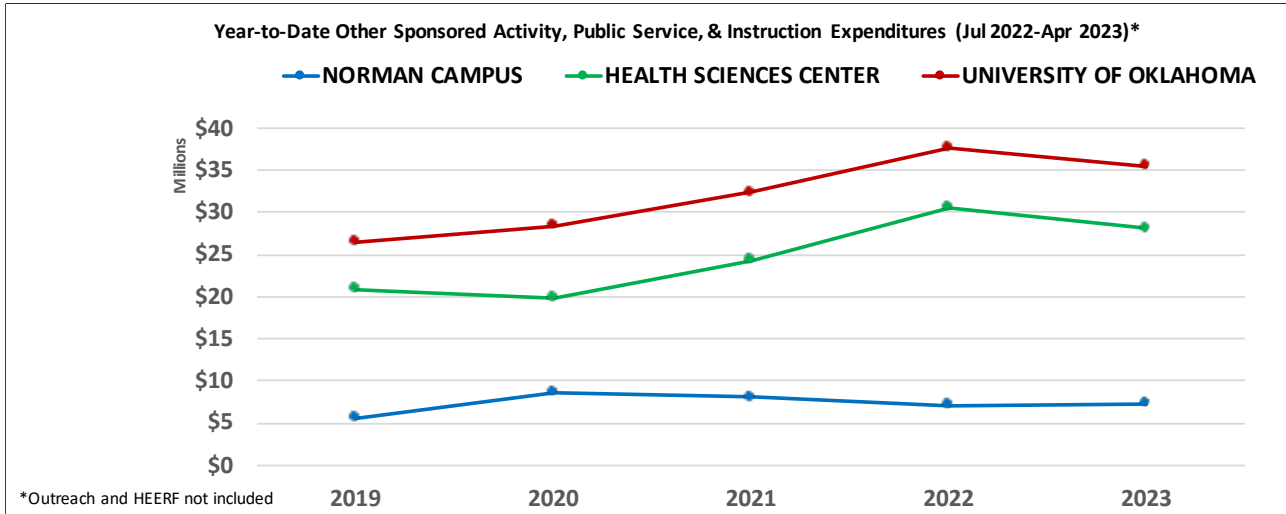
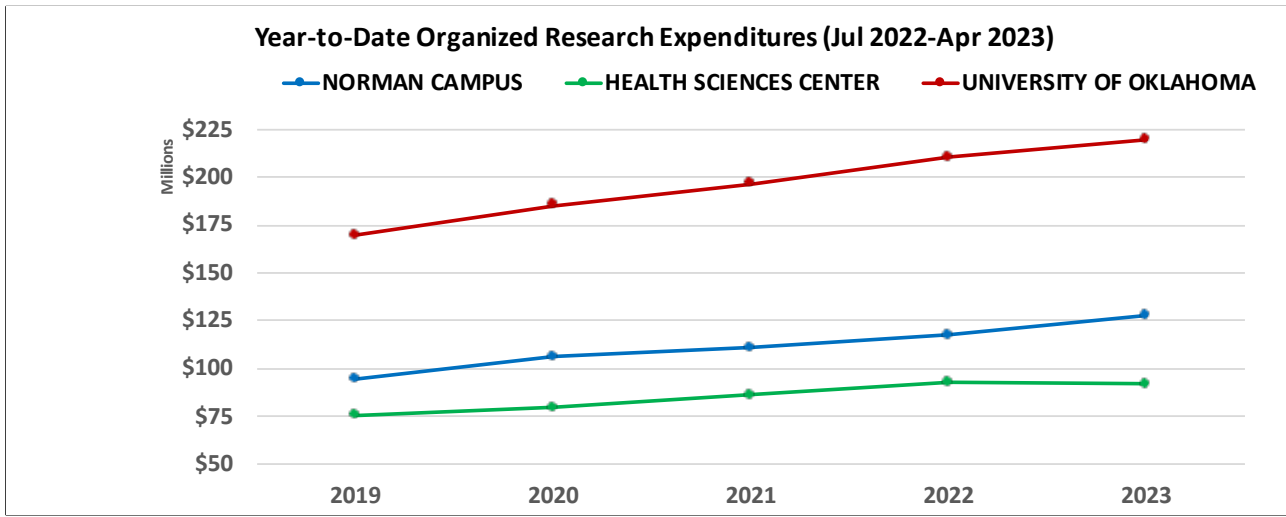
Rogers State University

Unrestricted Cash Trend (in millions)



Year-over-Year Variance Drivers:

UNIVERSITY OF OKLAHOMA EXPENDITURES



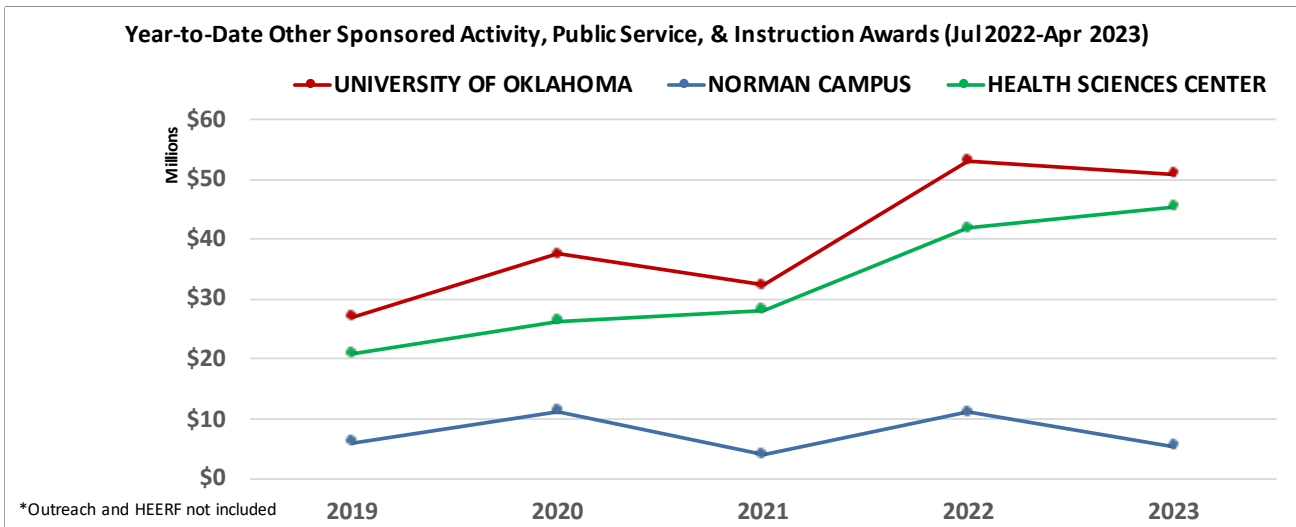
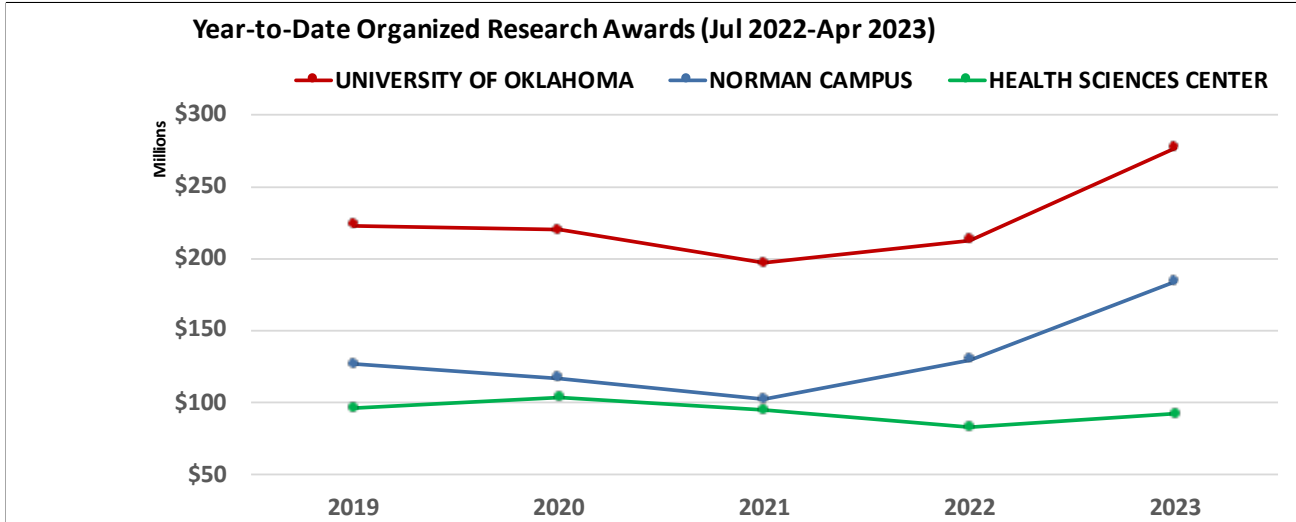
*Outreach and HEERF not included

ORGANIZED RESEARCH	Jul 2022-April 2023	%CHANGE	Jul 2021-April 2022
UNIVERSITY OF OKLAHOMA	\$ 219,743,447	4.50%	\$ 210,282,039
NORMAN CAMPUS	\$ 127,771,966	8.76%	\$ 117,476,923
HEALTH SCIENCES CENTER	\$ 91,971,481	-0.90%	\$ 92,805,116

OSA, PS, and INSTRUCTION	Jul 2022-April 2023	%CHANGE	Jul 2021-April 2022
UNIVERSITY OF OKLAHOMA	\$ 35,494,494	-5.71%	\$ 37,644,115
NORMAN CAMPUS	\$ 7,356,752	3.60%	\$ 7,101,423
HEALTH SCIENCES CENTER	\$ 28,137,742	-7.87%	\$ 30,542,692

Data was pulled on May 17, 2023, and is subject to change.

UNIVERSITY OF OKLAHOMA AWARDS



ORGANIZED RESEARCH	Jul 2022-April 2023	%CHANGE	Jul 2021-April 2022
UNIVERSITY OF OKLAHOMA	\$ 276,817,559	30.08%	\$ 212,804,982
NORMAN CAMPUS	\$ 184,030,293	41.59%	\$ 129,972,700
HEALTH SCIENCES CENTER	\$ 92,787,266	12.02%	\$ 82,832,282

OSA, PS, and INSTRUCTION	Jul 2022-April 2023	%CHANGE	Jul 2021-April 2022
UNIVERSITY OF OKLAHOMA	\$ 50,800,875	-4.20%	\$ 53,028,998
NORMAN CAMPUS	\$ 5,438,358	-51.17%	\$ 11,138,360
HEALTH SCIENCES CENTER	\$ 45,362,517	8.29%	\$ 41,890,638

Data was pulled on May 17, 2023, and is subject to change.

NORMAN CAMPUS & HEALTH SCIENCES CENTER
REPORT OF CONTRACTS AWARDED (OVER \$1M)
January - April 2023

AWD #	AGENCY	TITLE	VALUE RECEIVED	TOTAL ANTICIPATED VALUE	TOTAL PERIOD	PI(s)
20007317	U.S. Department of Defense	Sustainment and Modernization Research and Development	\$8,725,800	\$8,725,800	36 mo.	Zahed Siddique (Engineering)
20201621	Center for Mental Health Services	SAMHSA's Suicide Prevention Resource Center grant	\$8,114,966	\$47,019,686	60 mo.	Renee Rowe Shelby (Developmental Behavioral Pediatrics)
20221541	Economic Development Administration	Oklahoma Biotech Cluster: Oklahoma Phase I Clinical Trial Center (OCTC-1)	\$3,600,000	\$3,600,000	57 mo.	Robert S. Mannel (Stephenson Cancer Center)
20181113	National Cancer Institute	A Lead Academic Participating Site in Oklahoma for the Design and Conduct of NCTN Clinical Trials	\$1,871,528	\$10,874,154	72 mo.	Kathleen Moore (Stephenson Cancer Center)
20191176	Natl Inst of General Medical Sciences	Oklahoma Center for Microbial Pathogenesis and Immunity (OCMP&I)	\$1,576,125	\$11,137,651	59 mo.	Jimmy D. Ballard (Microbiology & Immunology)
20180873	National Heart, Lung and Blood Institute	Strong Heart Study - Coordinating Center	\$1,555,277	\$10,153,927	60 mo.	Ying Zhang (Am Indian Health Res)
20181181	Oklahoma State Department of Health	Ryan White CARE Act Part B	\$1,400,187	\$8,975,733	72 mo.	Michelle R. Salvaggio (Internal Medicine - Infectious Disease)
7 Total			\$26,843,883	\$100,486,951		

THE UNIVERSITY OF OKLAHOMA

June 2023

SUMMARY OF RESEARCH ACTIVITIES AT OU FOR JULY 2022-April 2023

New awards: The total sponsored awards from July 2022 to April 2023 increased by \$64.7M (+24.8%) from FY2022. On the Norman campus, awards increased \$29.3M (18.3%) from FY2022 primarily due to U.S. Department of Commerce (\$19.2M) and U.S. Department of Defense (\$13.4M) projects. Awards on the Health Sciences Center campus increased by \$11.1M (8.9%) from the previous fiscal year.

Expenditures: The total expenditures from July 2022 to April 2023 increased \$7.3M (+2.9%) from FY2022. On the Norman campus, expenditures increased \$10.9M (+8.5%) primarily due to National Science Foundation (\$2.8M), U.S. Department of Education (\$1.3M), and Health and Human Services (\$3.3M) projects. On the Health Sciences Center campus, expenditures decreased \$3.2M (-2.6%).

The following are significant grants and activities during the time from January 2022-April 2023, organized into thematic areas:

Biology

- OU assistant professor of biology Gavin Woodruff, Ph.D., has received a National Science Foundation CAREER award funded by an expected \$964,837 over five years to study how the roundworm, *C. inopinata*, regulates its cell size and how that information could inform scientists' understanding of cellular growth.

Cancer

- In March 2023, Doris Benbrook, PhD, Presbyterian Presidential Professor, Department of Obstetrics and Gynecology, College of Medicine, and Anthony Burgett, PhD, Associate Professor, Department of Pharmaceutical Sciences, College of Pharmacy were awarded \$1,093,171 by USAMRAA for their multiple-PI award, "Taking Ovarian Cancer Maintenance Therapy to the Next Level." Surgery and chemotherapy can clear ovarian cancer, but it frequently recurs. Subsequent chemotherapy regimens are less effective at treating the cancer. Maintenance therapy is used to decrease the amount of time before cancer recurs. However, severe side effects often arise from maintenance therapy, requiring discontinuation even before recurrence. This new, four-year project will investigate new and less-toxic maintenance therapies for ovarian cancer, a critical area of unmet need. The investigators will explore their novel investigational drug, SHetA2, which has demonstrated much promise as an active and well-tolerated intervention.
- In May 2023, Robert S. Mannel, PhD, Professor in the Department of Obstetrics and Gynecology, College of Medicine, and Director of the Stephenson Cancer Center, was the recipient of a new \$10,170,946 award to fund the Stephenson Cancer Center - Cancer Center Support Grant. The OU Stephenson Cancer Center fulfills a unique need in Oklahoma and the region by conducting innovative and impactful research that seeks to

THE UNIVERSITY OF OKLAHOMA

June 2023

translate novel discoveries into the clinical or community setting through a transdisciplinary team-based approach. The goal of these efforts is to decrease cancer incidence and improve outcomes for Oklahomans and all individuals, with a special emphasis on promoting cancer health equity among the state's underserved minority populations.

Children's Health

- In March 2023, Hala Chaaban, MD, Associate Professor in the Department of Pediatrics, Section of Neonatal-Perinatal Medicine, College of Medicine received a new \$2,046,050 R01 award for her project, "Prevention of Necrotizing Enterocolitis." Necrotizing enterocolitis (NEC) is the most devastating gastrointestinal pathology in the newborn period. NEC happens when tissue in the small or large intestine is injured or begins to die off. Funded by the Eunice Kennedy Shriver National Institute of Child Health and Human Development, National Institutes of Health, the research team will investigate how to prevent this disease and develop new treatments. The results have the potential to greatly enhance our understanding of NEC pathogenesis, and provide novel insight into effective preventative therapies.
- Catherine Hunter, MD, Professor of Surgery and Division Chief of Pediatric Surgery, Department of Surgery, College of Medicine was awarded a new, five-year \$2,454,621 R01 grant from the National Institute of Diabetes and Digestive and Kidney Diseases, National Institutes of Health in March 2023. The research team will examine "ROCK, tight junctions and prematurity in the pathogenesis of necrotizing enterocolitis and neonatal sepsis." Necrotizing enterocolitis (NEC) is a deadly disease in newborns that affects 7% of patients admitted to the NICU and is a leading cause of gram negative, neonatal sepsis. Sepsis is the second major cause of death among neonates, accounting for one million global deaths per year. Prevention and treatment strategies are currently lacking. This project will define the mechanistic response of the intestinal epithelium during NEC, developing fundamental knowledge that will help reduce the burden and mortality of this human disease.

Clinical Trial – Cancer

- Wajeeda Razaq, MD, Associate Professor, Department of Internal Medicine, Section of Hematology Oncology, College of Medicine leads the OUHSC clinical trial site for "A Dose-Escalation Study of the Safety and Pharmacology of DAN-222 in Subjects with Metastatic Breast Cancer," sponsored by Dantari, Inc. Genomic DNA undergoes frequent challenges by both endogenous and exogenous DNA-damaging agents, which can result in different types of DNA lesions. The inability to accurately repair complex

THE UNIVERSITY OF OKLAHOMA

June 2023

DNA damage leads to genomic instability and contributes to cancer etiology, but also makes cancer cells more vulnerable to DNA-damaging therapeutic agents. Defects in HR repair are observed in various cancers. Tumor cells with defective HR repair show increased sensitivity to chemotherapeutic agents. PARPs have emerged as a new target in cancer treatment. PARP inhibitors exploit genomic instability and deficiencies in DNA repair pathways. DAN-222 is an investigational drug that has been shown to have anti-tumor activity. The trial will examine the effectiveness of DAN-222, with and without a PARP inhibitor. This is an open-label, multicenter, dose-escalation phase III study designed to assess the safety, tolerability, and pharmacokinetics (PK) of intravenous (IV) administered DAN-222 followed by a dose escalation of DAN-222 in combination with daily oral niraparib.

Clinical Trial - Children's Health

- The Pediatric Bone Marrow Consortium sponsors the “Eliminating Total Body Irradiation (TBI) for NGS-MRD Negative Children, Adolescents, and Young Adults with B-ALL [The EndRAD Trial]” phase II clinical trial, led at OUHSC by Anand Srinivasan, MBBS, Assistant Professor, Department of Pediatrics, College of Medicine. Allogeneic hematopoietic stem cell transplantation (HCT) is well-accepted therapy for children with high-risk acute lymphoblastic leukemia (ALL). Published literature indicates that the inclusion of total body irradiation (TBI) in the HCT conditioning regimens is associated with improved outcome of ALL. Late effects of TBI represent a major burden for pediatric and adult HCT survivors. The trial will obtain pre-HCT B-ALL blast DNA samples to establish informative DNA clones and then use NGS-MRD (ImmunoSeq®, Adaptive Biotechnologies) pre-HCT to define patients who may be able to receive a non-TBI approach and still have low rates of relapse.

Clinical Trial - Immunology/Infectious Disease

- Karla Rodgers, PhD, Associate Professor, Department of Microbiology, College of Medicine, leads the clinical trial, “Evaluating Effects of Retroviral Integrase Inhibitors on V(D)J Recombination Activity.” Sponsored by Gilead Sciences, this project will analyze the effect of retroviral integrase inhibitors on V(D)J recombination activity using an extrachromosomal cell-based assay. V(D)J recombination drives the requisite assembly of functional antigen receptor (AgR) genes during lymphocyte development, which is essential for adaptive immunity. Optimal retroviral integrase inhibitors are needed that do not significantly affect V(D)J recombination activity in order to maintain an adequate immune response during treatment of patients with HIV. This goal can be more readily accomplished with the development of a rapid and robust assay to determine the effect of integrase inhibitors on V(D)J recombination activity.
- “A Phase III, Multicenter, Randomized, Double-blind, Chronic-dosing, Parallel-group, Placebo-controlled Study to Evaluate the Efficacy and Safety of 2 Dose Regimens of MEDI3506 in Participants with COPD with a History of COPD Exacerbations (TITANIA)” is led by Huimin Wu, MD, Department of Internal Medicine, Section of

THE UNIVERSITY OF OKLAHOMA

June 2023

Pulmonary, Critical Care, and Sleep Medicine, College of Medicine at OUHSC. Sponsored by AstraZeneca, this trial will examine the safety and efficacy of MEDI3506. MEDI3506 is a human immunoglobulin G1 monoclonal antibody (mAb) that potently and specifically binds to interleukin (IL)-33 and blocks its signalling. MEDI3506 is being developed for the treatment of asthma, atopic dermatitis, chronic obstructive pulmonary disease (COPD), and diabetic kidney disease. The mechanism of action of MEDI3506 makes it a potential treatment option for the high unmet need in patients with COPD experiencing COPD symptom burden and at risk for exacerbations.

Defense

- OU has received an \$8.7 million congressional appropriation awarded through the Air Force Research Laboratory in partnership with the Air Force Sustainment Center, Oklahoma City Air Logistics Complex (OC-ALC) and GE Additive for a comprehensive metal additive manufacturing research project to test the design and fabrication of replacement parts that could meet the certification requirements for airworthiness qualification by the U.S. Air Force.

Diabetes

- In February 2023, the National Institute of Diabetes and Digestive and Kidney Diseases, National Institutes of Health awarded a new \$1,571,476 grant to Tiangang Li, PhD, Associate Professor, Department of Physiology, College of Medicine, and Harold Hamm Chair for Adult Diabetes Research. Dr. Li's four-year project will examine "Novel Roles of Cullin-RING E3 Ligases in Liver Pathophysiology." Fatty liver disease is closely associated with obesity and type 2 diabetes, but there are no effective drug therapies. The role of hepatic Cullin-RING E3 ligases (CRLs) in NAFLD pathophysiology remains unknown. This study will investigate the mechanisms of CRLs regulation of hepatic nutrient signaling and glucose and lipid metabolism in mouse models of obesity and fatty liver disease. The research team will use pharmacological approaches to study whether Cullin-RING E3 ligases can serve as potential therapeutic targets for treating lipid and glucose dysregulation in fatty liver disease and type 2 diabetes. They seek to determine how CRLs regulate hepatic lipid and glucose metabolism and to establish CRLs as valid therapeutic targets for developing NAFLD and diabetes treatment.

Education and Training

- The National Institute of General Medical Sciences, National Institutes of Health awarded \$1,492,151 to Eric Howard, PhD, Associate Professor, Department of Cell Biology, College of Medicine, in March 2023. This new, five-year R25 grant will develop the Post-Baccalaureate Research and Education Program (PREP) for Oklahoma, a research-intensive program at OUHSC. In Oklahoma, there is a need to expand scientific education at all levels, with a particular need to train a diverse cadre of doctoral

THE UNIVERSITY OF OKLAHOMA

June 2023

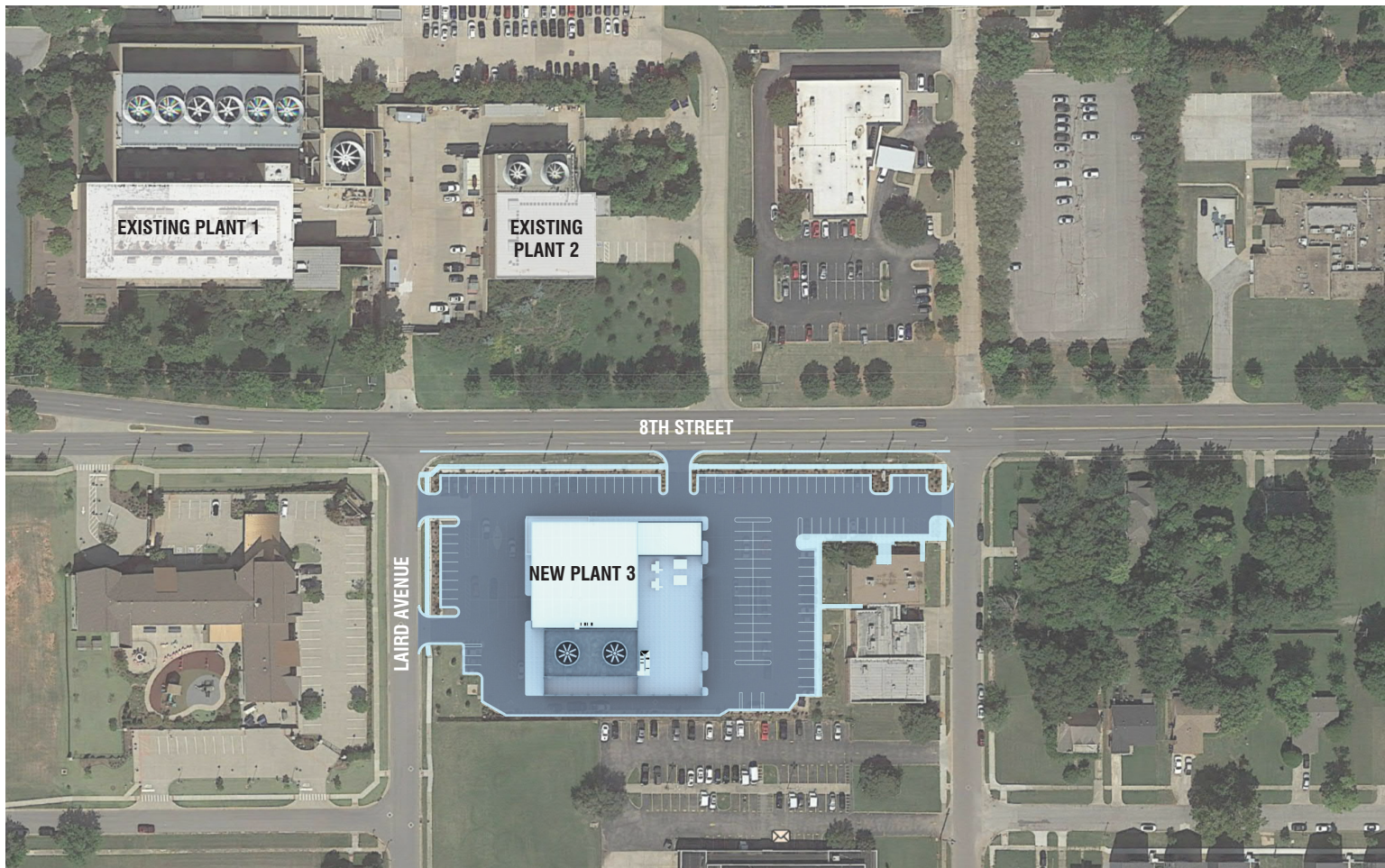
students who can assume university-level faculty positions, and thus serve as role models and mentors for younger students. The curriculum will include formal courses on experimental design and biostatistics, animal care and use, research methods, a combination lecture/journal club course, and career development workshops. Training in the responsible conduct of research and in data analysis and reproducibility will also be emphasized. Most of the students' time will be devoted to mentored research in labs that are currently funded extramurally. Students will conduct two lab rotations, followed by a 9-month experience in a selected lab. The Post-Baccalaureate Research and Education Program focuses on recruiting and training promising, under-represented students so that they can be competitive for admission into biomedical doctoral programs, and ultimately become skilled scientists and advocates for a scientific approach to decision-making.

Humanities

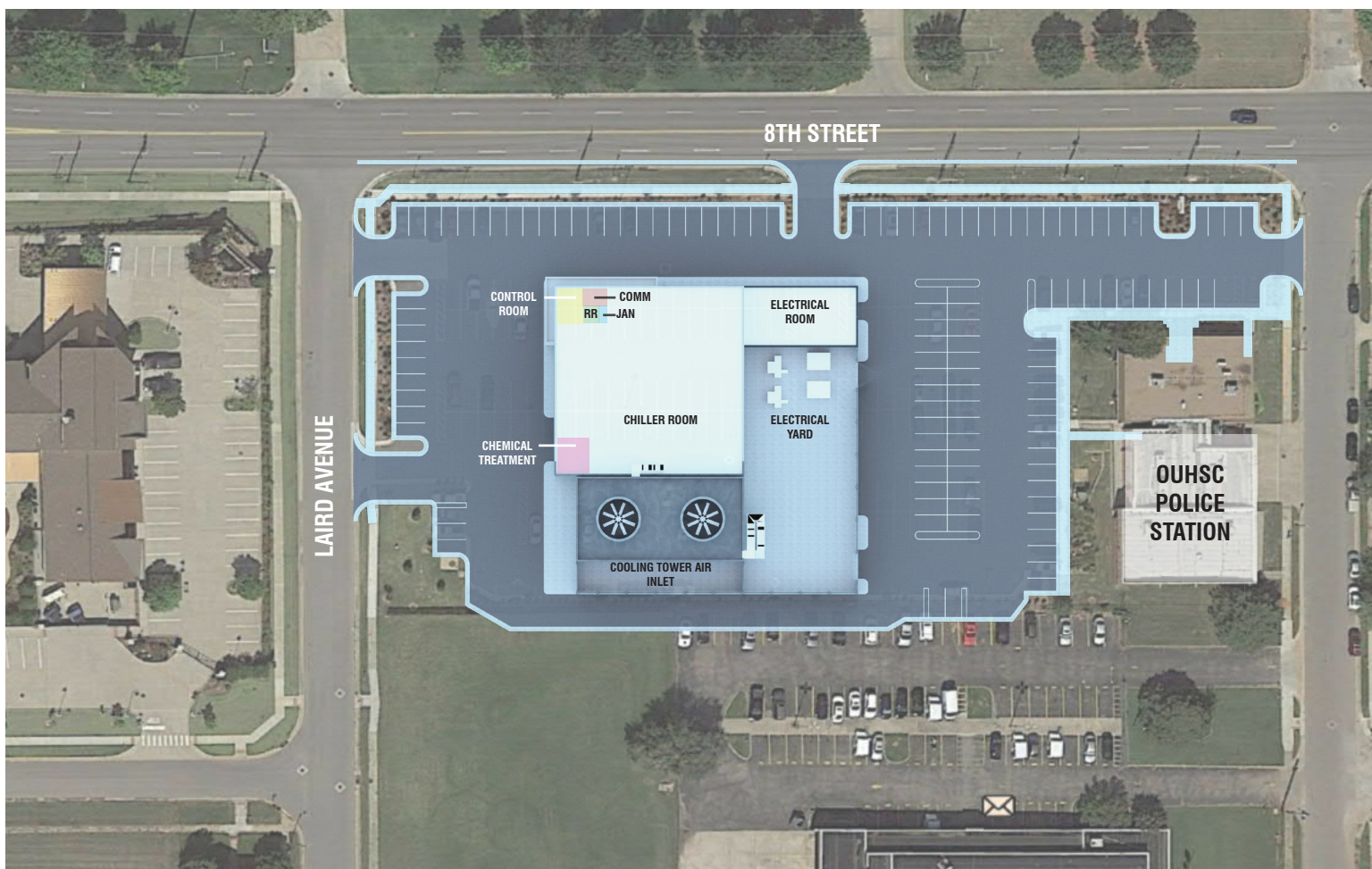
- Three OU projects are the only ones in the state to receive National Endowment for the Humanities funding awarded in April 2023. OU faculty in the Carl Albert Congressional Research and Studies Center will also receive funding to support a project led by the University of West Virginia. OU will cumulatively receive \$427,374 from the NEH for the four projects.

Transportation

- OU is one of 34 universities nationwide selected in the 2022 University Transportation Center competition. Located on the Norman campus, scholars at the Southern Plains Transportation Center will receive \$3 million per year, matched by the Oklahoma Department of Transportation, for research leading to climate change mitigation in the transportation sector.



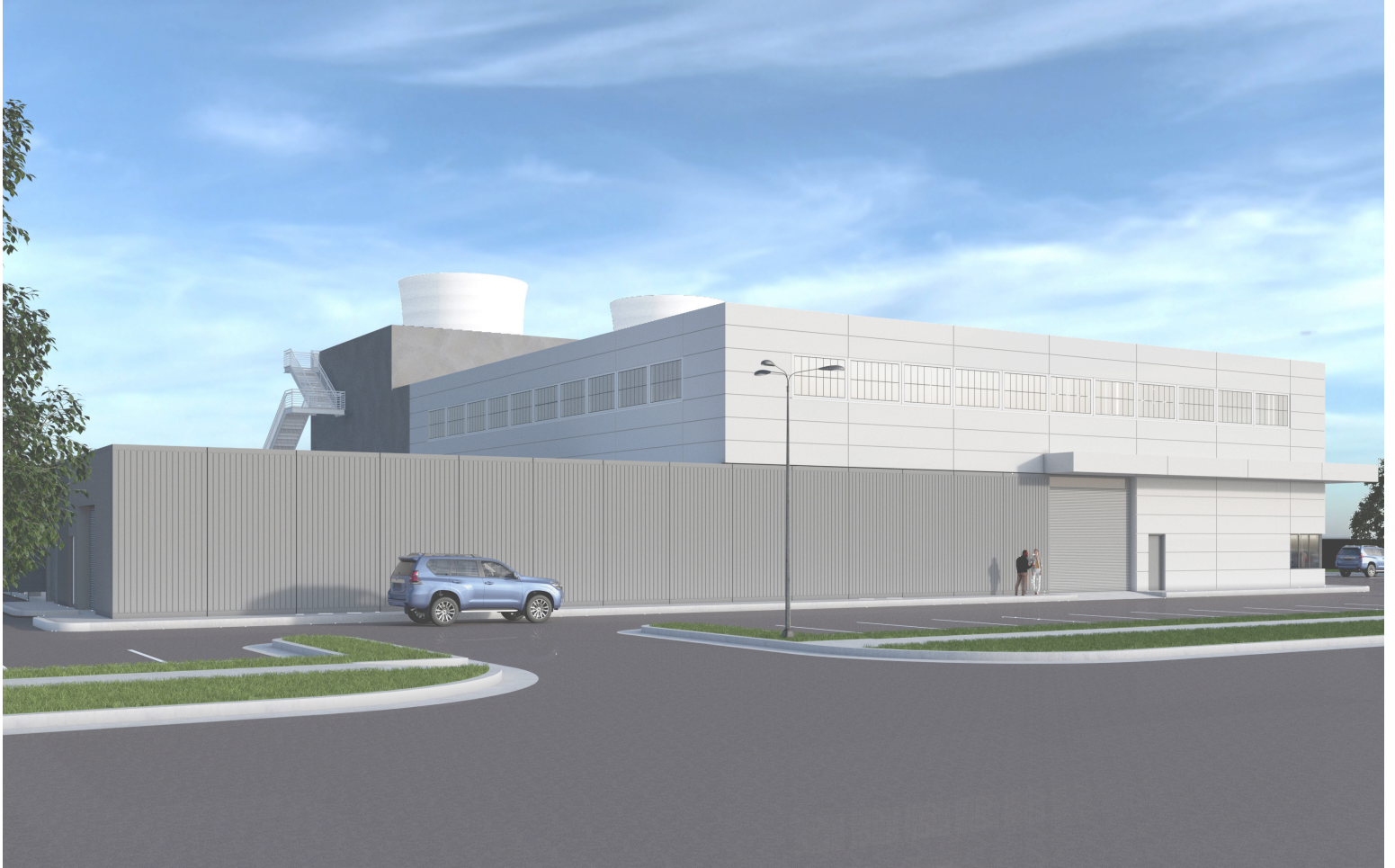
SITE VICINITY MAP



SITE PLAN



RENDERING - NORTHWEST CORNER



RENDERING - NORTHEAST CORNER

OU - Norman Campus
FY23 Projections and FY24 Proposed Budget
(\$ in thousands)

	FY 2023			FY 2024	FY2024 Budget Comments/Assumptions
	Original Budget	YTD Actuals (Jul. - Mar.)	Projected Actuals Annualized	Proposed Budget	
Operating Revenues					
Student tuition and fees (net of scholarship allowances)	391,600	348,939	381,000	390,000	3% tuition/fee increase; growth in freshmen class; \$1.9M fee cuts for Graduate Assistants
Federal grants and contracts	151,900	119,717	163,000	159,000	Reduced GeoCarb grant funding (\$18M); 8.5% growth in other grants consistent with strategic plan
State grants and contracts	78,000	61,729	77,000	65,000	Winddown of DHS Workforce grant, offset by projected growth in OU Outreach contracts
Private grants and contracts	12,400	7,033	10,000	11,000	10% growth based on prior year trends
Sales and services of auxiliary enterprises:					
Housing and food service revenues	81,000	61,917	76,000	76,000	Increases in Housing rates (4%-6%) and meal plan rates (9%), offset by possible sale of Traditions
Net athletic revenues	107,000	79,732	122,000	117,400	Big 12 Conference distribution decline offset by increases in ticket and advertising revenue
Other	32,000	26,291	35,000	36,000	Assumes 5% increase in parking pass rates with flat number of passes sold
Other revenues	32,500	24,458	33,000	34,000	3% inflationary growth
Total operating revenues	<u>886,400</u>	<u>729,816</u>	<u>897,000</u>	<u>888,400</u>	
Operating Expenses					
Compensation and benefits	594,730	453,368	604,000	623,000	Merit raise program (\$10M), new faculty hiring (\$1.4M), faculty promotions (\$0.7M)
Contractual services	194,509	143,853	180,000	186,000	3% inflationary growth from contracts, service providers, etc., plus change in research activity
Supplies and materials	45,370	35,351	51,000	50,000	3% inflationary growth, plus change in research expenditure activity
Depreciation	82,000	60,742	81,000	79,000	Adjusted for Adams Tower retirement (FY23) and potential Traditions Complex sale (FY24)
Utilities	48,600	35,912	48,000	48,000	Consistent with prior year, resulting from fixed natural gas pricing and flat consumption
Communications	13,370	6,414	9,000	9,000	3% inflationary growth, plus change in research expenditure activity
Scholarships	27,991	24,727	50,000	52,000	3% increase above FY23 levels, consistent with tuition rate increases
Travel	25,500	20,506	27,000	27,000	Slight increase in travel activity, approaching pre-COVID levels
Other expense	51,400	61,138	68,000	55,000	Reduced to reflect expiration of one-time state grant
Total operating expenses	<u>1,083,470</u>	<u>842,011</u>	<u>1,118,000</u>	<u>1,129,000</u>	
Operating income(loss)	<u>(197,070)</u>	<u>(112,195)</u>	<u>(221,000)</u>	<u>(240,600)</u>	
Nonoperating Revenues and (Expenses)					
State appropriations	121,500	93,352	122,000	143,000	\$8.8M for faculty salary program, \$8.75M Engineering, and \$3.7M funding formula allocation
State on-behalf payments	14,209	7,373	12,000	12,000	State OTRS contribution on-behalf of OU; consistent with compensation and benefits trend
Federal grants and contracts	35,200	27,859	37,000	39,000	7% Increase in Pell Grants (\$1.9M), which primarily comprises this line-item
State grants and contracts	15,500	12,801	17,000	18,000	Increase consistent with tuition and fee rate increase
Private gifts	37,000	22,553	45,000	67,000	Increased drawdowns from OU Foundation for Athletics and other main campus departments
Interest on indebtedness	(38,800)	(27,715)	(39,000)	(42,000)	Possible Traditions sale in Fall 2023, offset by potential new debt for Housing and Athletics
Investment income/loss	2,500	3,167	4,000	4,000	Return on Regents' Fund investments
Gain/(loss) on disposal of assets	(14,800)	(279)	(15,000)	-	Retirement of Adams Tower in FY23; no material asset disposals planned for FY24
Endowment income	14,000	13,495	18,000	18,000	OSRHE matching funds and reimbursements from endowed OUF funds
Net nonoperating revenues and (expenses)	<u>186,309</u>	<u>152,606</u>	<u>201,000</u>	<u>259,000</u>	
Income/(loss) before other revenues, (expenses), gains, or (losses)	(10,761)	40,411	(20,000)	18,400	
Other Revenue, Expenses, Gains or Losses					
Federal grants and contracts for capital projects	-	-	-	9,500	\$9.5M for National Weather Center expansion
State appropriations for capital projects	40,000	30,000	40,000	50,000	\$10M for Engineering and Biosciences (College of Arts & Sciences) capital projects
Private gifts for capital assets	24,500	1,287	11,000	33,500	Capital draws of donor funds for Softball, Jacobson Hall, Basketball, Golf, Tennis, Gymnastics
State school land funds	12,331	7,426	12,300	6,800	Draw of Section 13 funds from the Land Commission
On-behalf payments for OCIA capital leases	5,100	3,798	5,000	5,000	Consistent with prior year; in accordance with payment schedule
Gain (loss) on sale of fixed assets	-	-	-	42,000	Potential sale of Traditions complex in Fall 2023
Additions to permanent endowments	-	(262)	300	-	Consistent with prior year
Total other revenue, (expenses), gains, or (losses)	<u>81,931</u>	<u>42,249</u>	<u>68,600</u>	<u>146,800</u>	
Change in Net Position	<u>71,170</u>	<u>82,660</u>	<u>48,600</u>	<u>165,200</u>	

**University of Oklahoma - Tulsa Campus (Norman Programs)
Proposed FY 2024 Operating Budget**

EXHIBIT J Attachment 1

	Actual FY 2022	Projected FY 2023	Budget FY 2024
Operating Revenues			
Student Tuition (net of waivers)	2,465,368	2,278,044	2,574,016
Student Fees	1,417,232	1,377,614	1,836,283
Research Centers	258,627	290,552	589,789
Indirect Cost Transfer	90,000	90,000	90,000
Other Revenues	105,567	188,046	196,778
Total operating revenues	<u>4,336,794</u>	<u>4,224,257</u>	<u>5,286,866</u>
Operating Expenses			
College of Architecture	248,560	298,522	273,446
College of Arts & Sciences	3,034,123	3,190,413	2,888,737
College of Business	75,066	-	-
College of Education	2,472,081	2,427,471	2,055,373
College of Engineering	1,000,446	1,139,569	1,191,399
Polytechnic Institute	-	100,155	1,621,749
Student Affairs	87,168	30,052	139,413
University Libraries	178,868	102,475	440,040
Administration ^A	2,338,307	1,883,772	3,350,691
Total operating expenses	<u>9,434,618</u>	<u>9,172,428</u>	<u>11,960,848</u>
Operating loss	<u>(5,097,824)</u>	<u>(4,948,171)</u>	<u>(6,673,982)</u>
Nonoperating Revenues and (Expenses)			
State Appropriations	3,518,600	3,518,600	3,518,600
State school land funds	116,268	-	-
One-Time State Support via UHAT	-	10,000,000	-
Norman Campus Transfer	115,915	184,175	232,553
HSC/College of Medicine Transfer	400,000	400,000	400,000
Private Gifts	740,734	492,883	402,540
Endowment Income	639,520	460,518	546,918
Net nonoperating revenues	<u>5,531,036</u>	<u>15,056,176</u>	<u>5,100,611</u>
Change in Net Position^B	<u>433,212</u>	<u>10,108,006</u>	<u>(1,573,371)</u>

^A Administration includes the OU Tulsa areas of President, Provost, Marketing & Communications, and Diversity, Equity, & Inclusion.

^B Projected FY24 deficit related to Polytechnic expansion. Funding will be covered from cash reserves allocated from the receipt of \$10M in one time State support in FY23.

University of Oklahoma - Tulsa Campus
Operating Expense Budget

EXHIBIT J Attachment 1

	College of Architecture	College of Arts & Sciences	College of Education	College of Engineering	Polytechnic Institute	Student Affairs	University Libraries	Administration	Total FY23 Budget
Operating Expenses									
Compensation - Faculty	206,266	1,703,215	1,274,348	731,032	725,000	-	72,500	324,605	5,036,966
Fringe Benefits - Faculty	49,216	499,737	332,545	185,727	223,300	-	8,171	91,452	1,390,148
Compensation - Staff	-	241,337	76,158	56,335	-	-	-	870,736	1,244,566
Fringe Benefits - Staff	-	70,538	23,457	12,609	-	-	-	252,837	359,441
Contractual Services	-	21,600	12,000	-	-	-	-	250	33,850
Supplies and Materials	4,200	14,500	30,000	20,000	5,000	-	10,000	16,000	99,700
Utilities	-	10,000	16,000	15,000	-	-	-	20,500	61,500
Communications	1,600	-	18,000	-	5,000	-	-	-	24,600
Travel	2,000	10,000	43,000	5,000	35,000	-	-	22,000	117,000
Other	10,164	317,810	229,865	165,696	628,449	139,413	349,369	1,752,311	3,593,077
Total operating expenses	273,446	2,888,737	2,055,373	1,191,399	1,621,749	139,413	440,040	3,350,691	11,960,848

University of Oklahoma
College of Law
Proposed FY 2024 Operating Budget

EXHIBIT J Attachment 1

	<u>Actual FY 2022</u>	<u>Projected FY2023</u>	<u>Budget FY 2024</u>
Operating Revenues			
Student Tuition (net of waivers)	17,521,238	18,178,475	16,466,859
Mandatory Student Fees	3,350,985	3,569,735	3,626,105
Program Specific Fees	164,614	210,121	235,891
Other	331,074	103,376	-
Total operating revenues	<u>21,367,911</u>	<u>22,061,707</u>	<u>20,328,855</u>
Operating Expenses			
Compensation - Faculty	7,579,556	7,916,004	7,738,339
Fringe Benefits - Faculty	1,946,748	2,024,977	2,000,626
Compensation - Staff	3,411,546	3,301,357	3,795,182
Fringe Benefits - Staff	961,354	920,440	1,040,751
Contractual Services ^A	4,220,500	4,321,487	5,714,240
Supplies and Materials	386,232	432,813	114,355
Utilities	445,697	431,077	560,950
Communications	122,897	144,335	130,000
Scholarships	2,205,556	1,785,446	1,400,000
Travel	250,055	500,221	584,150
Other	2,710,731	1,736,073	3,978,097
Total operating expenses	<u>24,240,872</u>	<u>23,514,230</u>	<u>27,056,690</u>
Operating loss	<u>(2,872,962)</u>	<u>(1,452,522)</u>	<u>(6,727,836)</u>
Nonoperating Revenues and (Expenses)			
State Appropriations	4,558,884	4,659,252	5,081,232
Endowment Income	211,580	332,838	583,936
Private Gifts	414,323	251,197	230,000
Net nonoperating revenues and (expenses)	<u>5,184,787</u>	<u>5,243,287</u>	<u>5,895,168</u>
Change in Net Position^B	<u><u>2,311,826</u></u>	<u><u>3,790,764</u></u>	<u><u>(832,668)</u></u>

^A Increase in one-time costs associated with planned transition from Elsmere Education Inc. (online recruitment provider) to new 3rd party non-profit. In future years the college expects to realize savings as Elsmere recruited students graduate.

^B FY24 deficit related to one-time capital improvements expenses recorded as 'Other' expense.

University of Oklahoma
Oklahoma Geological Survey
Proposed FY 2024 Operating Budget

EXHIBIT J Attachment 1

	Actual FY 2022	Projected FY2023	Budget FY 2024
Operating Revenues			
Sponsored Research Initiative	33,126	-	32,332
Sales & Services	325,601	272,050	519,221
Total operating revenues	358,727	272,050	551,553
Operating Expenses			
Compensation - Faculty	1,026,091	667,426	1,196,493
Fringe Benefits - Faculty	307,919	207,440	279,302
Compensation - Staff	739,201	808,026	861,324
Fringe Benefits - Staff	226,574	251,130	251,202
Contractual Services	106,474	190,872	200,000
Supplies and Materials	79,845	31,023	52,000
Utilities	13,966	-	-
Communications	88,556	87,697	88,000
Travel	18,066	34,678	27,500
Other	261,767	209,806	227,332
Total operating expenses	2,868,459	2,488,099	3,183,152
Operating loss	(2,509,732)	(2,216,049)	(2,631,599)
Nonoperating Revenues and (Expenses)			
State Appropriations	2,631,600	2,688,877	2,631,599
Net nonoperating revenues and (expenses)	2,631,600	2,688,877	2,631,599
Change in Net Position	121,868	472,828	-

^A Above figures exclude grant revenue and related expenses. FY22 grant revenue and expense totaled \$584,000.

University of Oklahoma - HSC Campus
 FY24 Estimated Budget Projections
 (\$ in thousands)

	FY 2023			FY 2024	FY 2024 Budget Comments/Assumptions
	Original Budget	YTD Actuals Jul - Mar	Projected Actuals Annualized	Preliminary Budget	
Operating Revenues					
Student tuition and fees (net of scholarship allowances)	73,104	66,584	73,104	76,031	Tuition increases and enrollment expansion per the strategic plan
Patient care	68,432	50,859	67,812	67,812	
Pharmaceutical sales	25,630	54,753	69,912	59,899	Pediatric pharmacy transitions to OUH in FY23
Federal grants and contracts	108,429	79,567	106,089	109,089	\$3M Congressional directed funding
State grants and contracts	75,693	67,471	89,961	94,961	\$5M OUHSC research funding by UHAT
Private grants and contracts	242,371	171,797	229,063	236,463	\$6.4M PHF funding
Sales and services of educational activities	1,809	1,511	2,015	2,015	
Sales and services of auxiliary enterprises:					
Steam and Chill	11,334	8,219	10,959	11,995	
Other	41,311	31,736	42,315	42,315	
Other revenues	15,309	8,828	11,771	11,771	
Total operating revenues	663,423	541,325	703,000	712,350	
Operating Expenses					
Compensation and benefits	584,369	423,975	565,300	586,047	Merit increases for faculty and staff; new faculty recruitment
Contractual services	103,126	71,792	95,723	104,639	Strategic plan new costs
Supplies and materials	66,004	66,558	88,744	86,422	Pediatric pharmacy transitions to OUH in FY23; faculty recruitment
Depreciation	27,041	20,513	27,351	27,351	
Utilities	16,174	14,139	18,852	19,290	
Communication	5,657	3,830	5,107	5,107	
Scholarships	3,831	3,001	4,001	5,001	Increase support to graduate students
Other expense	31,260	21,120	28,160	41,910	Strategic plan investment in campus-wide research operations, technology, labs, etc; increase in Tulsa physician insurance
Total operating expenses	837,462	624,928	833,237	875,766	
Operating loss	(174,040)	(83,603)	(130,237)	(163,416)	
Nonoperating Revenues and (Expenses)					
State appropriations	78,539	58,643	78,539	84,068	Increase in State appropriations \$5.5M
State on-behalf payments	11,342	8,626	11,342	11,342	
Private gifts	9,879	8,880	11,840	26,249	Increase in Advancement \$14.3M
Interest on indebtedness	(4,387)	(3,300)	(4,387)	(6,204)	2023 revenue bonds - Utility system
Investment income/loss	4,919	7,822	10,429	10,429	
Endowment income	17,886	15,238	20,317	28,209	Increase in endowment distributions \$7.9M
Net nonoperating revenues and (expenses)	118,178	95,909	128,081	154,094	
Income before other revenues, (expenses), gains, or (losses)	(55,862)	12,306	(2,157)	(9,323)	
Other Revenue, Expenses, Gains or Losses					
Other revenue, (expenses), gains, or (losses)	9,498	6,620	8,827	9,768	
Total other revenue, (expenses), gains, or (losses)	9,498	6,620	8,827	9,768	
Change in Net Position	(46,364)	18,926	6,670	445	



1.3 Acting President Policy

- I. Purpose:
The purpose of this Policy is to designate the individual who will assume the responsibilities of the President if the President is absent or unable to act or if there is a vacancy in that office.

- II. Scope:
This policy applies to the University of Oklahoma (OU) executive leadership.

- III. Responsible Office:
The Board of Regents is responsible for administering this policy and ensuring compliance.

- IV. Policy Statement:
It is the policy of the OU Board of Regents that if the President of OU, on account of official business, vacation, illness, or other unavoidable cause, is absent from their institution, a temporary order of succession will be enacted.

Policy Level: 4
Approval Authority: Board of Regents
Date of Approval:
Subject Matter: Board of Regents
Date of Last Review:
Date of Next Review:
Signature:



V. Procedures

A. The order of succession for a temporary absence of the OU President is as follows:

1. Senior Vice President and Provost, Norman Campus
2. Senior Vice President and Provost, Health Sciences Center
3. Senior Vice President and Chief Financial Officer
4. Vice President and General Counsel
5. Vice President of Executive Affairs

In the event any of the above-named positions are filled by persons in an acting or interim capacity, the line of succession shall automatically be directed to the next position.

B. In the event the President shall resign, be incapacitated, be on an extended leave of absence, or otherwise be unable to perform the duties of President for a period in excess of 30 days, an Acting or Interim President shall be designated by the Board of Regents. The Acting or Interim President shall have all powers, duties, and responsibilities normally held by the President. Until such time as such Acting or Interim President is designated, the above order of succession shall be applicable

(RM, 2-8-79, pp. 15373-74; 3-21-95, p. 24290; 12-2-2003, p. 28868)

3.2 — ~~OFFICE OF EQUAL OPPORTUNITY~~ INSTITUTIONAL EQUITY OFFICE POLICIES

3.2.1—~~EQUAL OPPORTUNITY NON-DISCRIMINATION~~ POLICY

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.

Inquiries regarding non-discrimination policies may be directed to: ~~Christine Taylor~~, University ~~Equal Opportunity Institutional Equity~~ Officer and Title IX Coordinator, 405-325-3546, ~~christine.taylor@ou.edu~~ ~~ico@ou.edu~~, or visit <http://www.ou.edu/eoo.html>.

UNIVERSITY'S STATEMENT OF COMMITMENT TO AFFIRMATIVE ACTION

The University of Oklahoma, recognizing its obligation to guarantee equal opportunity to all persons in all segments of University life, reaffirms its commitment to the continuation and expansion of positive programs which reinforce and strengthen its affirmative action policies. This commitment stems not only from compliance with federal and state equal opportunity laws but from a desire to ensure social justice and promote campus diversity. The University will continue its policy of fair and equal employment practices for all employees and job applicants without insidious discrimination on the basis of race, color, national origin, sex, sexual orientation, genetic information, gender identity, gender expression, age, religion, political beliefs, disability or status as a veteran. The University will maintain a critical and continuing evaluation of its employment policies, programs, and practices. Each budget unit bears a responsibility for constructive implementation of this Plan, and whenever possible, to the overall progress toward employment opportunity and participation in all University programs and activities. Our commitment to the concept of affirmative action requires sincere and cooperative efforts throughout all levels of our employment structure. We will continue to strive to reach the goals of fair and equal employment opportunities for all.

(RM, 3-24-70, pp. 10238-39; amended, 4-8-76, pp. 13890-91; revised, 7-12-77, p. 14537; amended, 12-10-81, pp. 16769-70; 1-27-93, p. 23220; 1-27-2004, p. 28924; 9-19-11, p. 32775; 6-24-15, p. 34749)

3.2.2—AFFIRMATIVE ACTION PLAN

The Affirmative Action Plan serves to supplement the Board of Regents' policy on equal opportunity as it pertains to employment and is an integral part of the employment policies of the University. The Plan is revised once each year to address the current requirements for affirmative action in employment. The principal objectives are:

- 1) To assure all persons equal opportunity for employment and advancement in employment regardless of race, color, national origin, sex, sexual orientation, genetic information, gender identity, gender expression, religion, age, disability, political beliefs, or status as a veteran.
- 2) To meet institutional responsibilities under the Civil Rights Act of 1964 and commitments as a federal contractor under Executive Order 11246 and Executive Order 11375.

- 3) To take positive actions in the recruitment, placement, development, and advancement of women and racial minority members in University employment.

Each person having administrative or supervisory responsibilities is expected to provide leadership in applying the Affirmative Action Plan.

Coordination of the application of the Affirmative Action Plan is the responsibility of the Senior Vice President and Provosts for academic employment and the Vice Presidents ~~for Administrative Affairs and Chief Human Resources Officer~~ for nonacademic employment. These officials are designated ~~Equal Employment Opportunity Institutional Equity~~ Officers for their respective areas of responsibility.

(RM, 3-18-76, edited; 3-29-00, p. 26909; 9-19-11, p. 32775; 6-24-15, p. 34749)

3.2.3—STAFFING PLAN PROCEDURE AND AFFIRMATIVE ACTION PLAN

The University's staffing procedure and Affirmative Action Plan are designed jointly to (1) assure maximum utilization of available human resources, and (2) reaffirm the University's policy that all appointments, promotions, and transfers will be conducted on the basis of individual qualifications and merit without regard to race, color, national origin, sex, sexual orientation, gender identity, gender expression, genetic information, age, religion, disability, political beliefs, or status as a veteran.

The plan includes four broad categories, and the criteria for membership in categories II through IV are outlined in the Staff Handbook.

I. EXECUTIVE

EXECUTIVE OFFICERS

Executive Officers of the University shall include the President, Vice President for Executive Affairs, Senior Vice President and Provosts, Vice Presidents, Executive Secretary of the Board of Regents and Secretary of the University, and such other positions as the President may designate from time to time.

II. ADMINISTRATIVE

ADMINISTRATIVE OFFICERS

ADMINISTRATIVE STAFF

MANAGERIAL STAFF

III. PROFESSIONAL

PROFESSIONAL STAFF

IV. NON EXEMPT & SUPERVISORY

(RM, 6-13-74, pp. 13001-04, edited; 3-29-00, p. 26909; 1-27-2004, 28924; 6-23-04, p. 29151; 9-19-11, p. 32775; 6-24-15, p. 34749)

3.2.4—NON-DISCRIMINATION POLICY

I. INTRODUCTION

Diversity is one of the strengths of our society as well as one of the hallmarks of a great university. The University supports diversity and is committed to maintaining employment, educational, and health care settings that are multicultural, multiracial, multiethnic, and all-inclusive. Respecting differences is one of the University's missions.

The University does not discriminate or permit discrimination by any member of its community against any individual based on the individual's race, color, religion, political beliefs, national origin, age (40 or older), sex (see the Sexual Misconduct, Discrimination, and Harassment Policy at <http://www.ou.edu/content/eoo/policies/misc.html>), sexual orientation, genetic information, gender identity, gender expression, disability, or veteran status in matters of admissions, employment, financial aid, housing, services in educational programs or activities, or health care services that the University operates or provides.

University policy also prohibits retaliation against a person for filing a complaint of discrimination or harassment under this policy or other applicable federal, state, or local laws. This policy also prohibits retaliation against any person who assists someone with a complaint of discrimination or harassment or who participates in any manner in an investigation or resolution of a complaint of discrimination or harassment.

II. POLICY STATEMENT

Principles of academic freedom and freedom of expression require tolerance of the expression of ideas and opinions that may be offensive to some, and the University respects and upholds these principles. The University also adheres to the laws prohibiting discrimination in employment and education. The University recognizes that conduct constituting unlawful discrimination in employment or educational programs and activities shall be prohibited and is subject to remedial or corrective action as set forth in this policy. This policy is premised on the University's obligation to provide an environment free from unlawful discrimination. The University will vigorously exercise its authority to protect employees and students from harassment by agents or employees of the University, students, visitors, or guests.

Agents or employees of the University, acting within the scope of their official duties, shall not treat an individual differently on the basis of race, color, religion, political beliefs, national origin, age (40 or older), sex, sexual orientation, genetic information, gender identity, gender expression, disability or veteran status in the context of an employment or educational program or activity without a legitimate nondiscriminatory reason, and,

The University shall not subject an individual to different treatment on the basis of race, color, religion, political beliefs, national origin, age (40 or older), sex, sexual orientation, genetic information, gender identity, gender expression, disability, or veteran status by effectively causing, encouraging, accepting, tolerating, or failing to correct a racially or ethnically hostile environment of which it has notice.

The full text of the **Non-Discrimination** Policy may be found online at <http://www.ou.edu/content/eoo/policies-procedures/non-discrimination.html> <https://www.ou.edu/eoo/about/policies-procedures/non-discrimination>. Hard copies may be requested through the **Equal Opportunity Institutional Equity** Office: (405) 325-3546.

III. CORRECTIVE ACTIONS

Violations of this policy shall result in corrective action(s) designed to reestablish an employment or educational environment conducive to work or learning. Corrective actions will include disciplinary action directed by the executive officer having responsibility for the offender, where appropriate. Corrective actions will be tailored to redress the specific problem and may range from apologies, mandatory attendance at specific training programs, reprimands, suspension, or demotion to expulsion or termination. Corrective actions shall be based upon the facts and circumstances of each case and shall be in accordance with the terms and guidelines of the applicable campus grievance procedures.

Violations of this policy by students will be considered as violations of the Student Rights and Responsibilities Code and will subject student offenders to the corrective action(s) provided by the Code.

IV. ADMINISTRATIVE ACTION

The University recognizes its obligation to address incidents of 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.

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.

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 these duties or responsibilities or place the individual on a leave of absence pending the completion of the investigation or grievance procedure.

VII. RESPONSIBLE OFFICIAL

The University Institutional Equity Officer is charged with the responsibility for administering this policy. The ~~Office of Equal Opportunity~~ Institutional Equity Office will serve as a repository for all records of complaints, investigative reports, and remedies/corrective actions in connection with this policy. The University Institutional Equity Officer is the overall coordinator of all University activities dealing with discrimination in employment or education.

To contact the ~~University Equal Opportunity~~ Institutional Equity Office:

Norman Campus and Norman Campus
Based Programs
Room 102, Evans Hall
(405) 325-3546

Health Sciences Center Campus and Health Sciences
Center Based Programs
~~Room 164H, Bird Library~~ Room 2320, Williams Pavilion
(405) 271-2110

(RM 12-19-90, p. 22121; 6-13-91, p. 22467; 7-27-95, p. 24622; 1-14-97, p. 25263; 1-26-99, p. 26226; 3-29-00, p. 26909; 1-27-2004, p. 28924; 6-23-04, p. 29151; 9-19-11, p. 32775; 6-24-15, p. 34749; 3-8-17, p. 35516)

3.2.5—SEXUAL MISCONDUCT, DISCRIMINATION AND HARASSMENT POLICY

STATEMENT

The University is committed to creating and maintaining a community where all persons who participate in University programs and activities can work and learn to gather in an atmosphere free from all forms of harassment, exploitation, or intimidation. The University condemns discrimination based on sex or gender, sexual harassment, sexual assault, sexual orientation discrimination, discrimination based on gender identity or expression, and sexual misconduct, including but not limited to 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 discrimination based upon sex or gender, which may include sexual harassment, sexual assault, sexual orientation discrimination, discrimination based on gender identity or gender expression, and sexual misconduct may file their complaints in writing with the University Equal Opportunity Officer (EOO), the Institutional Equity and Title IX Coordinator, or the University's Sexual Misconduct Officer(s) identified below (collectively referred to as the "Sexual Misconduct Officer"). The EOO will work in conjunction with the Institutional Equity and Title IX Office to implement this policy.

This policy covers unwelcome conduct of a sexual nature 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.

The full Sexual Misconduct, Discrimination and Harassment Policy and the associated complaint and grievance procedures are located online at: <http://www.ou.edu/content/ooo/policies.html>.

Hard copies may be obtained from the Title IX/Sexual Misconduct Office: (405) 325-2215.

DEFINITION OF SEXUAL MISCONDUCT, INCLUDING SEXUAL ASSAULT, DISCRIMINATION AND HARASSMENT

Sexual Misconduct offenses include, but are not limited to, but are not limited to sexual harassment, sex discrimination (including sexual orientation discrimination and gender identity or gender expression discrimination), non-consensual sexual intercourse (or attempts to commit same), non-consensual sexual contact (or attempts to commit same), sexual coercion, dating violence, domestic violence, stalking, and sexual exploitation, and any attempts to commit the same.

A.—Sex Discrimination: includes sexual harassment and is defined as 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.—Sexual Harassment: Sexual harassment is a form of sex discrimination. Sexual harassment is unwelcome and discriminatory speech or conduct undertaken because of an individual's gender or is sexual in nature and is so severe, pervasive, or persistent, objectively and subjectively offensive that it 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 unwelcome conduct of a sexual nature are encouraged to report the incident(s).

1. ~~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~~
- ~~— i. whether the speech or conduct deserves constitutional protections.~~

2. ~~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.~~

C. ~~Retaliation is any attempt to penalize or take an adverse employment, educational or institutional benefit action, including but not limited to making threats, intimidation, reprisals or other adverse action, against a person because of the participation in a complaint or the investigation of discrimination, sexual harassment or sexual misconduct.~~

D. ~~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.~~

1. ~~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. This definition includes rape and sexual assault, sexual misconduct, and sexual violence.~~

2. ~~Non-Consensual Sexual Contact is any intentional touching, however slight, whether clothed or un clothed, 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. This definition includes sexual battery~~

and sexual misconduct.

3. ~~Sexual Coercion is the act of using pressure (including physical pressure, verbal pressure or emotional pressure), 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.~~

E. ~~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:~~

- ~~○ 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. ~~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 cannot 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.~~

I. POLICY ON 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 discrimination and harassment. The University prohibits discrimination based on sex or gender, which includes discrimination and harassment on the basis of pregnancy, sexual orientation, gender identity or expression, and all forms of sexual harassment, including sexual assault, dating violence, domestic violence, and stalking.

The Office of Institutional Equity is charged with oversight responsibilities and investigation of sex discrimination and sexual harassment 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 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 and Title IX Coordinator, the University reserves the right to independently address known concerns falling under this policy in order to 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 also applies to students, faculty, and staff at Rogers State University (RSU) or Cameron University (CU) who are participating in or attempting to participate in the an RSU/CU education program or a RSU/CU - related activity. The University is providing certain services relating to sexual misconduct, discrimination, and harassment to RSU/CU. If you are a student, faculty member, or employee at Rogers State University or

Cameron University, please consult Appendix C for RSU/CU specific contact information and policy references.

II. 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:

Institutional Equity Officer & Title IX Coordinator
Institutional Equity Office
660 Parrington Oval, Evans Hall – Room 102
Norman, OK 73019
(405) 325-3546
IEO@ou.edu

III. 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.

IV. PROHIBITED CONDUCT

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

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

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>).

C. Title IX Sexual Harassment

A specific form of sex discrimination. 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 conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's education program or activity;
2. Quid Pro Quo Sexual Harassment, 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 sexual conduct; or
3. Sexual Assault, Dating Violence, Domestic Violence, or Stalking as defined below in accordance with applicable law:

Sexual Assault includes:

- a. 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;
- b. Fondling - The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim;
- c. Incest - Non-Forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law; and
- d. Statutory Rape - sexual intercourse with a person who is under the statutory age of consent.

4. Dating Violence, which 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 of the relationship; (ii) type of relationship; (iii) frequency of interaction between the persons involved in the relationship

5. Domestic Violence, which is an 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 Respondent is or was in a dating relationship; an individual with whom the Respondent has had a child; a person who formerly lived in the same household as the Respondent; or a person living in the same household

6. Stalking, which is 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

D. 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.

G. Retaliation

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 report, investigation, or grievance process of 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>.

V. 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

The University Vice President for Student Affairs and Dean of Students may take Direct Administrative Action (DAA) to immediately restrict a student's rights within the University community, up to and including emergency removal. A DAA imposed after an individualized safety and risk analysis yields a determination that an immediate threat to the physical health or safety of a student or other individual justifies the removal must provide a removed student with notice and an opportunity to challenge the decision as soon as reasonably possible afterward.

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.

VI. 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)
- Goddard Health Center: (405) 325-2911 - provides counseling/medical services
- 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).

VII. 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:

1. Formal Complaint
2. Written Notice to Parties
3. Investigation of Formal Complaint
4. Parties' Review and Response to Evidence
5. Investigative Report
6. Live Hearing
7. Determination
8. Appeal by Either Party
9. Sanctions and Other Remedies Implemented (if warranted)
10. 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

1. 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.

2. 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](#).

VI. 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](#).

VII. 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.

The range of possible disciplinary sanctions include:

Prohibited Conduct*	Employee Disciplinary Sanction		Student Disciplinary Sanction	
Sexual Harassment – Hostile Environment	Min.	Written Reprimand	Min.	Disciplinary Probation

EXHIBIT L

Prohibited Conduct*	Employee Disciplinary Sanction		Student Disciplinary Sanction	
	Max.	Termination	Max.	Suspension/Delayed Degree
Sexual Harassment- Quid Pro Quo	Min.	Suspension without Pay	Min.	Suspension
	Max.	Termination	Max.	Expulsion/ Delayed Degree
Sexual Assault	Min.	Termination	Min.	Suspension
	Max.	Termination	Max.	Expulsion/Delayed Degree
Dating Violence or Domestic Violence	Min.	Suspension without Pay	Min.	Disciplinary Probation
	Max.	Termination	Max.	Expulsion/Delayed Degree
Stalking	Min.	Suspension without Pay	Min.	Disciplinary Probation
	Max.	Termination	Max.	Expulsion/Delayed Degree
Other Prohibited Conduct	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.			
*Sanctions under this section applicable to Prohibited Conduct that amounts to Title IX Sexual Harassment, Employee Sexual Misconduct or Sexual Misconduct (Student Code Violation)				

VIII. 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.

- 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
- legal incapacity, such as in the case of a minor and/or persons under legal guardianship

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. RECORDS

The Institutional Equity Office 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.

XI. 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 | Eeoc.gov/contact/

State of Oklahoma Attorney General's Office:

- Office of Civil Rights Enforcement:
405-521-2029 | OCRE@oag.gov

Federal funding agencies

e.g. NASA:1-866-654-1440 | LEP@NASA.gov

APPENDIX A: VAWA 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 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; or

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

APPENDIX B: EDUCATION, TRAINING, AND RESOURCES

Employees must take an approved training course every 2 years during their career, with 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.

I. 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 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, orientations, and other meetings.
- In-person training for Active Bystander Intervention skills: <https://ou.edu/gec/gender-based-violence-prevention/trainings/our-voice>.
- 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.

II. FOR EMPLOYEES, THE UNIVERSITY OFFERS:

- Mandatory online training for employees through: <http://onpoint.ou.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: <https://www.ou.edu/notonourcampus/howtohelp>.
- 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/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: (405) 325-3297 -] to discuss available resources and options for faculty/staff confidentially

III. OTHER RESOURCES AVAILABLE TO THE UNIVERSITY COMMUNITY:

- OU Advocates (24/7): (405) 615-0013 - provides 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
- Employee Assistance Program: (800) 327-5043 - confidential resources for HSC and Norman employees; (918) 587-9471 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
- Heartline Health: (800) 273-TALK - provides referral and support
- University Ombudsperson: (405) 325-3297 - provides confidential guidance and referrals for University faculty/staff

APPENDIX C: SEXUAL MISCONDUCT, DISCRIMINATION, AND HARASSMENT POLICY

This Appendix is to the Sexual Misconduct, Discrimination, and Harassment Policy (“Policy”) adopted by Cameron University (“Institution” or “CU”) on August 14, 2020. The University of Oklahoma and Cameron University entered into a Memorandum of Understanding, effective August 14, 2020 which sets forth the how the two institutions will coordinate to investigate violations of the Policy.

CU has adopted this Sexual Misconduct, Discrimination, and Harassment Policy and “University” as used herein refer to the institution unless stated otherwise below.

References to the University of Oklahoma’s Institutional Equity Office are to Cameron University Equal Opportunity Office. Other policy references are as follows:

1. References to the University of Oklahoma Student Rights and Responsibilities Code are to Cameron University Student Code of Conduct.
2. References to the Staff and Faculty Handbook refer to Employee Handbook or Faculty Handbook.
3. The title of “University’s Chief Human Resources Officer” is updated to Human Resources Director in the following:

Article IV (E)
Article V(C)
Article VII (C)(2)

4. The title “Director of Student Conduct” is updated to Director of Student Development in the following:

Article IV(F)
Article VII(C)(2)

5. The titles “Associate Title IX Coordinator” is updated to Title IX Co-Coordinators/EO Officers in the following:

Article I

6. The title of “Institutional Equity Office” or “Associate Equity Office” is updated to Equal Opportunity Officer in the following:

Article VI (A)

7. The reference to “University of Oklahoma” is update to Cameron University in the following:

Article VI (A)

8. The following language in Article 1 is updated to provide University specific contact information:

To raise any concern involving bias or conflict of interest, or reports of misconduct or discrimination by the Title IX Coordinator, contact:

President John McArthur 2800 W Gore Blvd.
Administration Building Room 220 Lawton, OK 73505
580-581-2201
jmcarthur@cameron.edu

9. The language in Article II is updated to provide University specific contact information:
Complaints or notice of alleged policy violations, or inquiries about or concerns regarding this policy and procedures, may be made internally to:
Christi Williams/Keith Vitense
Title IX Co-Coordinator/EO Officer 580-581-6712
eo-tix@cameron.edu
10. The following language in Article IV is updated to provide University specific information:
 - a. Section B:
Employees with questions regarding accommodations during pregnancy are encouraged to contact the Office of Human Resources (www.cameron.edu/hr), students and visitors with questions regarding accommodations during pregnancy are encouraged to contact the Office of Student Development www.cameron.edu/student-development
 - b. Section I:
The Consensual Sexual Relationships Policy may be found here:
www.cameron.edu/policies
11. The following language in Article VI is updated to provide University specific contact information:
 - a. Section A:
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 Interim Institutional Equity Officer and Title IX Coordinator or any of the University's Title IX Co-Coordinators at 580-581-6712
 - b. Section C: Counseling Resources
 - Student Wellness Center (Cameron)- North Shepler, Room 101, 580-581-6725
 - Office of Equal Opportunity (Affirmative Action/Title IX Compliance)- eo-tix@cameron.edu; 580-581-6712
 - CU Office of Public Safety - South Shepler, Room 108, 580-581-2237 or 580- 581-2911
 - Office of Student Development (conduct)- North Shepler, Room 314, 580- 581-2209
 - Comanche County Memorial Hospital's Emergency Room - 3401 W Gore Boulevard or call (580) 355-8620
 - Taliaferro Community Mental Health Center - 602 SW 38th St or call (580) 248-5780
12. References to are updated to reflect University specific contacts in Appendix B
Employees must take an approved training course every 2 years during their career, with the initial training in their first 30 days of service at the University (<https://cameron-ok.safecolleges.com/login>). 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 Equal Opportunity Office website.

I. For students, the University offers:

- Mandatory training for students is completed through UNIV 1001/1113 which is required for all first year students.
- Annual spring on-campus campaign 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.cameron.edu/oeo>.
- 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.

II. For employees, the University offers:

- Mandatory online training for employees through: <https://cameron-ok.safecolleges.com/login>.
- In-person and virtual training on mandatory reporting through new employee orientations, foundations in management, and other periodic training opportunities and upon request.
- Annual spring on-campus campaign 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: <https://www.cameron.edu/oeo>.
- 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.

III. Other resources available to the University community:

- OU Advocates (24/7): (405) 615-0013 - provides 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
- CU Office of Public Safety: emergencies 580-581-2237 or 580-581-2911
- Employee Assistance Program: (800) 327-5043 - confidential resources for HSC and Norman employees; (918) 587-9471 for OU-Tulsa employees
- Lawton Police Department: 911 for emergencies; 580-581-3271 non-emergencies - provides law enforcement support
- Comanche Nation Women's Shelter 580-492-3590
- New Directions Women's Shelter 580-357-8127
- Comanche County Memorial Hospital 580-355-8620
- Southwestern Medical Center 580-531-4700
- Taliaferro Community Mental Health Center 580-248-5780

APPENDIX C: SEXUAL MISCONDUCT, DISCRIMINATION, AND HARASSMENT POLICY

This Appendix is to the Sexual Misconduct, Discrimination, and Harassment Policy (“Policy”) adopted by Rogers State University (“Institution” or “RSU”) on August 14, 2020. The University of Oklahoma and Rogers State University entered into a Memorandum of Understanding, effective August 14, 2020 which sets forth the how the two institutions will coordinate to investigate violations of the Policy.

RSU has adopted this Sexual Misconduct, Discrimination, and Harassment Policy and “University” as used herein refer to this institution unless stated otherwise below.

References to the University of Oklahoma’s Institutional Equity Office are to RSU’s Office of Student Affairs. Other policy references are as follows:

1. References to the University of Oklahoma Student Rights and Responsibilities Code are to “Rogers State University Division of Student Affairs Student Code of Responsibilities and Conduct”
2. References to the Staff and Faculty Handbook refer to “Rogers State University Human Resources for Policies and Procedures Manual”
3. The title of “University’s Chief Human Resources Officer” is updated to “Director of Human Resources” in the following:
 - Article IV (E)
 - Article V(C)
 - Article VII (C)(2)
4. The title “Director of Student Conduct” is updated to “Director of Student Conduct & Development” in the following:
 - Article IV(F)
 - Article VII(C)(2)
5. The titles “Associate Title IX Coordinator” is updated to “Title IX Coordinator” in the following:
 - Article I
6. The title of “Institutional Equity Office” or “Associate Equity Office” is updated to “University Equal Opportunity Officer” in the following:
 - Article VI (A)
7. The reference to “University of Oklahoma” is update to “Rogers State University” in the following:
 - Article VI (A)
8. The following language in Article 1 is updated to provide University specific contact information:

To raise any concern involving bias or conflict of interest, or reports of misconduct or discrimination by the Title IX Coordinator, contact Vice President for Student Affairs Robert

Goltra, Ed.D. at 1701 W. Will Rogers Blvd., Dr. Carolyn Taylor Center, RM 201D, Claremore, OK 74017, (918) 343-7569, rgoltra@rsu.edu.

9. The language in Article II is updated to provide University specific contact information:

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

Jeana Rae Conn, JD

Director of Student Conduct & Development/Title IX Coordinator jconn@rsu.edu

Dr. Carolyn Taylor Center [1701 W. Will Rogers Blvd., Claremore, OK 74017](https://www.rsu.edu/about/offices-services/human-resources) 918-343-7707, Office Direct

10. The following language in Article IV is updated to provide University specific information:

- a. Section B:

Employees with questions regarding accommodations during pregnancy are encouraged to contact the Office of Human Resources (<https://www.rsu.edu/about/offices-services/human-resources>), students and visitors with questions regarding accommodations during pregnancy are encouraged to contact the Accessibility and Disability Resource Center (<https://www.rsu.edu/campus-life/student-resources/disability-services/>).

- b. Section I:

The Consensual Sexual Relationships Policy may be found here: <http://www.rsu.edu/wp-content/uploads/2015/05/HumanResourcesPoliciesProceduresManual-2016-12-09.pdf>

11. The following language in Article VI is updated to provide University specific contact information:

- c. Section A:

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 Interim Institutional Equity Officer and Title IX Coordinator or any of the University's Associate Title IX Coordinators at (918) 343-7707.

- d. Section C: Counseling Resources

- RSU Police Department Patrol Phone: (918) -857-2807- provides referrals and support
- RSU Student Counseling Services: (918) 343-7845 - provides counseling services

12. References to are updated to reflect University specific contacts in Appendix B

Employees must take an approved training course every 2 years during their career, with the initial training in their first 30 days of service at the University (<https://www.rsu.edu/campus-life/student-resources/gender-based-misconduct/what-is-it/>). 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 RSU's Office of Student Affairs website.

I. For students, the University offers:

- Mandatory online training for students through: <https://www.rsu.edu/campus-life/student-resources/gender-based-misconduct/what-is-it/>. Where students are also University employees, they will be required to take both the 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, orientations, and other meetings.
- 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.rsu.edu/campus-life/student-resources/gender-based-misconduct/what-is-it/>.
- 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.

II. For employees, the University offers:

- Mandatory online training for employees through: <https://www.rsu.edu/campus-life/student-resources/gender-based-misconduct/what-is-it/>.
- 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.
- 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: <https://www.rsu.edu/campus-life/student-resources/gender-based-misconduct/what-is-it/>.
- 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.

III. Other resources available to the University community:

- OU Advocates (24/7): (405) 615-0013 - provides 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
- Campus Police: Claremore 918-343-7624 -Campus Police Building
Bartlesville 918-338-8020 or 918-440-9479 (cell) -First floor across from Admissions
Pryor 918-825-6034 or 918-373-0357 (cell) -Room 104
- Student Health Center: 918-343-7614
- Employee Assistance Program: (800) 327-5043 - confidential resources for HSC and Norman employees; (918) 587-9471 for OU-Tulsa employees
- Hillcrest Hospital: 918-341-2556 - 1202 N. Muskogee Pl., Claremore, OK 74017
- Jane Phillips Medical Center: 918-333-7200 - 3500 SE. Frank Phillips Blvd., Bartlesville, OK 74006

- Integris Mayes County Medical Center: 918-825-1600 - 111 N. Bailey St., Pryor, OK 74361
- DVIS Call Rape Helpline: 918-749-5763
- Safenet Services (Rogers County): 918-341-1424 -1219 W. Dupont, Claremore, OK 74017
- Safenet Services (Mayes County): 918-825-0190 - 19 N. Coo-Y-Yah, Pryor, OK 74361
- Family Crisis and Counseling Center: 918-336-1188 - 622 SE Frank Phillips, Bartlesville, OK 74003

(RM 9-27-95, p. 24621; 1-14-97, p. 25260 and 25263; 1-27-2004, p. 28924; 6-23-04, p. 29151; 9-19-11, p. 32775; 6-24-15, p. 34749; 3-8-17, p. 35516)

~~DUTY TO REPORT SEXUAL HARASSMENT~~

~~Any member of the University community may report conduct that could constitute sexual misconduct, discrimination and harassment under this policy. Additionally, supervisors, managers and other designated employees are responsible for taking all appropriate action to prevent sexual misconduct, discrimination and harassment, to correct it when it occurs, and to promptly report it to the Sexual Misconduct Officer or other appropriate University official. Failure to do so may result in disciplinary action up to and including termination.~~

3.2.6—RETALIATION

University policy also prohibits retaliation against a person for filing a complaint of discrimination or harassment under the Non-~~d~~Discrimination Policy and/or the Sexual Misconduct, Discrimination, and Harassment Policy or other applicable federal, state, or local laws. This Retaliation Policy also prohibits retaliation against any person who assists someone with a complaint under these laws or policies or who participates in any manner in an investigation or resolution of such a complaint.

3.2.7—COMPLAINT PROCESS

Any individual who at the time of the actions complained of was employed by the University or was an applicant for University employment or was enrolled as a student or an applicant for admission at the University may file a complaint concerning violations of the Non-~~d~~Discrimination Policy with the ~~Equal Opportunity~~ Institutional Equity Officer, and with respect to violations of the Sexual Misconduct, Discrimination, and Harassment Policy with the ~~Sexual Misconduct Officer and/or the Equal Opportunity~~ Institutional Equity Officer for review and investigation regarding complaints against University students, faculty, staff or those third parties utilizing University services or third parties on University premises. For the Non-~~d~~Discrimination Policy, please refer to: <http://www.ou.edu/content/eoo/policies-procedures/non-discrimination.html> and for the Sexual Assault, Discrimination, and Harassment Policy, please refer to: <http://www.ou.edu/content/eoo/policies.html>. Hard copies may be requested through the ~~Equal Opportunity~~ Institutional Equity Office: (405)-325-3546 or ~~the Sexual Misconduct Office~~: (405) 325-2215.

(RM 9-27-95, p. 24621; 1-14-97, p. 25260 and 25263; 1-27-2004, p. 28924; 6-23-04, p. 29151; 9-19-11, p. 32775; 3-8-17, p. 35516)

3.2.8—SANCTIONS

Appropriate disciplinary action may include a range of actions up to and including dismissal and/or expulsion.

3.2.9—CONSENSUAL SEXUAL RELATIONSHIPS POLICY

RATIONALE

Consensual amorous, dating, or sexual relationships have inherent risks when they occur between a faculty member, supervisor, or other member of the University community and any person over whom he or she has a professional responsibility. As noted in the sex discrimination and sexual harassment policy, the risks include a student or subordinate's feeling coerced into an unwanted relationship to ensure they receive a proper educational or employment experience; potential conflicts of interest in which the person is in a position to evaluate the work or make personnel or academic decisions with respect to the individual with whom he or she is romantically involved; a perception by students or employees that a fellow student or coworker who is involved in a romantic relationship with his or her supervisor or

professor will receive an unfair advantage; either or both of the parties engaging in behavior destructive to the other or their academic or working environments if the relationship ends; and the potential that University/state resources are used inappropriately to further the romantic relationship.

Those with professional responsibility over others and with whom they have a romantic relationship should be aware that their involvement may subject them and the University to legal liability; consequently, such relationships are strongly discouraged. "Professional responsibility" is defined as performing functions including but not limited to teaching, counseling, grading, advising, evaluating, hiring, supervising, and making decisions or recommendations that confer benefits such as promotions, financial aid awards, or other remuneration, or that may impact upon other academic or employment opportunities.

DEFINITIONS

As used in this policy, the terms "faculty" and "faculty member" mean all those who teach at the University, and include graduate students with teaching responsibilities and other instructional personnel. The terms "staff" or "staff members" mean all employees who are not faculty, and include academic and non-academic administrators as well as supervisory personnel. The term "consensual sexual relationship" may include amorous or romantic relationships, and is intended to indicate conduct that goes beyond what a person of ordinary sensibilities would believe to be a collegial or professional relationship.

POLICY

A. FACULTY/STUDENT RELATIONSHIPS

WITHIN THE INSTRUCTIONAL CONTEXT

It is considered a serious breach of professional ethics for a member of the faculty to initiate or acquiesce in a sexual relationship with a student who is enrolled in a course being taught by the faculty member or whose academic work (including work as a teaching assistant) is being supervised by the faculty member.

OUTSIDE THE INSTRUCTIONAL CONTEXT

Sexual relationships between faculty members and students occurring outside the instructional context may lead to difficulties. Particularly when the faculty member and student are in the same academic unit or in units that are academically allied, relationships that the parties view as consensual may appear to others to be exploitative. Further, in such situations, the faculty member may face serious conflicts of interest and should be careful to distance himself or herself from any decisions that may reward or penalize the student involved. A faculty member who fails to withdraw from participation in activities or decisions that may reward or penalize a student with whom the faculty member has or has had an amorous relationship will be deemed to have violated his or her ethical obligation to the student, to other students, to colleagues, and to the University.

B. STAFF/STUDENT RELATIONSHIPS

Consensual sexual relationships between staff and students are prohibited in cases where the staff member has authority or control over the student. A staff member who fails to withdraw from participation in activities or decisions that may reward or penalize a student with whom the staff member has or has had an amorous relationship will be deemed to have violated his or her ethical obligation to the student, to other students, to colleagues, and to the University. Failure to abide by this policy may result in disciplinary action, up to and including termination.

C. STAFF/SUBORDINATE RELATIONSHIPS

Supervisors, or those with professional responsibility, over someone with whom they have or have had an amorous, consensual, romantic, or sexual relationship must notify their direct supervisor that a management-control plan needs to be implemented, or that the supervisor wishes a transfer so that he or she is no longer in a position of professional responsibility over the affected individual. To avoid the severe risks noted, supervisors in such relationships may not manage, supervise, evaluate, or make other employment decisions concerning the individual with whom they are engaged in a romantic relationship. If the relationship ends, the management-control plan must remain in effect. Failure to notify a supervisor to ensure a plan is in place may result in disciplinary action, including termination, for that supervisor.

COMPLAINT PROCEDURE

Complaints alleging a violation of the Consensual Sexual Relationships Policy shall be handled in accordance with the Grievance Procedure for Complaints Based upon Sexual Misconduct, Discrimination and Harassment Policy. Complainants should contact the ~~Sexual Misconduct~~ Institutional Equity Office:

Norman ~~Campus-based~~ programs
301 David L. Boren, 4PP, Suite 1000
Pavilion

Health Science ~~Center-based~~ programs
Room 164H, Bird Library Room 2320, Williams

Room 4300, Five Partners Place
 Norman, Oklahoma
 (405) 325-2215 or (405) 325-2215

Oklahoma City, Oklahoma
 (405) 271-2110

~~and/or the Equal Opportunity Office:~~

Norman Campus-based programs	Health Sciences Center Campus-based programs
Room 102, Evans Hall	Room 164H, Bird Library
(405) 325-3546	(405) 271-2110

Other locations may be determined from time to time. Please refer to <http://www.ou.edu/content/eoo/html> for an updated listing.

3.2.10—GRIEVANCE PROCEDURES ~~FOR EQUAL OPPORTUNITY~~

The investigative process, findings and recommendations, and appeals process for claims brought under the Non-~~d~~Discrimination Policy and/or the Sexual Misconduct, Discrimination, and Harassment Policy are handled through the University Institutional Equity Office. For the Non-~~d~~Discrimination Policy, please refer to <http://www.ou.edu/content/eoo/policies-procedures/non-discrimination.html> and for the Sexual Misconduct, Discrimination, and Harassment Policy, please refer to <http://www.ou.edu/content/eoo/policies.html>.

Hard copies may be requested through the ~~Equal Opportunity Institutional Equity~~ Office: (405) 325-3546 or ~~the Sexual Misconduct Office:~~ (405) 325-2215.

(RM 1-14-97, p. 25260; 1-26-99, p. 26226; 1-27-2004, p. 28924; 6-23-04, p. 29151; 9-19-11, p. 32775; 3-8-17, p. 35516)

3.2.11—REVISIONS OF THE ~~EQUAL OPPORTUNITY~~ INSTITUTIONAL EQUITY OFFICE POLICIES

Revisions to the ~~Equal Opportunity Institutional Equity Office~~ Policies may be made automatically where necessary to comply with federal, state and local laws or applicable regulations or guidance.

(RM, 9-19-11, p. 32775)

3.2 —INSTITUTIONAL EQUITY OFFICE POLICIES

3.2.1—NON-DISCRIMINATION POLICY

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.

Inquiries regarding non-discrimination policies may be directed to: University Institutional Equity Officer and Title IX Coordinator, 405-325-3546, ieo@ou.edu, or visit <http://www.ou.edu/eoo.html>.

UNIVERSITY’S STATEMENT OF COMMITMENT TO AFFIRMATIVE ACTION

The University of Oklahoma, recognizing its obligation to guarantee equal opportunity to all persons in all segments of University life, reaffirms its commitment to the continuation and expansion of positive programs which reinforce and strengthen its affirmative action policies. This commitment stems not only from compliance with federal and state equal opportunity laws but from a desire to ensure social justice and promote campus diversity. The University will continue its policy of fair and equal employment practices for all employees and job applicants without insidious discrimination on the basis of race, color, national origin, sex, sexual orientation, genetic information, gender identity, gender expression, age, religion, political beliefs, disability or status as a veteran. The University will maintain a critical and continuing evaluation of its employment policies, programs, and practices. Each budget unit bears a responsibility for constructive implementation of this Plan, and whenever possible, to the overall progress toward employment opportunity and participation in all University programs and activities. Our commitment to the concept of affirmative action requires sincere and cooperative efforts throughout all levels of our employment structure. We will continue to strive to reach the goals of fair and equal employment opportunities for all.

(RM, 3-24-70, pp. 10238-39; amended, 4-8-76, pp. 13890-91; revised, 7-12-77, p. 14537; amended, 12-10-81, pp. 16769-70; 1-27-93, p. 23220; 1-27-2004, p. 28924; 9-19-11, p. 32775; 6-24-15, p. 34749)

3.2.2—AFFIRMATIVE ACTION PLAN

The Affirmative Action Plan serves to supplement the Board of Regents’ policy on equal opportunity as it pertains to employment and is an integral part of the employment policies of the University. The Plan is revised once each year to address the current requirements for affirmative action in employment. The principal objectives are:

- 1) To assure all persons equal opportunity for employment and advancement in employment regardless of race, color, national origin, sex, sexual orientation, genetic information, gender identity, gender expression, religion, age, disability, political beliefs, or status as a veteran.
- 2) To meet institutional responsibilities under the Civil Rights Act of 1964 and commitments as a federal contractor under Executive Order 11246 and Executive Order 11375.
- 3) To take positive actions in the recruitment, placement, development, and advancement of women and racial minority members in University employment.

Each person having administrative or supervisory responsibilities is expected to provide leadership in applying the Affirmative Action Plan.

Coordination of the application of the Affirmative Action Plan is the responsibility of the Senior Vice President and Provosts for academic employment and the Vice President and Chief Human Resources Officer for nonacademic employment. These officials are designated Institutional Equity Officers for their respective areas of responsibility.

(RM, 3-18-76, edited; 3-29-00, p. 26909; 9-19-11, p. 32775; 6-24-15, p. 34749)

3.2.3—STAFFING PLAN PROCEDURE AND AFFIRMATIVE ACTION PLAN

The University's staffing procedure and Affirmative Action Plan are designed jointly to (1) assure maximum utilization of available human resources, and (2) reaffirm the University's policy that all appointments, promotions, and transfers will be conducted on the basis of individual qualifications and merit without regard to race, color, national origin, sex, sexual orientation, gender identity, gender expression, genetic information, age, religion, disability, political beliefs, or status as a veteran.

The plan includes four broad categories, and the criteria for membership in categories II through IV are outlined in the Staff Handbook.

I. EXECUTIVE

EXECUTIVE OFFICERS

Executive Officers of the University shall include the President, Vice President for Executive Affairs, Senior Vice President and Provosts, Vice Presidents, Executive Secretary of the Board of Regents and Secretary of the University, and such other positions as the President may designate from time to time.

II. ADMINISTRATIVE

ADMINISTRATIVE OFFICERS

ADMINISTRATIVE STAFF

MANAGERIAL STAFF

III. PROFESSIONAL

PROFESSIONAL STAFF

IV. NON-EXEMPT & SUPERVISORY

(RM, 6-13-74, pp. 13001-04, edited; 3-29-00, p. 26909; 1-27-2004, 28924; 6-23-04, p. 29151; 9-19-11, p. 32775; 6-24-15, p. 34749)

3.2.4—NON-DISCRIMINATION POLICY

I. INTRODUCTION

Diversity is one of the strengths of our society as well as one of the hallmarks of a great university. The University supports diversity and is committed to maintaining employment, educational, and health care settings that are multicultural, multiracial, multiethnic, and all-inclusive. Respecting differences is one of the University's missions.

The University does not discriminate or permit discrimination by any member of its community against any individual based on the individual's race, color, religion, political beliefs, national origin, age (40 or older), sex (see the Sexual Misconduct, Discrimination, and Harassment Policy at (<http://www.ou.edu/content/eoo/policies/misc.html>), sexual orientation, genetic information, gender identity, gender expression, disability, or veteran status in matters of admissions, employment, financial aid, housing, services in educational programs or activities, or health care services that the University operates or provides.

University policy also prohibits retaliation against a person for filing a complaint of discrimination or harassment under this policy or other applicable federal, state, or local laws. This policy also prohibits retaliation against any person who assists someone with a complaint of discrimination or harassment or who participates in any manner in an investigation or resolution of a complaint of discrimination or harassment.

II. POLICY STATEMENT

Principles of academic freedom and freedom of expression require tolerance of the expression of ideas and opinions that may be offensive to some, and the University respects and upholds these principles. The University also adheres to the laws prohibiting discrimination in employment and education. The University recognizes that conduct constituting unlawful discrimination in employment or educational programs and activities shall be prohibited and is subject to remedial or corrective action as set forth in this policy. This policy is premised on the University's obligation to provide an environment free from unlawful discrimination. The University will vigorously exercise its authority to protect employees and students from harassment by agents or employees of the University, students, visitors, or guests.

Agents or employees of the University, acting within the scope of their official duties, shall not treat an individual differently on the basis of race, color, religion, political beliefs, national origin, age (40 or older), sex, sexual orientation, genetic information, gender identity, gender expression, disability or veteran status in the context of an employment or educational program or activity without a legitimate nondiscriminatory reason, and,

The University shall not subject an individual to different treatment on the basis of race, color, religion, political beliefs, national origin, age (40 or older), sex, sexual orientation, genetic information, gender identity, gender expression, disability, or veteran status by effectively causing, encouraging, accepting, tolerating, or failing to correct a racially or ethnically hostile environment of which it has notice.

The full text of the Non-Discrimination Policy may be found online at <https://www.ou.edu/eoo/about/policies-procedures/non-discrimination>. Hard copies may be requested through the Institutional Equity Office: (405) 325-3546.

III. CORRECTIVE ACTIONS

Violations of this policy shall result in corrective action(s) designed to reestablish an employment or educational environment conducive to work or learning. Corrective actions will include disciplinary action directed by the executive officer having responsibility for the offender, where appropriate. Corrective actions will be tailored to redress the specific problem and may range from apologies, mandatory attendance at specific training programs, reprimands, suspension, or demotion to expulsion or termination. Corrective actions shall be based upon the facts and circumstances of each case and shall be in accordance with the terms and guidelines of the applicable campus grievance procedures.

Violations of this policy by students will be considered as violations of the Student Rights and Responsibilities Code and will subject student offenders to the corrective action(s) provided by the Code.

IV. ADMINISTRATIVE ACTION

The University recognizes its obligation to address incidents of 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.

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.

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 these duties or responsibilities or place the individual on a leave of absence pending the completion of the investigation or grievance procedure.

VII. RESPONSIBLE OFFICIAL

The University Institutional Equity Officer is charged with the responsibility for administering this policy. The Institutional Equity Office will serve as a repository for all records of complaints, investigative reports, and remedies/corrective actions in connection with this policy. The University Institutional Equity Officer is the overall coordinator of all University activities dealing with discrimination in employment or education.

To contact the Institutional Equity Office:

Norman Campus and Norman Campus
Based Programs
Room 102, Evans Hall
(405) 325-3546

Health Sciences Center Campus and Health Sciences
Center Based Programs
Room 2320, Williams Pavilion
(405) 271-2110

(RM 12-19-90, p. 22121; 6-13-91, p. 22467; 7-27-95, p. 24622; 1-14-97, p. 25263; 1-26-99, p. 26226; 3-29-00, p. 26909; 1-27-2004, p. 28924; 6-23-04, p. 29151; 9-19-11, p. 32775; 6-24-15, p. 34749; 3-8-17, p. 35516)

3.2.5—SEXUAL MISCONDUCT, DISCRIMINATION AND HARASSMENT POLICY

I. POLICY ON 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 discrimination and harassment. The University prohibits discrimination based on sex or gender, which includes discrimination and harassment on the basis of pregnancy, sexual orientation, gender identity or expression, and all forms of sexual harassment, including sexual assault, dating violence, domestic violence, and stalking.

The Office of Institutional Equity is charged with oversight responsibilities and investigation of sex discrimination and sexual harassment 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 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 and Title IX Coordinator, the University reserves the right to independently address known concerns falling under this policy in order to 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 also applies to students, faculty, and staff at Rogers State University (RSU) or Cameron University (CU) who are participating in or attempting to participate in an RSU/CU education program or a RSU/CU -

related activity. The University is providing certain services relating to sexual misconduct, discrimination, and harassment to RSU/CU. If you are a student, faculty member, or employee at Rogers State University or Cameron University, please consult Appendix C for RSU/CU specific contact information and policy references.

II. 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:

Institutional Equity Officer & Title IX Coordinator
Institutional Equity Office
660 Parrington Oval, Evans Hall – Room 102
Norman, OK 73019
(405) 325-3546
IEO@ou.edu

III. 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.

IV. PROHIBITED CONDUCT

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

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

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>).

C. Title IX Sexual Harassment

A specific form of sex discrimination. 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 conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's education program or activity;
2. Quid Pro Quo Sexual Harassment, 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 sexual conduct; or
3. Sexual Assault, Dating Violence, Domestic Violence, or Stalking as defined below in accordance with applicable law:

Sexual Assault includes:

- a. 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;
- b. Fondling - The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim;
- c. Incest - Non-Forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law; and
- d. Statutory Rape - sexual intercourse with a person who is under the statutory age of consent.

4. Dating Violence, which 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 of the relationship; (ii) type of relationship; (iii) frequency of interaction between the persons involved in the relationship

5. Domestic Violence, which is an 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 Respondent is or was in a dating relationship; an individual with whom the Respondent has had a child; a person who formerly lived in the same household as the Respondent; or a person living in the same household

6. Stalking, which is 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

D. 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.

G. Retaliation

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 report, investigation, or grievance process of 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>.

V. 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

The University Vice President for Student Affairs and Dean of Students may take Direct Administrative Action (DAA) to immediately restrict a student's rights within the University community, up to and including emergency removal. A DAA imposed after an individualized safety and risk analysis yields a determination that an immediate threat to the physical health or safety of a student or other individual justifies the removal must provide a removed student with notice and an opportunity to challenge the decision as soon as reasonably possible afterward.

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.

VI. 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)
- Goddard Health Center: (405) 325-2911 - provides counseling/medical services
- 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).

VII. 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:

1. Formal Complaint
2. Written Notice to Parties
3. Investigation of Formal Complaint
4. Parties' Review and Response to Evidence
5. Investigative Report
6. Live Hearing
7. Determination
8. Appeal by Either Party
9. Sanctions and Other Remedies Implemented (if warranted)
10. 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

1. 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.

2. 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.

VI. 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.

VII. 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.

The range of possible disciplinary sanctions include:

Prohibited Conduct*	Employee Disciplinary Sanction		Student Disciplinary Sanction	
Sexual Harassment – Hostile Environment	Min.	Written Reprimand	Min.	Disciplinary Probation
	Max.	Termination	Max.	Suspension/Delayed Degree
Sexual Harassment- Quid Pro Quo	Min.	Suspension without Pay	Min.	Suspension
	Max.	Termination	Max.	Expulsion/ Delayed Degree
Sexual Assault	Min.	Termination	Min.	Suspension
	Max.	Termination	Max.	Expulsion/Delayed Degree
Dating Violence or Domestic Violence	Min.	Suspension without Pay	Min.	Disciplinary Probation
	Max.	Termination	Max.	Expulsion/Delayed Degree
Stalking	Min.	Suspension without Pay	Min.	Disciplinary Probation
	Max.	Termination	Max.	Expulsion/Delayed Degree
Other Prohibited Conduct	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.			
*Sanctions under this section applicable to Prohibited Conduct that amounts to Title IX Sexual Harassment, Employee Sexual Misconduct or Sexual Misconduct (Student Code Violation)				

VIII. 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.

- 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
- legal incapacity, such as in the case of a minor and/or persons under legal guardianship

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. RECORDS

The Institutional Equity Office 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, investigations, 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.

XI. 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 | [Eeoc.gov/contact/](https://www.eeoc.gov/contact/)

State of Oklahoma Attorney General's Office:

- Office of Civil Rights Enforcement:
405-521-2029 | OCRE@oag.gov

Federal funding agencies
e.g. NASA:1-866-654-1440 | LEP@NASA.gov

APPENDIX A: VAWA 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 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; or

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

APPENDIX B: EDUCATION, TRAINING, AND RESOURCES

Employees must take an approved training course every 2 years during their career, with 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.

I. 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 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, orientations, and other meetings.
- In-person training for Active Bystander Intervention skills: <https://ou.edu/gec/gender-based-violence-prevention/trainings/our-voice>.
- 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.

II. FOR EMPLOYEES, THE UNIVERSITY OFFERS:

- Mandatory online training for employees through: <http://onpoint.ou.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:
<https://www.ou.edu/notonourcampus/howtohelp>.
- 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/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: (405) 325-3297 -] to discuss available resources and options for faculty/staff confidentially

III. OTHER RESOURCES AVAILABLE TO THE UNIVERSITY COMMUNITY:

- OU Advocates (24/7): (405) 615-0013 - provides 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
- Employee Assistance Program: (800) 327-5043 - confidential resources for HSC and Norman employees; (918) 587-9471 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
- Heartline Health: (800) 273-TALK - provides referral and support
- University Ombudsperson: (405) 325-3297 - provides confidential guidance and referrals for University faculty/staff

APPENDIX C: SEXUAL MISCONDUCT, DISCRIMINATION, AND HARASSMENT POLICY

This Appendix is to the Sexual Misconduct, Discrimination, and Harassment Policy (“Policy”) adopted by Cameron University (“Institution” or “CU”) on August 14, 2020. The University of Oklahoma and Cameron University entered into a Memorandum of Understanding, effective August 14, 2020 which sets forth the how the two institutions will coordinate to investigate violations of the Policy.

CU has adopted this Sexual Misconduct, Discrimination, and Harassment Policy and “University” as used herein refer to the institution unless stated otherwise below.

References to the University of Oklahoma’s Institutional Equity Office are to Cameron University Equal Opportunity Office. Other policy references are as follows:

1. References to the University of Oklahoma Student Rights and Responsibilities Code are to Cameron University Student Code of Conduct.
2. References to the Staff and Faculty Handbook refer to Employee Handbook or Faculty Handbook.
3. The title of “University’s Chief Human Resources Officer” is updated to Human Resources Director in the following:

Article IV (E)
Article V(C)
Article VII (C)(2)

4. The title “Director of Student Conduct” is updated to Director of Student Development in the following:

Article IV(F)
Article VII(C)(2)

5. The titles “Associate Title IX Coordinator” is updated to Title IX Co-Coordinators/EO Officers in the following:

Article I

6. The title of “Institutional Equity Office” or “Associate Equity Office” is updated to Equal Opportunity Officer in the following:

Article VI (A)

7. The reference to “University of Oklahoma” is update to Cameron University in the following:

Article VI (A)

8. The following language in Article 1 is updated to provide University specific contact information:

To raise any concern involving bias or conflict of interest, or reports of misconduct or discrimination by the Title IX Coordinator, contact:

President John McArthur 2800 W Gore Blvd.
Administration Building Room 220 Lawton, OK 73505
580-581-2201
jmcarthur@cameron.edu

9. The language in Article II is updated to provide University specific contact information:
Complaints or notice of alleged policy violations, or inquiries about or concerns regarding this policy and procedures, may be made internally to:
Christi Williams/Keith Vitense
Title IX Co-Coordinator/EO Officer 580-581-6712
eo-tix@cameron.edu

10. The following language in Article IV is updated to provide University specific information:
 - a. Section B:
Employees with questions regarding accommodations during pregnancy are encouraged to contact the Office of Human Resources (www.cameron.edu/hr), students and visitors with questions regarding accommodations during pregnancy are encouraged to contact the Office of Student Development www.cameron.edu/student-development

 - b. Section I:
The Consensual Sexual Relationships Policy may be found here:
www.cameron.edu/policies

11. The following language in Article VI is updated to provide University specific contact information:
 - a. Section A:
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 Interim Institutional Equity Officer and Title IX Coordinator or any of the University's Title IX Co-Coordinators at 580-581-6712

 - b. Section C: Counseling Resources
 - Student Wellness Center (Cameron)- North Shepler, Room 101, 580-581-6725

 - Office of Equal Opportunity (Affirmative Action/Title IX Compliance)- eo-tix@cameron.edu; 580-581-6712

 - CU Office of Public Safety - South Shepler, Room 108, 580-581-2237 or 580- 581-2911

 - Office of Student Development (conduct)- North Shepler, Room 314, 580- 581-2209

 - Comanche County Memorial Hospital's Emergency Room - 3401 W Gore Boulevard or call (580) 355-8620

 - Taliaferro Community Mental Health Center - 602 SW 38th St or call (580) 248-5780

12. References to are updated to reflect University specific contacts in Appendix B
Employees must take an approved training course every 2 years during their career, with the initial training in their first 30 days of service at the University (<https://cameron-ok.safecolleges.com/login>). 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 Equal Opportunity Office website.

I. For students, the University offers:

- Mandatory training for students is completed through UNIV 1001/1113 which is required for all first year students.
- Annual spring on-campus campaign 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.cameron.edu/oeo>
- 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.

II. For employees, the University offers:

- Mandatory online training for employees through: <https://cameron-ok.safecolleges.com/login>.
- In-person and virtual training on mandatory reporting through new employee orientations, foundations in management, and other periodic training opportunities and upon request.
- Annual spring on-campus campaign 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: <https://www.cameron.edu/oeo>.
- 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.

III. Other resources available to the University community:

- OU Advocates (24/7): (405) 615-0013 - provides 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
- CU Office of Public Safety: emergencies 580-581-2237 or 580-581-2911
- Employee Assistance Program: (800) 327-5043 - confidential resources for HSC and Norman employees; (918) 587-9471 for OU-Tulsa employees
- Lawton Police Department: 911 for emergencies; 580-581-3271 non-emergencies - provides law enforcement support
- Comanche Nation Women's Shelter 580-492-3590
- New Directions Women's Shelter 580-357-8127
- Comanche County Memorial Hospital 580-355-8620
- Southwestern Medical Center 580-531-4700
- Taliaferro Community Mental Health Center 580-248-5780

APPENDIX C: SEXUAL MISCONDUCT, DISCRIMINATION, AND HARASSMENT POLICY

This Appendix is to the Sexual Misconduct, Discrimination, and Harassment Policy (“Policy”) adopted by Rogers State University (“Institution” or “RSU”) on August 14, 2020. The University of Oklahoma and Rogers State University entered into a Memorandum of Understanding, effective August 14, 2020 which sets forth the how the two institutions will coordinate to investigate violations of the Policy.

RSU has adopted this Sexual Misconduct, Discrimination, and Harassment Policy and “University” as used herein refer to this institution unless stated otherwise below.

References to the University of Oklahoma’s Institutional Equity Office are to RSU’s Office of Student Affairs. Other policy references are as follows:

1. References to the University of Oklahoma Student Rights and Responsibilities Code are to “Rogers State University Division of Student Affairs Student Code of Responsibilities and Conduct”
2. References to the Staff and Faculty Handbook refer to “Rogers State University Human Resources for Policies and Procedures Manual”
3. The title of “University’s Chief Human Resources Officer” is updated to “Director of Human Resources” in the following:

Article IV (E)
Article V(C)
Article VII (C)(2)

4. The title “Director of Student Conduct” is updated to “Director of Student Conduct & Development” in the following:

Article IV(F)
Article VII(C)(2)

5. The titles “Associate Title IX Coordinator” is updated to “Title IX Coordinator” in the following:

Article I

6. The title of “Institutional Equity Office” or “Associate Equity Office” is updated to “University Equal Opportunity Officer” in the following:

Article VI (A)

7. The reference to “University of Oklahoma” is update to “Rogers State University” in the following:

Article VI (A)

8. The following language in Article 1 is updated to provide University specific contact information:

To raise any concern involving bias or conflict of interest, or reports of misconduct or discrimination by the Title IX Coordinator, contact Vice President for Student Affairs Robert

Goltra, Ed.D. at 1701 W. Will Rogers Blvd., Dr. Carolyn Taylor Center, RM 201D, Claremore, OK 74017, (918) 343-7569, rgoltra@rsu.edu.

9. The language in Article II is updated to provide University specific contact information:

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

Jeana Rae Conn, JD

Director of Student Conduct & Development/Title IX Coordinator jconn@rsu.edu

Dr. Carolyn Taylor Center [1701 W. Will Rogers Blvd., Claremore, OK 74017](https://www.rsu.edu/about/offices-services/human-resources/) 918-343-7707, Office Direct

10. The following language in Article IV is updated to provide University specific information:

- a. Section B:

Employees with questions regarding accommodations during pregnancy are encouraged to contact the Office of Human Resources (<https://www.rsu.edu/about/offices-services/human-resources/>), students and visitors with questions regarding accommodations during pregnancy are encouraged to contact the Accessibility and Disability Resource Center (<https://www.rsu.edu/campus-life/student-resources/disability-services/>).

- b. Section I:

The Consensual Sexual Relationships Policy may be found here: <http://www.rsu.edu/wp-content/uploads/2015/05/HumanResourcesPoliciesProceduresManual-2016-12-09.pdf>

11. The following language in Article VI is updated to provide University specific contact information:

- c. Section A:

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 Interim Institutional Equity Officer and Title IX Coordinator or any of the University's Associate Title IX Coordinators at (918) 343-7707.

- d. Section C: Counseling Resources

- RSU Police Department Patrol Phone: (918) -857-2807- provides referrals and support
- RSU Student Counseling Services: (918) 343-7845 - provides counseling services

12. References to are updated to reflect University specific contacts in Appendix B

Employees must take an approved training course every 2 years during their career, with the initial training in their first 30 days of service at the University (<https://www.rsu.edu/campus-life/student-resources/gender-based-misconduct/what-is-it/>)

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 RSU's Office of Student Affairs website.

I. For students, the University offers:

- Mandatory online training for students through: <https://www.rsu.edu/campus-life/student-resources/gender-based-misconduct/what-is-it/>. Where students are also University employees, they will be required to take both the 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, orientations, and other meetings.
- 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.rsu.edu/campus-life/student-resources/gender-based-misconduct/what-is-it/>
- 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.

II. For employees, the University offers:

- Mandatory online training for employees through: <https://www.rsu.edu/campus-life/student-resources/gender-based-misconduct/what-is-it/>
- 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.
- 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: <https://www.rsu.edu/campus-life/student-resources/gender-based-misconduct/what-is-it/>
- 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.

III. Other resources available to the University community:

- OU Advocates (24/7): (405) 615-0013 - provides 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
- Campus Police: Claremore 918-343-7624 -Campus Police Building Bartlesville 918-338-8020 or 918-440-9479 (cell) -First floor across from Admissions Pryor 918-825-6034 or 918-373-0357 (cell) -Room 104
- Student Health Center: 918-343-7614
- Employee Assistance Program: (800) 327-5043 - confidential resources for HSC and Norman employees; (918) 587-9471 for OU-Tulsa employees
- Hillcrest Hospital: 918-341-2556 - 1202 N. Muskogee Pl., Claremore, OK 74017

- Jane Phillips Medical Center: 918-333-7200 - 3500 SE. Frank Phillips Blvd., Bartlesville, OK 74006
- Integris Mayes County Medical Center: 918-825-1600 - 111 N. Bailey St., Pryor, OK 74361
- DVIS Call Rape Helpline: 918-749-5763
- Safenet Services (Rogers County): 918-341-1424 -1219 W. Dupont, Claremore, OK 74017
- Safenet Services (Mayes County): 918-825-0190 - 19 N. Coo-Y-Yah, Pryor, OK 74361
- Family Crisis and Counseling Center: 918-336-1188 - 622 SE Frank Phillips, Bartlesville, OK 74003

(RM 9-27-95, p. 24621; 1-14-97, p. 25260 and 25263; 1-27-2004, p. 28924; 6-23-04, p. 29151; 9-19-11, p. 32775; 6-24-15, p. 34749; 3-8-17, p. 35516)

3.2.6—RETALIATION

University policy also prohibits retaliation against a person for filing a complaint of discrimination or harassment under the Non-Discrimination Policy and/or the Sexual Misconduct, Discrimination, and Harassment Policy or other applicable federal, state, or local laws. This Retaliation Policy also prohibits retaliation against any person who assists someone with a complaint under these laws or policies or who participates in any manner in an investigation or resolution of such a complaint.

3.2.7—COMPLAINT PROCESS

Any individual who at the time of the actions complained of was employed by the University or was an applicant for University employment or was enrolled as a student or an applicant for admission at the University may file a complaint concerning violations of the Non-Discrimination Policy with the Institutional Equity Officer, and with respect to violations of the Sexual Misconduct, Discrimination, and Harassment Policy with the Institutional Equity Officer for review and investigation regarding complaints against University students, faculty, staff or those third parties utilizing University services or third parties on University premises. For the Non-Discrimination Policy, please refer to: <http://www.ou.edu/content/eoo/policies-procedures/non-discrimination.html> and for the Sexual Assault, Discrimination, and Harassment Policy, please refer to: <http://www.ou.edu/content/eoo/policies.html>. Hard copies may be requested through the Institutional Equity Office: (405)-325-3546 or (405) 325-2215.

(RM 9-27-95, p. 24621; 1-14-97, p. 25260 and 25263; 1-27-2004, p. 28924; 6-23-04, p. 29151; 9-19-11, p. 32775; 3-8-17, p. 35516)

3.2.8—SANCTIONS

Appropriate disciplinary action may include a range of actions up to and including dismissal and/or expulsion.

3.2.9—CONSENSUAL SEXUAL RELATIONSHIPS POLICY

RATIONALE

Consensual amorous, dating, or sexual relationships have inherent risks when they occur between a faculty member, supervisor, or other member of the University community and any person over whom he or she has a professional responsibility. As noted in the sex discrimination and sexual harassment policy, the risks include a student or subordinate's feeling coerced into an unwanted relationship to ensure they receive a proper educational or employment experience; potential conflicts of interest in which the person is in a position to evaluate the work or make personnel or academic decisions with respect to the individual with whom he or she is romantically involved; a perception by students or employees that a fellow student or coworker who is involved in a romantic relationship with his or her supervisor or

professor will receive an unfair advantage; either or both of the parties engaging in behavior destructive to the other or their academic or working environments if the relationship ends; and the potential that University/state resources are used inappropriately to further the romantic relationship.

Those with professional responsibility over others and with whom they have a romantic relationship should be aware that their involvement may subject them and the University to legal liability; consequently, such relationships are strongly discouraged. "Professional responsibility" is defined as performing functions including but not limited to teaching, counseling, grading, advising, evaluating, hiring, supervising, and making decisions or recommendations that confer benefits such as promotions, financial aid awards, or other remuneration, or that may impact upon other academic or employment opportunities.

DEFINITIONS

As used in this policy, the terms "faculty" and "faculty member" mean all those who teach at the University, and include graduate students with teaching responsibilities and other instructional personnel. The terms "staff" or "staff members" mean all employees who are not faculty, and include academic and non-academic administrators as well as supervisory personnel. The term "consensual sexual relationship" may include amorous or romantic relationships, and is intended to indicate conduct that goes beyond what a person of ordinary sensibilities would believe to be a collegial or professional relationship.

POLICY

A. FACULTY/STUDENT RELATIONSHIPS**WITHIN THE INSTRUCTIONAL CONTEXT**

It is considered a serious breach of professional ethics for a member of the faculty to initiate or acquiesce in a sexual relationship with a student who is enrolled in a course being taught by the faculty member or whose academic work (including work as a teaching assistant) is being supervised by the faculty member.

OUTSIDE THE INSTRUCTIONAL CONTEXT

Sexual relationships between faculty members and students occurring outside the instructional context may lead to difficulties. Particularly when the faculty member and student are in the same academic unit or in units that are academically allied, relationships that the parties view as consensual may appear to others to be exploitative. Further, in such situations, the faculty member may face serious conflicts of interest and should be careful to distance himself or herself from any decisions that may reward or penalize the student involved. A faculty member who fails to withdraw from participation in activities or decisions that may reward or penalize a student with whom the faculty member has or has had an amorous relationship will be deemed to have violated his or her ethical obligation to the student, to other students, to colleagues, and to the University.

B. STAFF/STUDENT RELATIONSHIPS

Consensual sexual relationships between staff and students are prohibited in cases where the staff member has authority or control over the student. A staff member who fails to withdraw from participation in activities or decisions that may reward or penalize a student with whom the staff member has or has had an amorous relationship will be deemed to have violated his or her ethical obligation to the student, to other students, to colleagues, and to the University. Failure to abide by this policy may result in disciplinary action, up to and including termination.

C. STAFF/SUBORDINATE RELATIONSHIPS

Supervisors, or those with professional responsibility, over someone with whom they have or have had an amorous, consensual, romantic, or sexual relationship must notify their direct supervisor that a management-control plan needs to be implemented, or that the supervisor wishes a transfer so that he or she is no longer in a position of professional responsibility over the affected individual. To avoid the severe risks noted, supervisors in such relationships may not manage, supervise, evaluate, or make other employment decisions concerning the individual with whom they are engaged in a romantic relationship. If the relationship ends, the management-control plan must remain in effect. Failure to notify a supervisor to ensure a plan is in place may result in disciplinary action, including termination, for that supervisor.

COMPLAINT PROCEDURE

Complaints alleging a violation of the Consensual Sexual Relationships Policy shall be handled in accordance with the Grievance Procedure for Complaints Based upon Sexual Misconduct, Discrimination and Harassment Policy. Complainants should contact the Institutional Equity Office:

Norman Campus-based programs
Room 4300, Five Partners Place
Norman, Oklahoma
(405) 325-2215 or (405) 325-2215

Health Science Center-based programs
Oklahoma City, Oklahoma
(405) 271-2110

Other locations may be determined from time to time. Please refer to <http://www.ou.edu/content/eoo/html> for an updated listing.

3.2.10—GRIEVANCE PROCEDURE

The investigative process, findings and recommendations, and appeals process for claims brought under the Non-Discrimination Policy and/or the Sexual Misconduct, Discrimination, and Harassment

Policy are handled through the University Institutional Equity Office. For the Non-Discrimination Policy, please refer to <http://www.ou.edu/content/eoo/policies-procedures/non-discrimination.html> and for the Sexual Misconduct, Discrimination, and Harassment Policy, please refer to <http://www.ou.edu/content/eoo/policies.html>.

Hard copies may be requested through the Institutional Equity Office: (405) 325-3546 or (405) 325-2215.

(RM 1-14-97, p. 25260; 1-26-99, p. 26226; 1-27-2004, p. 28924; 6-23-04, p. 29151; 9-19-11, p. 32775; 3-8-17, p. 35516)

3.2.11—REVISIONS OF THE INSTITUTIONAL EQUITY OFFICE POLICIES

Revisions to the Institutional Equity Office Policies may be made automatically where necessary to comply with federal, state and local laws or applicable regulations or guidance.

(RM, 9-19-11, p. 32775)

2.2.5 —ENDOWED CHAIRS AND PROFESSORSHIPS

Faculty may be appointed to endowed chairs and professorships.

(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 professorship, a faculty member must be distinguished within a particular academic field or an interdisciplinary program. For endowed chairs only, Norman Campus appointees must be a tenured faculty member or must receive tenure on appointment to an endowed chair in accord with the applicable Faculty Handbook. Endowed professorships do not carry such stipulations.

~~(B) Search Committee~~ (B) Appointment Process

~~The President, with advice and counsel of the appropriate Senior Vice President and Provost, the appropriate dean, and appropriate chair/director, will appoint the Search Committee. Search Committees for occupants of endowed chairs and professorships shall be composed of two faculty members from the academic unit concerned, two outside individuals distinguished within the relevant area and appointed by the President, and either the dean of the relevant college or a faculty member appointed by that dean. (The Board of Regents prefers and expects the dean to serve.)~~

~~At least one member will be from outside the University and at least one member will be from another college. The President and the Senior Vice President and Provost will meet with the Search Committee (and the dean and department head if appropriate) to hear their recommendations.~~

Once a candidate has been identified, the dean will consult with the Senior Vice President and Provost at the faculty's assigned campus. 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) Term of the Award~~

~~For endowed chairs only, the appointee must be a tenured faculty member or must receive tenure on appointment to an endowed chair in accord with the applicable Faculty Handbook. Endowed professorships do not carry such stipulations. To the extent the appointee's performance and conduct remain satisfactory to the University, the term of an endowed chair, unless the endowment contract provisions provide otherwise, is continuous until resignation, retirement, or the endowment is withdrawn.~~



5.1.2.5 Endowed Chairs and Professorships

- I. Purpose:
The purpose of this policy is to provide guidelines for the selection and appointment of endowed chairs and professorships.
- II. Scope:
The policy applies to all faculty and administrators at the University of Oklahoma (OU).
- III. Accountability:
The Office of the Senior Vice President and Provost of each campus is responsible for administering this policy and ensuring compliance.
- IV. Policy Statement:
It is the policy of OU that faculty may be appointed to endowed chairs and professorships.

Policy Level: 4

Approval Authority: Board of Regents

Date of Approval:

Subject Matter Office of the Senior Vice President and Provost

Date of Last Review:

Date of Next Review:

Signature:



V. Procedures

A. Faculty may be appointed to endowed chairs and professorships. Criteria for Selection

1. Specific criteria for the selection of occupants may be established for particular chairs as appropriate.
2. To qualify for an endowed chair or professorship, a faculty member must be distinguished within a particular academic field or an interdisciplinary program.
3. For endowed chairs only, Norman Campus appointees must be a tenured faculty member or must receive tenure on appointment to an endowed chair. Endowed professorships do not carry such stipulations.

B. Appointment Process

1. Once a candidate has been identified, the dean will consult with the Senior Vice President and Provost at the faculty's assigned campus.
2. The Senior Vice President and Provost, after consultation, may make a recommendation to the President.
3. The President may approve and forward the appointment to the Board of Regents or reject it and request further searching.

This is an interim policy that may be revoked or rescinded and is subject to Board of Regents' approval.

THE UNIVERSITY OF OKLAHOMA
Interim Student Rights and Responsibilities Code
2020-2021

The purpose of the Student Rights and Responsibilities Code (referred to as the “Code” or “this Code”) is to establish specific student rights and responsibilities while maintaining an environment conducive to the University’s educational mission.

I. Student Rights

Students of the University of Oklahoma are guaranteed certain rights by the constitutions of the United States and the State of Oklahoma and the University of Oklahoma Student Government Association. In recognition of those rights and in keeping with the values underlying them, the University of Oklahoma respects the following student rights:

1. To pursue an education as long as the University’s applicable academic standards, policies, regulations and applicable laws are followed;
2. To certain procedural due process, including notice and an opportunity to be heard;
3. To a prompt, fair, and impartial process during University investigations and proceedings, from an initial investigation to the final result;
4. In cases involving sexual misconduct, the complainant/reporting party and the respondent have the right to have the investigation and proceedings conducted by officials with annual training on issues related to dating violence, domestic violence, sexual violence, and stalking, and on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability;
5. To request appropriate action from the administration for any violation of a right guaranteed by this Code;
6. To establish or disseminate publications free from any censorship or other official action controlling editorial policy or content, in accordance with applicable regulations and University policy;
7. To invite and hear any speaker of choice on any subject, in accordance with applicable regulations and University policy;
8. To use campus facilities, in accordance with applicable regulations and University policy; ~~<http://www.ou.edu/content/studentaffairs/services/policies-and-forms.html>~~
~~<http://www.ouhsc.edu/policy/>~~
9. To peaceably assemble, to demonstrate, inform, or protest, in accordance with applicable regulations and University policy;
10. To be secure in his/her possessions, against invasion of privacy, and unreasonable search and seizure;
11. To form, join and participate in any student organization or group without regard to race, color, national origin, sex, sexual orientation, gender identity, gender expression, genetic information, age (40 or older), religion, disability, political beliefs or status as a veteran. ~~<http://www.ou.edu/home/coo.html>~~ and ~~<http://www.ou.edu/home/misc.html>~~ Provided, in

This ~~is an interim~~ policy ~~that~~ may be revoked or rescinded and is subject to Board of Regents' approval.

accordance with Oklahoma state law, a religious student association may choose to limit its membership or leadership based on the sincerely held religious beliefs, observances, or practices of the group; Provided further pursuant to Title IX, certain tax-exempt nonprofessional, social fraternities and sororities may be permitted to restrict membership based on sex; and

12. Not to be charged more than once for one incident by the Office of Student Conduct.

II. Student Responsibilities

Students of the University of Oklahoma are responsible for complying with all local, state, and federal laws. As members of the University community, students are also responsible for familiarizing themselves with University policies and regulations when applicable.

In addition, students involved in Student Conduct ~~disciplinary~~ proceedings initiated under this Code, whether as parties, witnesses, or panelists, have a duty to cooperate and discuss the incident with appropriate University officials, adhere to stated deadlines, attend scheduled meetings, provide documentation as requested and participate in all University proceedings. Failure to fulfill these responsibilities may result in a decision being made without the benefit of the student's participation, or may result in a student being charged with failing to comply with the direction of a University official. Nothing herein shall be interpreted as abridging one's right to be free from self-incrimination.

Students are responsible for meeting the University's minimal standards of appropriate conduct and may be subject to Student Conduct proceedings ~~disciplined~~ for engaging in prohibited conduct. The following prohibited conduct is inclusive, but not exhaustive: ~~the following types of prohibited conduct:~~

1. ~~Abusive conduct: Unwelcome conduct that is sufficiently severe and pervasive that it alters the conditions of education or employment and creates an environment that a reasonable person would find intimidating, harassing, or humiliating. The frequency of the conduct, its severity, and whether it is threatening or humiliating are factors that will be considered in determining whether conduct is abusive. Abusive conduct includes verbal abuse, physical abuse, or holding a person against his or her will. Simple teasing, offhanded comments and isolated incidents (unless extremely serious) will not amount to abusive conduct.~~
2. ~~Alcohol violations: Possessing, using, providing, manufacturing, distributing, or selling alcoholic beverages on or off campus in violation of law or University policies.~~
3. ~~Arson: The willful setting fire to or burning of a structure or its contents or the property of another.~~
4. ~~Dishonesty: Manufacturing, possessing, providing, making, or using false information or omitting relevant information to University officials or on University applications, forging, altering or misusing a University record or document, initiating a false report, and knowingly using or possessing forged, altered or false documents or records.~~
5. ~~Disruption or obstruction of a University activity: Interference with, obstruction or disruption of University activities such as teaching, research, recreation, meetings, public events and disciplinary proceedings.~~
6. ~~Drug violations: Possessing, using, providing, manufacturing, distributing, or selling drugs or~~

This is an interim policy that may be revoked or rescinded and is subject to Board of Regents' approval.

- ~~drug paraphernalia in violation of law or University policies. This includes the use or possession of prescription drugs other than by the person prescribed or for a purpose other than what was prescribed.~~
- ~~7. Ethical or professional code violations, violation of licensure board rules and regulations, state and federal laws, and/or other applicable regulatory or privileges issues: as defined by the student's College or professional association or licensure board, as may be applicable to the student(s), or applicable laws or regulations.~~
 - ~~8. Failing to abide by or complete a University sanction in a satisfactory manner: Failure to adhere to sanctions or engaging in other prohibited conduct while on disciplinary probation or suspension.~~
 - ~~9. Failure to comply with the direction of a University official who is performing his or her duties: This responsibility includes complying with faculty/staff requirements and directions of study abroad programs, including off-limits designations and other restrictions or instructions.~~
 - ~~10. Failure to keep records up to date: Failing to keep Admissions and Records notified of current school and/or permanent directory information, including email information.~~
 - ~~11. Hazing: Any action or situation that recklessly or intentionally endangers the mental or physical health, safety, or welfare of an individual for the purpose of initiation, participation, admission into or affiliation with any organization at the University, as defined by Oklahoma or federal law.~~
 - ~~12. Interfering with, obstructing or disrupting police or fire responses: Tampering with, impairing, disabling, or misusing fire protection systems such as smoke detectors, fire extinguishers, sprinklers, or alarms; failing to evacuate during a fire alarm; resisting arrest; failing to abide by the directions of police or fire personnel.~~
 - ~~13. Mental harassment: Intentional conduct that is so extreme and outrageous that a reasonable person would not tolerate it.~~
 - ~~14. Misuse of computing facilities: Misusing computer labs and equipment as well as technology resources including the Internet, University networks, computer software, data files belonging to others, email addresses and accounts belonging to others, University databases and violating University Information Technology computing policies.~~
 - ~~15. Misuse or defacement of University property: Damage to or misuse of equipment, property, furniture, facilities and buildings belonging to the University.~~
 - ~~16. Misuse or defacement of property belonging to another.~~
 - ~~17. Retaliation: Taking any adverse action against a person because of, or in retaliation for, the person's reporting of a crime or violation of University policy, or in assisting in such a claim.~~
 - ~~18. Sexual Misconduct: Refer to Section III Prohibited Sexual Misconduct~~
 - ~~19. Stalking (not gender based): Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others, or suffer substantial emotional distress.~~
 - ~~20. Theft: Possessing property that is known or should have been known to be stolen, taking property without the consent of the owner, even with intent to return the property, or obtaining property by false pretenses.~~
 - ~~21. Unauthorized entry or exit or attempted entry or exit: Entering or exiting or attempting to do the same without authority or consent with respect to University facilities, property belonging to another, and fraternity and sorority houses.~~

This is an interim policy that may be revoked or rescinded and is subject to Board of Regents' approval.

22. ~~Violation of local, state, federal law or University regulation or policy.~~
23. ~~Violating of the Sexual Misconduct, Discrimination, and Harassment Policy. Engaging in Title IX Sexual Harassment or other Prohibited Conduct as defined in the Sexual Misconduct, Discrimination, or Harassment Policy.~~
24. ~~Weapons violations, possession of weapons, firearms, explosives, fireworks, ammunition or incendiary devices on campus: Actual or constructive possession or control of any weapon, including but not limited to air pistols, air rifles, lock blades, fixed blades, knives with a blade longer than four inches, blackjacks, metal knuckles, chemical substances, bombs, or any other device found to be a violation of this Code by Student Conduct. Instruments designed to look like any of the above are included in this prohibition.~~

Prohibited Sexual Misconduct

18. ~~Sexual Misconduct. The following conduct, or attempted conduct, is prohibited, and constitutes "Prohibited Conduct" for purposes of this Policy:~~
 - 18.1 ~~Hostile Environment Harassment, which is unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's education program or activity;~~
 - 18.2 ~~Quid Pro Quo Sexual Harassment, 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 sexual conduct; or~~
 - 18.3 ~~Sexual Assault, which includes:~~
 - 18.3.1 ~~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;~~
 - 18.3.2 ~~Fondling – The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim;~~
 - 18.3.3 ~~Incest – Non-Forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law; and~~
 - 18.3.4 ~~Statutory Rape – sexual intercourse with a person who is under the statutory age of consent.~~
 - 18.4 ~~Dating Violence, which is violence between individuals in the following circumstances:~~
 - 18.4.1 ~~The party is or has been in a social relationship of a romantic or intimate nature with the victim; and~~
 - 18.4.2 ~~The existence of such a relationship shall be determined based on a consideration of the following factors: (i) length of the relationship; (ii) type of relationship; (iii) frequency of interaction between the persons involved in the relationship.~~
 - 18.5 ~~Domestic Violence, which is an 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~~

This is an interim policy that may be revoked or rescinded and is subject to Board of Regents' approval.

- ~~person with whom the Respondent is or was in a dating relationship; an individual with whom the Respondent has had a child; a person who formerly lived in the same household as the Respondent; or a person living in the same household.~~
- ~~18.6 Stalking, which is 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~~

~~Special Procedures for Prohibited Sexual Misconduct:~~

~~Under the authority of the Office of Institutional Equity and the Division of Student Affairs, Complaints alleging Prohibited Sexual Misconduct must be directed to the Title IX Coordinator. The Sexual Misconduct, Discrimination, and Harassment Policy and Grievance Procedures for Sexual Misconduct and Harassment set forth the process for investigation, adjudication, sanctioning, and appeals for all Prohibited Sexual Misconduct.~~

1. Academic, Ethical, or Professional Codes
 - a. Any violation of the Academic Integrity Code. Complaints alleging prohibited academic misconduct must be directed to the Office of Academic Integrity (Norman programs) or Academic Affairs (Health Sciences Center programs).
 - b. Any violation of other college, graduate, professional, ethical, or other applicable academic codes or licensure board.
2. Alcohol
 - a. Any violation of the University's Alcohol Policy (Norman Campus).
 - b. Possessing, using, providing, manufacturing, distributing, or selling alcoholic beverages in violation of law or University policy.
 - c. Use or possession of alcoholic beverage(s) by an individual under the age of 21.
 - d. Driving while under the influence of alcohol.
 - e. Intoxication to the point of endangering oneself or another person's health or safety, regardless of age.
 - f. Possessing or presenting false identification to a University official or local, state, federal law enforcement.
 - g. Providing alcohol to individual(s) under the age of 21.
3. Complicity
 - a. Attempting to commit, knowingly permitting, or being an accessory by knowingly aiding, conspiring, or assisting others with any act prohibited by this Code.
4. Disorderly Conduct and Unwanted Behaviors
 - a. Disorderly conduct: Unreasonable and material behavior that is disruptive, lewd, or a breach of peace, including inciting others to do so.
 - b. Disruption or obstruction of a University activity: Unreasonable and material interference of University activities such as teaching, research, recreation, meetings, public events, programs, services, administrative functions, and conduct

This ~~is an interim~~ policy ~~that~~ may be revoked or rescinded and is subject to Board of Regents' approval.

- proceedings.
- c. Harassment: Behavior that is severe, pervasive, or persistent to a degree that a reasonable person would not tolerate and effectively denies or interferes with equal access to University education, employment, benefits or privileges. This includes verbal abuse, threats, intimidation, stalking, and coercion. In addition, harassment may be conducted by a variety of mediums including physical, vocal, written, or electronic.
 - d. Physical assault: Any physical force, causing, or that could reasonably cause, bodily harm upon any person including assault, fighting, brawling, or restraining someone against their will.
 - e. Threatening behavior: A serious expression of intent to commit an act of unlawful violence against a particular individual, identifiable group, or damage to property. The threatening violence, including intimidation, causes reasonable fear of injury to the health or safety of any person, group, or property.
5. Drug
- a. Possessing, using, providing, manufacturing, distributing, or selling drugs or drug paraphernalia in violation of law or University policy. This includes a prohibition of any marijuana use or possession, including medical or recreational marijuana, on University premises or while participating in University sponsored activities.
 - b. Driving while under the influence of drugs.
 - c. Misuse of legal substances such as using general products as intoxicants or “means to get high” and inhaling or ingesting a substance other than in connection with its intended purpose.
 - d. Possessing, using, providing, distributing, or selling prescription drugs by persons other than the person to whom the drug is prescribed or use not in accordance with the prescription.
6. Failure to Comply
- a. Failure to comply or complete a University sanction in a satisfactory manner: Failure to adhere to sanctions, safety and interim measures, or engaging in other prohibited conduct while on disciplinary probation or suspension.
 - b. Failure to comply with a University official: Disobeying instructions or directions by a University official who is acting in good faith of their duties including failing to identify oneself, respond to University correspondence, or attend University scheduled meetings.
 - c. Failure to maintain records: Failure to keep the University notified of contact information, including phone numbers, emergency contacts, and email.
7. False and Misleading Information
- a. Acts of dishonesty.
 - b. Bribery or acceptance of bribes.
 - c. Forging or altering another person's signature.

This ~~is an interim~~ policy ~~that~~ may be revoked or rescinded and is subject to Board of Regents' approval.

- d. Forging, altering, tampering, falsifying, or misusing a University record or document, submitting false information, omitting requested information from a University record or document, or possessing any of these records or documents.
 - e. Knowingly initiating a false report to the University.
 - f. Manufacturing, possessing, or presenting false identification to a University official or local, state, or federal law enforcement or using the identity of another person.
8. Hazing
- a. Engaging in activity that recklessly, knowingly, or intentionally endangers the mental or physical health, safety, or welfare of an individual for the purpose of initiation, participation, admission, holding office in, or maintaining membership or affiliation, regardless of the individual's consent or lack of consent, including state and federal law, but not limited to:
 - b. Physical harm such as paddling, whipping, branding, electric shocking, placing harmful substances on the body, sleep deprivation, exposure to extreme conditions, calisthenics, forced consumption of food, liquor, drug, or other substances.
 - c. Degrading behavior that causes ridicule, humiliation, embarrassment, or adversely affects the dignity of an individual.
 - d. Interfering with an individual's ability to participate in or benefit from the services or activities of the University, employment, or religious observances.
 - e. Activity resulting in the destruction, misuse, or removal of another's property.
 - f. Activity that causes an individual to engage in behavior that may violate the Code, University policy, or local, state, or federal law.
9. Misuse, Defacement, or Damage of Facilities and Property
- a. Failure to adhere to any University Information Technology policies or standards, including unauthorized use, access, or entry of an information technology resource owned or managed by the University such as computer systems, networks, databases, software, accounts, data, or facilities. Using University information technology resources for illegal or prohibited activities.
 - b. University property: Intentional or reckless destruction, defacement, or damage to University equipment, property, furniture, facilities, and buildings or using in a manner inconsistent with its intended use.
 - c. Property of another: Intentional or reckless destruction, defacement, or damage to another's property, or using that property in a manner inconsistent with its intended use.
10. Retaliation
- a. Taking any adverse action against a person because of participation or non-participation in a report, investigation, claim, or grievance process.
11. Safety, Security, and Emergency Response
- a. Activities that jeopardize University-related property, building security and safety.

This is an interim policy that may be revoked or rescinded and is subject to Board of Regents' approval.

- b. Arson: Attempting to ignite or the action of igniting University or personal property on fire by intent, reckless behavior, or failure to exercise reasonable care that results or could result in personal injury, property damage, or damages to premises.
- c. Endangerment of others: Unlawfully endangering the health, safety, or privacy of oneself, others, or animals.
- d. Explosive materials: Unauthorized possession or use fireworks, dangerous chemicals, and explosive materials, ignition, or detonation of anything which could cause damage to persons or property, or disruption by fire, smoke, explosion, noxious odors, stain, or corrosion.
- e. False reporting or misuse of emergency response: Falsely reporting an incident or emergency of any type including setting off a false fire alarm.
- f. Flammable materials: Unauthorized possession or use of candles, torches, incense or incense burners, other open flame apparatus, extension cords, gasoline, propane tanks, or lighter fluid on University premises.
- g. Interfering with, obstructing, or disrupting emergency responses: Failing to evacuate during an emergency or drill, impairing an orderly evacuation, resisting arrest, blocking, or barring an exit; failing to abide by the directions of police, fire, emergency medical personnel, or University officials.
- h. Interfering with, obstructing, or disrupting the free flow of pedestrians or other traffic.
- i. Manipulating safety equipment: Tampering with, impairing, disabling, relocating, or misusing fire or safety protection systems such as smoke detectors, fire extinguishers, sprinklers, cameras, doors, signs, or alarms.
- j. Traffic and parking: Any violation of University traffic and parking regulations, tampering with, removal, or theft of wheel locks, barricades, traffic cones, or traffic control signs or devices.

12. Sexual Misconduct

Under the authority of the Office of Institutional Equity and the Division of Student Affairs, complaints alleging Prohibited Sexual Misconduct must be directed to the Title IX Coordinator.

- a. Any violation of the Sexual Misconduct, Discrimination, and Harassment Policy.

13. Theft

- a. Using, depriving, removing, or possessing the property or services without entitlement or authorization through engagement of theft or attempted theft.

14. Unauthorized or Attempted Entry or Exit

- a. Unauthorized entering, exiting, occupying, or using of any University owned or managed facilities, property, or property belonging to another.
- b. Unauthorized possession, duplication, or use of keys or access cards, lock combinations, codes, or passwords to any University owned or controlled premises or other public or private property.
- c. Damaging or tampering with doors, locks, or lock boxes; propping open of exterior

This is an interim policy that may be revoked or rescinded and is subject to Board of Regents' approval.

- residence hall or other campus building doors.
 - d. Misuse of access privileges to University premises.
- 15. Law, Ordinance, Regulation, Rule, Procedure, or Policy
 - a. Law Violations: Violation of local, state, or federal law.
 - b. University Policy Violations: Violations of rules, regulations, and policies.
- 16. Weapons
 - a. Actual or constructive use, possession, or control of any weapon and munitions of all types, defined as any object used or designed to inflict or attempt to inflict harm or injury or fear of harm or injury including instruments designed to look like any weapon.
 - b. Any violation of the OU Board of Regents' Policy: Firearms Policy 3.1.12.

III. Disciplinary Sanctions

Students of the University of Oklahoma who engage in prohibited conduct are subject to the following disciplinary sanctions:

1. Verbal Warning: A verbal notice that the behavior was inappropriate.*
2. Written Warning: A written statement that the behavior was inappropriate, which will remain on the student's University **disciplinary** Student Conduct record for a specified period of time or until the student meets certain conditions.*
3. Disciplinary Probation: A written statement that the behavior was inappropriate and should subsequent violations occur, the University will take more serious conduct action up to and including suspension or expulsion. This can include exclusion from University affiliated entities, including student organization activities, for a period of time or until the student meets certain conditions. Disciplinary probation will remain on the student's **disciplinary** Student Conduct record for a specified period of time or until the student meets specified conditions.*
4. Educational Sanctions: A specific number of hours of community service, completion of a reflection or research paper, attending a class, program or lecture, attending counseling, or other actions.*
5. Restitution: Repayment for damages or misappropriation of property. This may include monetary compensation or other related service(s), such as cleaning or restoration.*
6. Administrative Fee: Administrative fees for educational programs and presentations as well as policy related administrative costs, which are assessed directly to the student's Bursar account. A financial stop may be placed on the student's record if the student fails to pay the administrative fee by the due date. This stop may prevent the student from registering for future terms or adding or dropping courses.*

This ~~is an interim~~ policy ~~that~~ may be revoked or rescinded and is subject to Board of Regents' approval.

7. University-Owned Housing Reassignment or Termination: Reassignment to another University-owned housing unit, exclusion from certain University-owned properties or termination of the student's housing agreement.
8. Administrative Trespass: Denial of access to all or a portion of campus, except for limited periods and specific activities with the permission of the appropriate University official, as designated by the University Vice President for Student Affairs or other appropriate administrative official vested with such authority. Should the student enter campus without written permission, the appropriate University official or the campus police may take action.
9. Suspension: Exclusion from the University and all campuses governed by the Board of Regents of the University of Oklahoma for a specific period of time or until the student meets certain conditions, following which the student may be permitted to re-enroll or apply for readmission to the University, as applicable.
10. Expulsion: Exclusion from the University and all campuses governed by the Board of Regents of the University of Oklahoma for an indefinite period of time, a record of which remains on file permanently.
11. Restriction or Denial of University Services: Restricted from use or denial of specified University services, including participation in University activities.
12. Delayed Conferral of Degree: Delay of issuance of a student's diploma for a specified period of time or until the student meets certain conditions.
13. Strike: The University's official recognition of a student's or organization's violation of the University of Oklahoma's Norman Campus Alcohol Policy.*

* Except in conjunction with other ~~disciplinary~~ Student Conduct measures, these sanctions are not appropriate if a student is found responsible for the following violations of the Sexual Misconduct, Discrimination, and Harassment Policy: Sexual Violence, Dating Violence, and Domestic Violence.

IV. Student Conduct Proceedings

Student Conduct Proceedings are the University's means of affording procedural due process to students who may be sanctioned for engaging in prohibited conduct. The Student Rights and Responsibilities Code Procedures, attached hereto as Appendix A, provide a step-by-step explanation of those proceedings.

V. Direct Administrative Action

A Direct Administrative Action (DAA) is an action that places immediate restrictions upon a student's rights within the University community, up to and including a removal from the University community. A DAA is not a final ~~disciplinary~~ sanction; it is a temporary measure that may be undertaken during the pendency of appropriate due process. A DAA may be imposed only by the UVPSA or other appropriate official vested

~~00019356-1~~

This ~~is an interim~~ policy ~~that~~ may be revoked or rescinded and is subject to Board of Regents' approval.

with such authority when necessary for the welfare or safety of the University community; to maintain order on the campus and preserve the orderly functioning of the University; to stop or prevent interference with the public or private rights of others on University premises; to stop or prevent actions that threaten the health or safety of any person; or to stop or prevent actions that destroy or damage property of the University, its students, faculty, staff, or guests.

When a DAA is imposed, the Office of Student Conduct shall review the facts and circumstances to determine whether Student Conduct Proceedings should be initiated, whether to recommend to the UVPSA or designee that the DAA should be lifted, or whether some other University action is appropriate.

VI. ~~Disciplinary Holds, Student Records, Student Transcripts, and Student Registration~~

The University may place a ~~disciplinary Student Conduct~~ hold on a student's records during the pendency of Student Conduct Proceedings. A ~~disciplinary Student Conduct~~ hold prohibits a student from registering for classes until the Student Conduct Proceedings, including any review procedure, are complete. Upon conclusion of Student Conduct Proceedings, the University may continue a ~~disciplinary Student Conduct~~ hold on a student's records until the student satisfactorily completes all sanctions.

The University may place a ~~disciplinary Student Conduct~~ hold on a student's record if a student is suspended as part of the sanctions, prohibiting a student from being admitted to or registering for classes at any campus governed by the Board of Regents of the University of Oklahoma. A ~~disciplinary Student Conduct~~ hold shall remain in effect until the suspension period is over, the student has complied with all conditions and/or sanctions, and has reapplied and been readmitted.

Records relating to non-academic student conduct matters are a part of the student's overall education record; however, ~~disciplinary Student Conduct~~ charges and sanctions are not noted on official student transcripts, except where academics are incidentally affected (i.e., the transcript for a student suspended during a semester after the add/drop deadline will reflect withdrawal from any courses in which the student is enrolled).

VII. Authority and Jurisdiction

The Board of Regents of the University of Oklahoma is charged in the Constitution of the State of Oklahoma with governing the University, and nothing in this Code prevents the Board of Regents from establishing or amending rules or procedures in order to fulfill its responsibility. The UVPSA shall be vested with the authority to establish and operate a Student Conduct Office. The UVPSA or designee has day-to-day responsibility for ~~disciplinary Student Conduct~~ matters and maintenance of records of all actions taken.

The University will initiate Student Conduct Proceedings under this Code within one year from the date that the conduct becomes known to the Student Conduct Office. Provided, however, Student Conduct Proceedings shall be initiated immediately upon receipt of findings from the Office of Institutional Equity. Student Conduct Proceedings may be carried out prior to, simultaneously with, or following civil, criminal or licensure proceedings, at the discretion of the University.

This ~~is an interim~~ policy ~~that~~ may be revoked or rescinded and is subject to Board of Regents' approval.

This Code applies to the on-campus conduct of all students and registered student organizations, including conduct using university computing or network resources. The code also applies to the off-campus conduct of students and registered student organizations in direct connection with: academic course requirements or any credit bearing experiences, such as internships, field trips, study abroad, or student teaching; any activity supporting pursuit of a degree, such as research at another institution or a professional practice assignment; any activity sponsored, conducted, or authorized by the university or by registered student organizations; any activity that causes substantial destruction of property belonging to the university or members of the university community, or causes or threatens serious harm to the safety or security of members of the university community; or any activity which could constitute a criminal offense as defined by local, state or federal law, regardless of the existence or outcome of any criminal proceeding.

This Code may be applied to behavior conducted online, via e-mail, text, or other electronic medium.

VIII. Review of the Student Conduct Code

The UVPSA, in collaboration with each campus Provost, will appoint at least five (5) persons, including campus Student Conduct representatives and presidents of each campus student government association to review and make recommendations for the revision of this Code every three (3) years, or sooner, if needed. The Committee will solicit input from representatives of the legislative bodies of each campus, and campus student associations as needed. The Committee shall share this input, together with any other observations or findings of the Committee, with the UVPSA. The UVPSA shall consider all input and recommend changes, if any, to the Board of Regents.

The UVPSA, in consultation with the Office of Legal Counsel, is authorized to amend this Code as may be required for compliance with applicable federal, state, local law, applicable regulations, or University policy.

This Code and the Procedures shall be effective beginning July 1, 2023. ~~August 14, 2020~~.

6.2.10—CONFERENCE RULES

~~The University shall observe the rules of the athletics conference in which the University holds membership.~~

6.3.3—RULES COMPLIANCE

It is OU's policy to observe the rules of any collegiate athletic association in which OU holds membership to the extent those rules are consistent with state and/or federal law.

A. Violation of NCAA or Conference Rules

1. Staff Members

Any Athletics Department staff member who ~~knowingly~~ commits a major violation of an NCAA or Conference rule or who conceals or attempts to cover up the violation of an NCAA or Conference rule ~~will~~ may be terminated immediately, and all contract rights ~~will~~ may be terminated. Athletics Department staff members who commit violations of NCAA or Conference rules shall be subject to disciplinary or corrective action as set forth in NCAA or Conference enforcement procedures. This provision shall be included in all Athletics Department letters of employment.

The President or designee will meet yearly with the Athletics Department staff to emphasize the importance of compliance with NCAA and Conference rules.

2. Student-Athletes

Any student-athlete who is ~~knowingly~~ involved in a major NCAA or Conference rule violation will be subject to disciplinary, eligibility or corrective action, as set forth in the provisions of the NCAA or Conference enforcement procedures.

~~The President will meet yearly with the Athletics Department staff and emphasize the importance of compliance with NCAA and Conference rules.~~

B. Programs and Printed Materials

1. The Athletics Department shall establish an Athletics Department Compliance Handbook, a Recruiting Manual, and a Booster Guide, which shall be subject to the approval of the President and/or General Counsel and maintained on file in the Athletics Department.

2. A rules education program shall be provided for all Athletics Department staff, student-athletes, and representatives of ~~the University's~~ OU's athletics interests. The Compliance Handbook plays a significant role in this educational effort. The ~~Associate Director of~~ Athletics ~~for~~ Compliance and Enforcement Director shall ~~will~~ be responsible for the rules education program.

The University's Legal Counsel and/or designee shall ~~will~~ conduct regular meetings with Athletics Department staff regarding the rules education program.

3. The University shall notify its alumni and other representatives of its athletics interests of the absolute necessity of complying with NCAA and Conference rules. The University's Booster

Guide shall be made available ~~is distributed~~ to active representatives of its athletics interests to aid in compliance with NCAA and Conference rules.

(RM, 12-8-88, p. 20802; 12-02-03, p. 28868; 6-23-04, p. 29151)

6.3.3 Athletics: Rules and Compliance Policy

- I. Purpose:
The purpose this policy is to state the University of Oklahoma's (OU) commitment to compliance with the National Collegiate Athletics Association (NCAA) and conference rules and outline consequences for coaches and student-athletes who fail to comply.
- II. Scope:
This policy applies to OU Athletics Department staff members and student-athletes.
- III. Responsible Office:
The Athletics Department is responsible for administering this policy and ensuring compliance.
- IV. Policy Statement:
It is OU's policy to observe the rules of any collegiate athletic association in which OU holds membership to the extent those rules are consistent with state and/or federal law.

Policy Level: 3

Approval Authority: Board of Regents

Date of Approval:

Subject Matter: Athletics Rules Compliance

Date of Last Review:

Date of Next Review:

Signature:

- V. Procedures
 - A. Violation of NCAA or Conference Rules

- 1. Staff Members

Any Athletics Department staff member who commits a major violation of an NCAA or Conference rule or who conceals or attempts to cover up the violation of an NCAA or Conference rule may be terminated immediately, and all contract rights may be terminated. Athletics Department staff members who commit violations of NCAA or Conference rules shall be subject to disciplinary or corrective action as set forth in NCAA or Conference enforcement procedures. This provision shall be included in all Athletics Department letters of employment.

The President or designee shall meet yearly with the Athletics Department staff to emphasize the importance of compliance with NCAA and Conference rules.

- 2. Student-Athletes

Any student-athlete who is involved in a major NCAA or Conference rule violation will be subject to disciplinary, eligibility or corrective action, as set forth in the provisions of the NCAA or Conference enforcement procedures.

- B. Programs and Printed Materials

- 1. The Athletics Department shall establish an Athletics Department Compliance Handbook, a Recruiting Manual, and a Booster Guide, which shall be subject to the

approval of the President and/or the General Counsel and maintained on file in the Athletics Department.

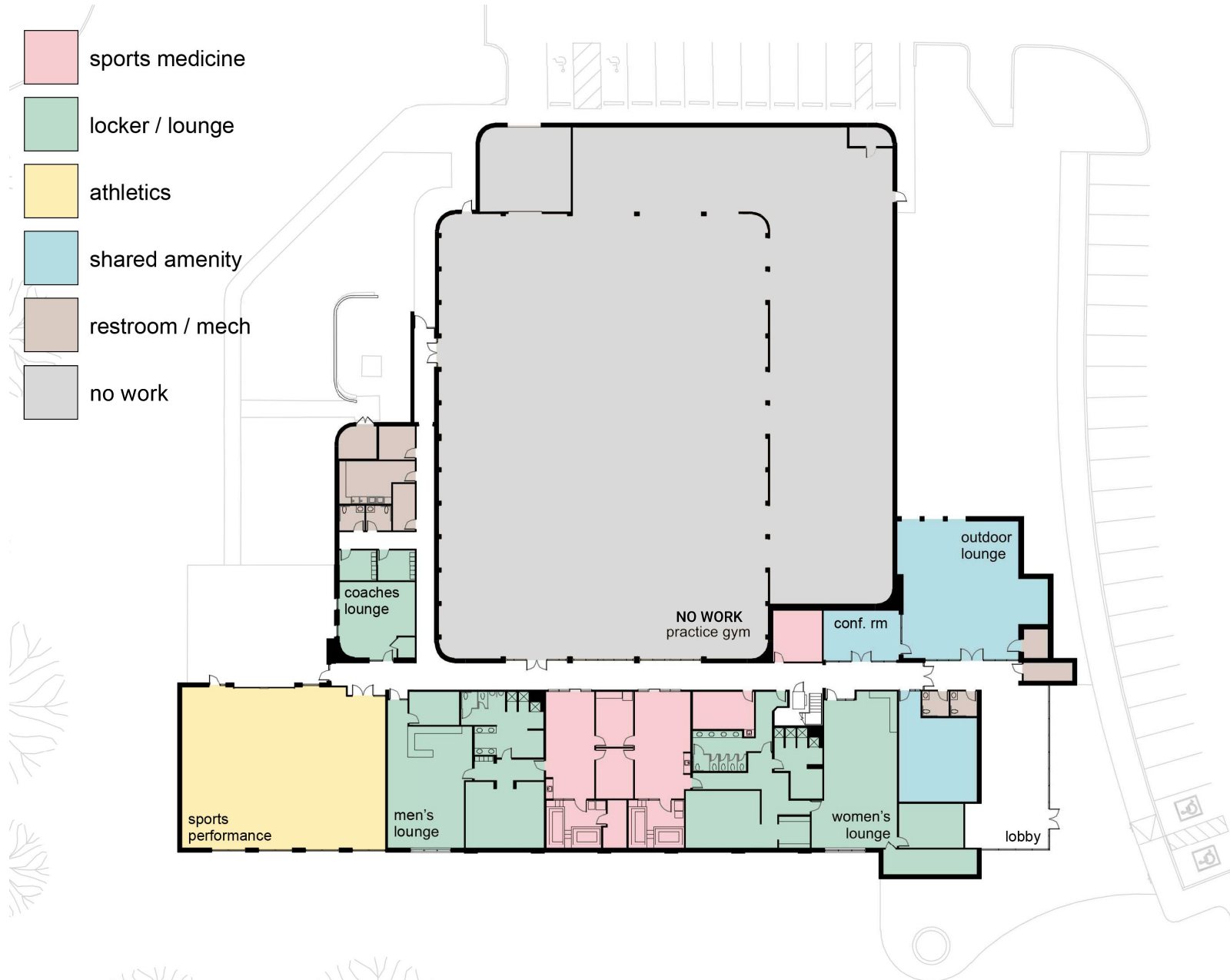
2. A rules education program shall be provided for all Athletics Department staff, student-athletes, and representatives of OU's athletics interests. The Compliance Handbook plays a significant role in this educational effort. The Athletics Compliance and Enforcement Director shall be responsible for the rules education program.

The University's Legal Counsel and/or designee shall conduct regular meetings with Athletics Department staff regarding the rules education program.

3. The University shall notify its alumni and other representatives of its athletics interests of the absolute necessity of complying with NCAA and Conference rules. The University's Booster Guide shall be made available to active representatives of its athletics interests to aid in compliance with NCAA and Conference rules.



SAM VIERSEN GYMNASTICS CENTER EXPANSION & IMPROVEMENTS - VIEW LOOKING NORTHWEST



SAM VIERSEN GYMNASTICS CENTER EXPANSION & IMPROVEMENTS - FLOOR PLAN

OU HEALTH SCIENCES CENTER
STATEMENTS OF NET POSITION
AS OF MARCH 31, 2023 AND 2022
UNAUDITED - MANAGEMENT'S USE ONLY
(\$ in thousands)

	<u>3/31/2023</u>	<u>3/31/2022</u>
Assets		
Unrestricted cash and cash equivalents	652,217	678,736
Restricted cash and cash equivalents	22,509	23,659
Accounts receivable, net	108,643	119,895
Lease receivable	26,875	-
Inventories and supplies, at cost	1,557	2,581
Loans to students, net	7,766	7,485
Deposits and prepaid expenses	5,392	5,093
Endowment investments	52,456	52,604
Investments	172,176	180,154
Investments in real estate	2,025	2,025
Net OPEB	4,188	324
Capital and lease assets, net	587,495	579,289
Total Assets	<u><u>1,643,299</u></u>	<u><u>1,651,845</u></u>
Deferred Outflows	<u><u>84,174</u></u>	<u><u>148,243</u></u>
Liabilities		
Accounts payable and accrued expenses	80,784	71,418
Unearned revenue	9,135	19,673
Accrued interest payable	1,090	1,182
Deposits held in custody for others	4,852	1,246
Lease liability	695	-
Accrued compensated absences	31,125	37,806
Net pension liability	164,036	312,230
Total OPEB liability	116,662	146,528
Federal loans liability	7,585	7,621
Capital lease payable	12,230	14,067
Revenue bonds payable	117,300	124,125
Total Liabilities	<u><u>545,494</u></u>	<u><u>735,896</u></u>
Deferred Inflows	<u><u>182,924</u></u>	<u><u>65,617</u></u>
Net Position		
Net Position	<u><u>999,055</u></u>	<u><u>998,575</u></u>
Total Net Position	<u><u>999,055</u></u>	<u><u>998,575</u></u>

OU HEALTH SCIENCES CENTER
STATEMENT OF REVENUES, EXPENSES AND CHANGES IN NET POSITION
FOR THE NINE MONTHS ENDING MARCH 31, 2023
UNAUDITED - MANAGEMENT'S USE ONLY
(\$ in thousands)

Operating Revenues	<u>3/31/2023</u>	<u>3/31/2022</u>
Student tuition and fees (net of scholarship allowances)	66,584	62,535
Patient care	50,859	50,816
Pharmaceutical sales	54,753	85,631
Federal grants and contracts	79,567	79,727
State grants and contracts	67,471	52,420
Private grants and contracts	171,797	280,579
Sales and services of educational activities	1,511	1,357
Sales and services of auxiliary enterprises:		
Steam and Chill	8,219	7,210
Other	31,736	44,483
Other revenues	<u>8,828</u>	<u>29,890</u>
Total operating revenues	<u>541,325</u>	<u>694,648</u>
Operating Expenses		
Compensation and benefits	423,975	498,171
Contractual services	71,792	75,092
Supplies and materials	66,558	107,704
Depreciation	20,513	19,906
Utilities	14,139	10,289
Communication	3,830	4,119
Scholarships	3,001	2,845
Other expense	<u>21,120</u>	<u>22,762</u>
Total operating expenses	<u>624,928</u>	<u>740,888</u>
Operating loss	(83,603)	(46,240)
Nonoperating Revenues and (Expenses)		
State appropriations	58,643	59,146
State on-behalf payments	8,626	8,783
Private gifts	8,880	7,336
Interest on indebtedness	(3,300)	(3,583)
Investment income/loss	7,822	3,653
Endowment income	<u>15,238</u>	<u>13,024</u>
Net nonoperating revenues and (expenses)	95,909	88,359
Income before other revenues, (expenses), gains, or (losses)	12,306	42,119
Other Revenue, Expenses, Gains or Losses		
Federal grants and contracts	-	217
State appropriations for capital projects	3,621	3,949
State school land funds	2,999	2,999
OUHPI Capitalization	<u>-</u>	<u>(88,672)</u>
Total other revenue, (expenses), gains, or (losses)	<u>6,620</u>	<u>(81,507)</u>
Change in Net Position	<u>18,926</u>	<u>(39,388)</u>

UNIVERSITY OF OKLAHOMA - NORMAN CAMPUS
STATEMENTS OF NET POSITION
AS OF MARCH 31, 2023 AND 2022
UNAUDITED - MANAGEMENT USE ONLY
(\$ in thousands)

	<u>3/31/2023</u>	<u>3/31/2022</u>
Assets		
Unrestricted cash and cash equivalents	305,097	314,526
Restricted cash and cash equivalents	51,062	26,260
Accounts receivable, net	130,880	103,994
Leases receivable	27,626	-
Inventories and supplies, at cost	2,515	2,674.16
Loans to students, net	9,201	9,735.53
Deposits and prepaid expenses	12,854	18,052
Endowment investments	111,257	89,108
Investments	17,620	18,702
Investments in real estate	220	220
Net OPEB	4,521	901
Capital assets, net	1,839,335	1,848,757
Leases assets, net	12,883	-
Total Assets	<u>2,525,071</u>	<u>2,432,930</u>
Deferred Outflows	<u>92,923</u>	<u>165,397</u>
Liabilities		
Accounts payable and accrued expenses	38,910	30,651
Accrued interest payable	9,121	9,596
Deposits held in custody for others	1,483	1,108
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	52,164	63,817
Federal loans liability	7,504	9,131
Other financing arrangements	37,609	36,973
Leases payable	13,006	-
Revenue bond payable	1,019,955	1,071,889
Total Liabilities	<u>1,555,948</u>	<u>1,821,150</u>
Deferred Inflows	<u>224,734</u>	<u>81,998</u>
Net Position		
Net Position	<u>833,514</u>	<u>689,993</u>
Total Net Position	<u>833,514</u>	<u>689,993</u>

UNIVERSITY OF OKLAHOMA - NORMAN CAMPUS
STATEMENTS OF REVENUES, EXPENSES, AND CHANGES IN NET POSITION
FOR THE NINE MONTHS ENDING MARCH 31, 2023 AND 2022
UNAUDITED - MANAGEMENT'S USE ONLY
(\$ in thousands)

	<u>3/31/2023</u>	<u>3/31/2022</u>
Operating Revenues		
Student tuition and fees (net of scholarship allowances)	348,939	338,844
Federal grants and contracts	119,717	104,219
State grants and contracts	61,729	41,181
Private grants and contracts	7,033	9,151
Sales and services of auxiliary enterprises:		
Housing and food service revenues	61,917	55,378
Net athletic revenues	79,732	86,369
Other	26,291	22,881
Other revenues	24,458	26,518
Total operating revenues	<u>729,817</u>	<u>684,541</u>
Operating Expenses		
Compensation and benefits	453,368	431,095
Contractual services	143,853	149,855
Supplies and materials	35,351	27,833
Depreciation and amortization	60,742	59,539
Utilities	35,912	31,156
Communication	6,414	4,545
Scholarships	24,727	40,567
Travel	20,506	9,304
Other expenses	61,138	32,308
Total operating expenses	<u>842,010</u>	<u>786,201</u>
Operating gain/(loss)	(112,194)	(101,660)
Nonoperating Revenues and (Expenses)		
State appropriations	93,352	93,406
State on-behalf payments	7,373	10,124
Federal grants and contracts	27,859	86,441
State grants and contracts	12,801	14,179
Private gifts	22,553	26,588
Interest on indebtedness	(27,715)	(25,162)
Investment income/(loss)	3,167	(3,339)
Gain/(loss) on disposal of assets	(279)	-
Endowment income	13,495	13,872
Net nonoperating revenues and (expenses)	<u>152,605</u>	<u>216,109</u>
Income before other revenues, (expenses), gains, or (losses)	40,411	114,448
Other Revenue, Expenses, Gains or Losses		
State appropriations for capital projects	30,000	-
Private gifts for capital assets	1,287	-
State school and land funds	7,426	6,998
On-behalf payments for OCIA capital leases	3,798	3,794
Additions to permanent endowments	(262)	-
Total other revenue, (expenses), gains, or (losses)	<u>42,249</u>	<u>10,792</u>
Change in Net Position	<u>82,660</u>	<u>125,240</u>