

**MINUTES OF A REGULAR MEETING
THE UNIVERSITY OF OKLAHOMA BOARD OF REGENTS
Thursday and Friday, June 12-13, 2025**

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**MINUTES OF A REGULAR MEETING
THE UNIVERSITY OF OKLAHOMA BOARD OF REGENTS
JUNE 12-13, 2025**

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 Conference Center Pavilion of the Noble Research Institute, Ardmore, Oklahoma, at 8:01 a.m., on June 12, 2025.

The following Regents were present for all or parts of the meeting: Anita L. Holloway, Chair of the Board, presiding; Regents Rick Nagel, Eric Stevenson, Bob Ross, Rick Braught, Ken Waits, and G. Rainey Williams, Jr. Regent Williams was appointed to a seven-year term on the Board by Governor J. Kevin Stitt on April 24, 2025, and confirmed by the Oklahoma Senate on May 27, 2025.

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 André-Denis Wright; HSC Senior Vice President and Provost Gary Raskob; Vice President and Chief Financial Officer Stewart Berkinshaw; Vice Presidents Dorothy Anderson, Jeff Blahnik, Susan Bynum, Joe Castiglione, Brian Holderread, Jen Hollingshead, Matthew Hulver, Hollye Hunt, and David Surratt; Vice President and General Counsel Armand Paliotta; and Executive Director of the Board of Regents Mackenzie Wilfong.

Attending from Cameron University was Jari Askins, Interim President, and C. Shane Hunt, President-Designate of the University.

Attending the meeting from Rogers State University was Dr. Don Raleigh, in his first meeting as the new President of the University, and Dr. Mark Rasor, Vice President for Administration and Finance.

Oklahoma State Regents for Higher Education Chancellor Sean Burrage attended the meeting on June 13 and provided an update on higher education in the state.

Notice of the time, date and place of this meeting was submitted to the Secretary of State, and the agenda was posted in the Office of the Board of Regents on or before 8:00 a.m. on June 11, 2025, both as required by 25 O.S., Sections 301-314.

MINUTES

Regent Waits moved approval of the minutes of the meeting held on March 10-11, 2025, as distributed prior to the meeting. The following voted yes on the motion: Regents Nagel, Stevenson, Ross, Braught, Waits, and Williams. The Chair declared the motion unanimously approved.

REPORT OF THE CHAIR OF THE BOARD

The next item on our agenda is to introduce some new faces to the meeting. First, I would like to welcome Regent G. Rainey Williams, Jr., to his first meeting with our Board. Regent Williams brings with him a wealth of experience as President of Marco Capital Group, a privately owned investment partnership operating in Oklahoma, Texas, and the Southwestern United States. He also serves and has served on many boards. I will not list

them all because it is quite lengthy. We appreciate your service to all the companies and not-for-profits in the Oklahoma City area that you have served on. He previously served as an adjunct professor in the MBA program at Price College, teaching entrepreneurship for over a decade. He has experience both in the classroom and with the OU Health Board. We are looking forward to having both of those experiences on our Board. He earned his law degree from the University of Oklahoma and is a proud alum. We are looking forward to working with him. There are a couple of other new individuals that I would like to introduce here at the outset. As everyone remembers, we hired new presidents for both Cameron University and Rogers State University. First, Dr. Shane Hunt. Second, we have Dr. Don Raleigh. We were all a little concerned about the search process and having to hire two presidents at the same time. Due to the great work of Mackenzie and the team in the Regent's office, I think that we got it right. We are excited that you are both here. We are glad that you're hitting the ground running. Shane said last night that he still had his car packed from making the drive. He had been on the job, as of last night, 18 hours. I think being a University President, those skills of resilience and rolling with the flow will work well for you. We look forward to hearing from both of you tomorrow about the updates from Cameron University and Rogers State University. With the legislative session now concluded, we will be joined by Chancellor Sean Burrage tomorrow, following the presentations by Cameron University and Rogers State University. The Chancellor is going to provide remarks on the conclusion of the legislative session and an update in general from the State Regents for Higher Education. I wanted to give a few updates related to the University of Oklahoma and some nice things that are going on there. We recently had two of our University of Oklahoma researchers, Dr. Rodney K. Tweten and Dr. Zhijun Zhou, elected to the prestigious National Academy of Sciences. It is one of the highest honors that a scientist can receive. We are the only University in Oklahoma with representation in the organization, and this is the first time we have had two individuals elected in the same year. Dr. Tweten is a professor in the Department of Microbiology and Immunology at the College of Medicine, and his 40-year career with the college has focused on bacterial toxins and virulent factors in human diseases. He is a George Lynn Cross Professor of Research, a President's Associate Presidential Professor, and holds the Joseph J. Ferretti Endowed Chair. Last month, he received the Stanton L. Young Excellence in Research Award for his innovation and scientific rigor, and he is also a fellow at the American Academy of Microbiology. Dr. Zhou is the Director of OU's Institute for Environmental Genomics, a George Lynn Cross Research Professor, and Presidential Professor in the School of Biological Sciences in the Dodge Family College of Arts and Sciences. He holds positions in the School of Civil Engineering and Environmental Science and the School of Computer Science, both in the Gallogly College of Engineering, and is a visiting Senior Scientist at Lawrence Berkeley National Laboratory. He ranks among the top 0.1% of the world's most highly cited researchers, among the top 25 in ecology and evolution, and the top 38 in microbiology worldwide. Both are truly amazing scholars, and we are lucky to have them at the university. The other item I would like to update you on is related to the Gaylord College of Journalism and Mass Communications. In the recent Broadcast Education Association rankings for 2025, Gaylord College ranked number one overall in Media Programs, number one in Film and Video Programs, third in News Programs, third in Script Writing, and fourth in Sports. They took into consideration the work of over 7,000 students' work from nearly 200 schools as part of their

juried process. We know Dean Miller is very proud, as we all are, that the Gaylord students have performed so well. They have won more first-place awards than any other school during the last five years. We have a few additional new hires at the University I would like to highlight. We have several newly appointed deans coming to campus this fall. Dr. Michael Markham was selected to lead the Dodge Family College of Arts and Sciences, Dr. Paul Gilmore was named Dean of the Honors College, Dr. Robert Palmer was named the Dean of the College of Atmospheric and Geographic Sciences and the Director of the National Weather Center, Dr. Laku Chidambaram was named the Dean of the Michael F. Price College of Business, and finally, Dr. Melissa Craft was named permanent Dean of the Fran and Earl Ziegler College of Nursing. Congratulations to all. In addition to the deans, we are happy to report that we have hired Dr. Matthew Hulver as the first university-wide Vice President for Research and Partnerships. I wanted to thank Dr. Carol Silva for her leadership and service as Interim Vice President of Research and Partnerships. Your guidance and leadership during this transition period is so deeply appreciated. It has not gone unnoticed how you have kept everything moving forward, and we thank you for your dedication. Before I get to the committee chair reports, I wanted to reflect on graduation. We are coming off a busy time for the University as a whole. I wanted to thank Regent Braught for delivering a welcome from the Board to Cameron University graduates and Regent Stevenson for delivering the Rogers State University commencement address. I wanted to express my appreciation for Regents Nagel, Waits, and Stevenson for all your attendance at the commencements at the University of Oklahoma. I think Regent Nagel and I spent one whole weekend together, attending about seven graduations. It was really rewarding to see all our students complete their degrees and the excitement that they have about what they are doing next. With that, we will move on to our committee reports from our committee chairs, and we will start with Regent Nagel with the Academics, Student Affairs, and Research Committee.

REPORTS OF COMMITTEE CHAIRS

Regent Nagel, Academics, Student Affairs, & Research: The Academics, Student Affairs, and Research Committee met in Norman on the main campus on Thursday, June 5th from nine to noon. Members now include Regent Holloway, Regent Stevenson, and me. As a reminder, the mission and scope of the Academics, Student Affairs, and Research Committee is to provide direction and oversight and make recommendations to the board on matters pertaining to the educational philosophy, objectives of the University, and the academic planning, instruction, and research activities of OU. To that end, we have reviewed the agenda items, by and large, presented by Provosts Wright and Raskob. We are here to answer any questions or redirect questions as necessary later in the meeting. A couple of key metrics to point out from the respective reports. A big push has been underway to get as many of our degree programs as possible back to 120 hours while maintaining required accreditation standards. To that end, two years ago, we had roughly seventy-five-degree programs over 120 hours. Today, following the changes pending some of our votes, we will be down to twenty-nine-degree programs at over 120 hours, nineteen of which little can be done about due to national accreditation standards, for example, in architecture and engineering. Leaving 10 for us to focus on. It is a remarkable achievement, and I would like to

thank our Provosts, Deans, and Department Chairs, everybody who has worked on this tirelessly. The goal is to get our students in and out in four years as best we can and provide all the resources necessary to do it. At the Health Sciences Center, it has been much of the same. In the spirit of tearing down barriers, efforts are continuing to cut the number of hours for key degrees. At the graduate level, efforts are being made to reduce the number of hours to get to dissertations quicker and remove other barriers to entry and graduation. All without sacrificing program quality or the required rigor to ensure our graduates are ready for their careers and set up for success. We reviewed what is going to be on today's agenda with respect to tuition increases, the alignment of those with respect to increasing costs, with respect to faculty hires, expansion of the research mission, investments in our strategic plan, merit-based pay, and other factors. We heard from our Chief Strategy Officer, Jim Morrison, who provided a report on the University's key performance indicators. We are starting each committee meeting with a full comprehensive review of our scorecards, and how we are doing. About five years ago, the University launched a strategic plan. A few years ago, we got serious about measuring that strategic plan because we had no benchmarks to measure success against. Now we have consistent definitions, consistent measurements. Of note, first time freshman enrollment continues to be up. Our graduation rates are up. Our retention rates are up. Total sponsored research awards are something that we are not excited about, right now. There is obviously a lot of activity federally, so that is an area we are going to continue to focus on because we have slipped a little there. In the spirit of misery loves company, everyone is slipping right now, because so much is being held up federally. Strategic faculty hires are up. Post-doctoral appointments are up. We continue to use AAU indicators to help guide where we want to be and where we aspire to be. Part of our strategic plan refresh is to continue to push towards that. Our rankings in most key areas we are measuring are up. Total enrollment stands at a little over 34,000 students. We are expecting yet another increase as we roll into the fall, all in line with our march towards 40,000 students, and our trend continues to be upward and to the right. I would like to remind everybody that in 2020, our incoming freshman enrollment was 4,422. Last year, it was 5,593. Today, if Jeff Blahnik has his way, that number will smash the 6,000 figure. We will be expecting about 6,175 incoming freshmen. That represents another 10% increase in enrollment over last year. Most stunning is the number of applications, which last year was somewhere in the 18,000 range. This year, it soared to over 30,000. This is giving us an opportunity to pick the best from around the country who want to attend the University of Oklahoma. This freshman class will also mark the first time in the school's history that out-of-state students coming into the University will surpass the number of in-state students. It is important to note that the number of Oklahomans coming to OU has also grown. The growth has not been at the expense of Oklahoma residents. It has been in addition to. With respect to what signals workforce needs in the state of Oklahoma, with more net migration coming in and companies relocating, it is certainly a positive sign for the health of our state moving forward that we can attract more students. We would expect that with this incoming class, based on the data we have today, about 46.5% will be from Oklahoma, with 53.5% coming from out of state. Texas leads the way with about 40% overall enrollment and over half of the inbound out-of-state students coming in. The average ACT score amongst this class will be 26. Average GPA 3.63. We are continuing the quest to have one quarter of our freshman class made up of first-generation college students. That growth creates challenges in housing, in

support services, in counseling, and we want to make sure we're maintaining not only quality programming, but a safe place for our kids. In December of 2024, the Stop Campus Hazing Act was enacted, which enhances requirements for hazing prevention, reporting, and transparency, expands the Clery Act to include hazing incidents, and impacts all universities that receive federal funding. It is really the most comprehensive federal hazing law to date. It affects all our campuses, Norman, OU Health Sciences Center, OU Tulsa, our campus in Arezzo, Italy. It requires cross-departmental collaboration of Student Affairs, Legal Counsel, Human Resources, Athletics, the Provost's Office, and Marketing and Communications. We think about this solely in hazing in the Greek community, but it is everywhere. We are committed to making sure it is stopped. Part of that is making sure that David Surratt and his team have the resources to both educate and do what we can to prevent it. OU is on track to meet all federal requirements and build a safer, more transparent campus culture. Our focus remains on student safety, institutional integrity, community and belonging, and accountability through collaboration. Next, I would like to focus on our academics and our Greek community and to single out something we are going to be voting on today. It is a fee to help provide counseling and support specifically for our Greek community. This is the first time we have had a fee like this and we are one of the few systems in the country that does not have it. There have been many discussions between our Student Affairs team and the Greek community regarding this fee. We have 6,800 undergraduate students who are in the Greek system. Twenty-nine percent of the entire OU undergraduate population identifies and is affiliated with a fraternity or sorority. We have fifty-five local chapters and are the eighth largest Greek community in the country and sixth with respect to our percentage of graduates who are Greek. Supporting that enterprise properly as it continues to grow, we want to make sure we support it. The administration has recommended a \$30 per semester fee for members of the fraternity and sorority community at OU, billed directly to students via University bursar account, with proposed collections beginning in the fall. The fees are not expected to impact everyone because there will be some waivers and things, but about 5,500 or so should pay the fee. It will represent an approximately \$330,000 revenue boost, which David Surratt and his team will be able to use to hire the right kinds of people to support the needs of that specific community. With that \$30 fee, we still rank among the lowest with our peers and certainly the lowest in the SEC. We then pivoted to talk about the student experiences at OU, which includes alumni experiences as well. We touched on the changes to the tailgating policy that we are looking to implement. After moving into the SEC, looking at the best practices and comparing how other schools are doing it, there is a push to make sure we are on par and provide high-quality experiences. This will probably be talked about by another committee. The University Concert Series, the OU Texas football game, and Bevo Bash, Wintertime at OU, our roving selfie spot, and more to come. We're doing everything we can to make it fun, obviously, to be at OU. With respect to institutional governance, the Faculty Senate is moving from its base of fifty senators to sixty. The ten new seats will be filled by renewable-term, non-tenured faculty, to ensure they too have a voice. These non-tenured faculty will be able to vote on all matters except those that affect the tenured faculty. Those issues will remain in the purview of the fifty senate members with tenure. We have approximately 630 tenured faculty and roughly 500 renewable term non-tenured faculty. It is exciting to see that they have a voice in the governance and in the policies and procedures that impact them. With respect to hiring, a comprehensive effort is currently underway to evaluate all

our hiring practices at OU to ensure we are consistent, fair, unbiased, and accountable to ourselves and to the constituents we serve. We have a duty to hire the most qualified people we can for the jobs that are open, and that process needs to be free of ideological or political bias. To that end, we will be working with the administration to homogenize our hiring practices. To empower our department chairs and deans with the proper authority levels to maintain accountability in these areas, with the final check and balance residing with the Provost, and ultimately this Board. This University needs to find a better balance going forward on how it screens candidates and makes its offers and not be afraid to reverse a decision that was made at any level within this enterprise if it is later deemed to be inconsistent with our stance on bias and fairness or otherwise puts this University and its reputation at risk. We should stand for quality, not quotas; enlightenment, not indoctrination; balance, not bias. I, for one, am committed to making sure we follow through with this effort and will continue to push for a thoughtful and expedient outcome. Finally, closing out on our research mission, first and foremost, I would like to echo Regent Holloway's welcome to Matt Hulver. Matt comes to us from Arizona State University, where he was the Vice President of Knowledge and Enterprise Initiatives and a Professor in the College of Health Solutions. He has been on the job here for about ten days, and for the first time in the University's history, it is a combined post between the Norman Campus and the Health Sciences Center. We are uniting the research missions of the main campus and the Health Sciences Center under one leader. He also joins us in a moment where universities across the country, including OU, are working feverishly to comply with the myriad of executive orders around categories of research awards that are being withdrawn or redefined. OU is committed to complying with these federal guidelines as we work our way through these issues expeditiously. With respect to the report, we are going to see in our agenda items, research expenditures, on a comparative basis. If you look at expenditures for July through March of fiscal year 24 and compare that to fiscal year 25, we are down about \$5 million at the University of Oklahoma. We are down about \$2 million at the main Norman campus, and about \$2 million and change at the Health Sciences Center. Some of that can be a bit of timing and how things break, but there is no doubt we have been impacted by changes to things that we originally planned to be working on that have been pulled back, reversed, or withdrawn. These issues are hitting everybody at the same time, and we are still working through all those issues, particularly as new requirements sometimes arise. In any event, we are still excited with respect to the projects that are in hand. There is some groundbreaking research being done. As a reminder, last year we were the fourth fastest growing public research university in the nation, and the team is committed to maintaining that momentum despite some of the headwinds.

Regent Waits, Administration & Operations: The Administration and Operations Committee met on June 3rd with yours truly, Regent Ken Waits, serving as chair. I was joined by Regent Bob Ross and Regent G. Rainey Williams, Jr. I would begin by saying our committee meeting was both informative and very eventful. It was certainly memorable as we were interrupted by the tornado sirens, at which point; we took cover in the basement. It was memorable. Regent Nagel covered many of the challenges facing OU. One of the highlights was that Athletic Director Castiglione presented an overview of the outstanding academic performance of OU's student athletes and reminded us that our student athletes are students. We have much to be proud of there. For the spring 2025 semester, OU student

athletes had a school record cumulative GPA of 3.31, the 27th straight semester with a cumulative GPA over 3.0. And all 19 sports programs earned a cumulative GPA higher than 3.0 for the second straight semester. I think that is just remarkable. Seventy-five percent of our student athletes earned a 3.0 GPA, and 118 student athletes earned a perfect 4.0 GPA in the spring of 2025. I want to repeat that 118 student athletes earned a 4.0. He also reminded the committee that while we have bright student athletes, we also have great student athletes. OU won the Women's Gymnastics National Championship this year. I would remind this group that this is the seventh in our last eleven years. We had four conference titles: Men's Gymnastics won their nineteenth since 2000, Women's Gymnastics won their twelfth in the last thirteen years, Softball won the regular season and the SEC tournament, their twelfth in the last thirteen years. I would add Coach Ryan Hybl and the Men's Golf team made it to match play at the NCAA tournament. In addition, we had thirty-four first-team All-Conference Awards and 30 All-American Honors. I would like to thank you, Athletic Director Castiglione, and congratulate you on the remarkable work of our student athletes. We are working with the University of Texas on some proposed Cotton Bowl renovations that will come online this fall, including improved restrooms and improved ingress, egress. Regent Nagel talked about many of the great challenges that OU faces related to growth and enrollment. Vice President for Campus Operations Brian Holderread provided an Operations and Real Estate update, as well as a discussion on how the Architectural and Engineering Services Department handles the process for architectural selection for the University. Vice President Holderread also provided documents to the Regents on the committee for the new Life Science Lab building and the Weather and Advanced Technology Center that are both on the agenda for today. The committee looks forward to continued discussions with Vice President Holderread and his team of OU's building projects in the future and how we meet some of the positive challenges related to growth at OU. The committee then moved on to first-year housing, as well as the Phase Two housing plans for OU. Vice President Holderread stated that more information will be coming to the Board on Phase Two in the coming Board meetings. Vice President Hollye Hunt discussed several exciting new student signature events that Regent Nagel touched on, including tailgating, and we will have more updates in the fall. They all look like dynamic, exciting engagement opportunities for our students. We look forward to hearing more from the administration on these items that are important to our alumni and students. Regent Nagel talked about Vice President Jeff Blahnik's great work, and he provided an overview to our committee as well. OU continues to be counter-cyclical in terms of our growth. While many universities are struggling to maintain enrollment, OU is doing a great job, and our enrollment continues to be strong. He presented a report on how OU compares to our peers, including public AAUs, SEC, and Big Ten institutions. Vice President for Human Resources and Chief Human Resources Officer Dorothy Anderson discussed at length several agenda items that are going to be put before the Board today, including medical carrier, pharmacy carrier, and student health insurance carrier. It is clear Vice President Anderson and the HR team have worked diligently to ensure the intended costs continue to be reasonable and to manage those costs as well as possible in a very difficult environment. Our committee meeting was both informative and very eventful. Madam Chair, that concludes my report.

Chair Holloway said, well, thank you, Regent Waits. I do have a point of correction for your report. At the National Championship celebration for the gymnastics program, I sat next to Coach Lou Ball, who is also Coach Kindler's husband. He told me that technically the stats should not be seven out of the last 11 years, because during COVID, there was no championship awarded, and we were number one going into that shut down. So he said technically, it should either be seven of 10 or eight of 11. Not sure which way we want to interpret that. Regent Bob Ross said, I think I move eight of 11, and Regent Waits responded, I do too. I amend my report.

Chair Anita Holloway commented, I appreciated the passion for sure. Thank you, Regent Waits. Next, let's move to Regent Stevenson.

Regent Stevenson, Finance, Audit & Risk: I am going to start by taking a point of privilege. You all can tell, it is not by accident that Regent Nagel started talking about academics first. It is the heartbeat of what we do, and those results are amazing. We appreciate your leadership over the past couple of years. One thing that I get super excited about, is the quality of people in and around this University. I fully support the statement you made. One thing I just wanted to clarify, I do not think you meant it this way, but when you said 'quality, not quotas', as a Regent, I have not seen any quotas at the University of Oklahoma. I think you were just using alliteration there.

Back to the Finance Audit and Risk Committee, we met on June 9th. Members include Regent Waits, Regent Braught, and me. We started with an update from our external auditor, Robyn Devore from Forvis. We are kicking off the process for this year and will get a final update in October. At least early on, communication has been good with all the folks at the University and there are no real concerns there. This will be for the fiscal year ending June 30, 2025, for the Norman Campus, Health Sciences Center, Cameron University, and Rogers State University. They will also audit the financial statements at KGOU, KRSU, and KCCU. Other services that they will provide include completion of the auditee portion of the data collection form from the Federal Audit Clearinghouse, agreed-upon procedures for NCAA compliance for the Norman campus, and agreed-upon procedures for the Nuclear Regulatory Commission's report. In October, Robyn will highlight the findings for the Committee's commission report on OUHSC. Next, we heard an update from OU Trademarks and the Trademark Advisory Committee. To my surprise, OU has over 100 registered marks that we use. Pursuant to the Board of Regents' Policy Section 11.1.3.1, the Trademark Advisory Committee is charged with managing the use of the University's name, logos, and other identifying marks. They are paying attention to infringement issues and making sure that those marks are being used well. One of the other areas around trademarks that is important to note is the royalties that we generate from the use of the brand and the different marks. We are one of the higher generating revenue universities in terms of using our mark, but we still think there is room for growth. We ought to at least have a consideration or conversation around whether we need a revenue officer who is really driving the use of the brand. We generate about \$6 million a year, and that is in the top third, but it feels like there is a lot of upside in how we do that. We also heard from General Counsel Armand Paliotta, and Chief Audit Executive Charles Wright, regarding several program reviews. We appreciate management's continued focus on these critical areas. We heard from Chief

Financial Officer Stewart Berkinshaw, who walked us through the key performance indicators, tuition agenda items, and budget requests for the Norman campus and HSC. I will note that I am in my seventh year as a Regent, and the financials continue to improve. On the Finance, Audit, and Risk Committee our main tenets are to pay attention to our financials, our cash on hand, our cash position, and our revenue. Our control of expenses continues to improve year after year. We understand our work is required so the University can fund the programs that Regent Nagel talked about. Our focus is in the right place. Stewart Berkinshaw does a great job, and I appreciate the level of transparency we get. There are no hidden agendas. When the Regents ask questions, we get clear, straightforward answers. He also reminded us of the centralized administrative services and the savings that have been generated through centralization, and through partnerships with Rogers State University and Cameron University. We continue to centralize services where applicable to drive additional savings for all three universities. We heard from the administration regarding reevaluating the alignment of the medical schools in Tulsa and Oklahoma City. I would like to thank Dr. Raskob for his continued work with this. We appreciate your transparency, your work, especially your recent work with our auditor to make sure that we are moving forward. We received updates from Dr. Raleigh and Dr. Rasor regarding Rogers State University, and Dr. Hunt and Ms. Askins from Cameron University also provided updates. There will be no increase in tuition for either University. Thank you all for all your work; it would have been easy to say we will just raise tuition to generate revenue. I really appreciate the focus on driving expenses down and keeping your schools more affordable for more students. This encompasses the spirit of what we are trying to do.

Regent Ross, Health & Clinical Enterprise: The Health and Clinical Enterprise Committee met on the afternoon of June 10th with Regent Nagel, Regent Williams, and me attending. We were certainly glad to welcome Regent Williams to the Committee and are excited to have him on board. Dr. Raskob kicked us off with a review of the key performance indicators. As Regent Nagel said, that is how we begin all our meetings, making sure we are in alignment with our strategic plan. This was the first committee meeting under the new key performance indicators that are more closely aligned with our revised strategy. Dr. Ian Dunn, Executive Dean of the College of Medicine, made the Committee aware that in partnership with the Association of American Medical Colleges and the Rand Corporation, the state is set to model the physician shortage for recruiting and training purposes. The Committee looks forward to hearing the preliminary analysis in September. We are in a position to provide for the medical needs for the state of Oklahoma, and we need to know exactly what the demand is for doctors and medical professionals. This type of information is critical for us in our planning purposes to determine, for example, how many doctors we need in the state of Oklahoma. To that end, Dr. Dunn discussed the expansion of the Medical School's MD program entering class and work that is needed to accelerate the expansion of our residency programs. We appreciate the College of Medicine's Admissions Board and Interview Subcommittee for their efforts, which we understand is a very time-consuming process. This group interviews all candidates applying to medical school at OU. This is a change from the past, in hopes that it will encourage more applicants and get more folks in the door to begin their path to becoming doctors in Oklahoma. This is essential and critical to growing the medical school class size. Senior

Vice President and Provost, Dr. Gary Raskob walked through the agenda items for the Board meeting today, emphasizing the theme of reducing barriers to entry for students. These items included the Substantive Program Changes, the New Certificate Program, and the Program Modification for the Bachelor of Science in Nursing. Dr. Raskob and Vice Provost Jill Raines both discussed the revisions to the Faculty Handbook and the importance of the changes to section 3.83 to aid with faculty recruiting. Randy Dowell, Chief Executive Officer of the University Hospitals Authority and Trust, and Paul Manzelli, Senior Associate Vice President for Administration and Finance, attended our meeting. We discussed several things including the Stevenson Center ground lease in Tulsa, which will be before the Board today. Dr. Dunn emphasized the importance of the Garrison Tower renovation to help with the expansion of the medical school class and to engage the medical students in an interactive learning space in lieu of primary lectures. We discussed the cyclotron and its proximity to the renovated space for the nuclear pharmacy. We also discussed the utility plant project, including the addition of chiller capacity, improving infrastructure, and how the costs are mitigated through ratepayer increases. Dr. Raskob provided an update on the Certified Registered Nurse Anesthesia (CRNA) Program. CRNAs are the primary anesthesia providers in 75 of 77 counties in Oklahoma and are critical for rural hospitals. There are no anesthesiologists in 52 counties. CRNAs deliver approximately 80% of anesthesia in the state. We need more and are hoping to help meet this need with the start of this program. Dr. Dunn led the discussion regarding exciting new hires for chair positions within the College of Medicine. Vice President and Chief Financial Officer Stewart Berkinshaw discussed tuition and fees for the Health Sciences Center, which will be coming before the Board today. We are in a strong position. Associate Vice President of Student Affairs for HSC and OU Tulsa, Kate Stanton, concluded the meeting with a report on the annual student survey. Sixty-six percent of the HSC students responded to the survey and the data reflects a high level of student satisfaction. There are areas of improvement noted, we found the information very helpful as a committee. Randy Dowell provided an OU Health and UHAT update. This legislative cycle, our team worked diligently to ensure implementation of OU's strategic plan in alignment with the Oklahoma State Legislature and the Governor. OU Health received a base appropriation of \$249 million and \$200 million for a pediatric heart hospital. There were discussions regarding the pediatric heart hospital's funding of \$200 million through Oklahoma's Legacy Capital Fund, and the team is pursuing other funding sources, including the Tobacco Settlement Endowment Trust, foundations, individuals, and corporations, with several major naming opportunities available for that facility. Next, the committee reviewed the outcomes dashboard for OU Health clinical and operations regarding mortality coding, use of in-house hospice, and readmission rates. We received an update on the status of the Norman Regional Hospital. We are very appreciative of Regent Nagel's engagement with the community in Norman regarding this important asset to the state of Oklahoma. I want to highlight some of the capital projects we will be approving today, including the ground lease at 41st and Yale between OU and University Hospitals Trust for the \$60 million Stevenson Cancer Center in Tulsa, and the \$9.7 million Biomedical Science Building 6th floor renovation at OU Health. The architect for this project is Miles and Associates and the contractor is Lippert Brothers. We will also be voting to approve the architect ADG Blatt for the renovations of the College of Dentistry Faculty Practice Clinic. This is the former Everett Dermatology Building and renovation costs are currently estimated at around

\$5 million. The University Hospitals Trust will oversee the 22,000 square foot, \$4.46 million renovation to Garrison Tower. The trust is using their internal architecture team for this project, and there is a construction reimbursement agreement in place between OU and the University Hospitals Trust. J.E. Dunn has been selected for the Cyclotron and Pharmacy Operations Construction project. This is a \$10 million project. We previously hired FSB as the architect. Finally, the utility plant expansion budget is increasing from \$67 million to \$75 million. The architect on this project is FSB, and Manhattan Construction is the contractor. Some matters that will be discussed in future Board meetings or Committee meetings include the School of Community Medicine, OU Advancement, health workforce analysis and our OU response, the CRNA program, Stevenson Cancer Center, OU Health, and Health Sciences brand identity. That concludes my report.

Regent Braught, Strategic Initiatives & Partners: For those that are not familiar with the Strategic Initiatives and Partnerships Committee, our mission is to provide direction, oversight, and make recommendations on matters pertaining to the organization, management, general operations, and educational objectives of Cameron University, Rogers State University, OU Polytechnic Institute, and OU Tulsa. We are responsible for reviewing the planning, performance metrics, and major strategic initiatives of all the campuses, colleges, and Universities that are under our umbrella. The committee met on June 3rd with Regent Holloway, Regent Williams, and me in attendance. We started with the OU Polytechnic Institute (OUPi): Director, Dr. Teri Reed provided an update on OU Tulsa on behalf of Vice President Susan Bynum and an update on OUPi. Dr. Reed noted that OU Tulsa's undergraduate enrollment will be coming under the Norman recruitment umbrella this fall. I think there is going to be a lot of good synergy with that. Dr. Reed then provided a dense and fascinating presentation to the committee regarding OUPi's expansion into concurrent enrollment, the 96% retention rate in the OUPi program, and expansion into two new majors pending approval from the Oklahoma State Regents for Higher Education. These new degree programs will bring OUPi to 13 majors in Tulsa. Notably, the Cybersecurity Leadership degree is only the sixth such degree program in the nation. Dr. Reed provided insight on future goals, including a Digital Manufacturing degree, and a Smart Learning Factory, which would only be the second of its kind in the nation. She discussed OUPi's partnerships with colleges and universities across Oklahoma and into Texas, Arkansas, and Missouri. Regent Holloway noted that she had received significant positive feedback regarding the high quality of instructors at OUPi from individuals in the Tulsa community. The committee then welcomed Dr. Shane Hunt and Dr. Don Raleigh as the new incoming Presidents for Cameron University and Rogers State University. We spent some time discussing the next iteration of their strategic plans. We will meet with both Presidents again and have asked them to utilize the Strategic Initiatives and Partnerships committee as a resource throughout their strategic plan development process. Interim President Jari Askins provided the updates for Cameron University, and incoming President Dr. Hunt, joined the meeting via Zoom. President Askins spoke on several items, including small increases in enrollment for the fall and increased concurrent enrollment. She estimated that around 80% of the enrollment is from schools within a 60-mile radius of campus, specifically noting the three Lawton High Schools and Duncan High School. Today, Cameron will be proposing a close to flat budget that reflects a slight financial improvement of \$119,000, which is primarily due to salary savings from

positions that have been eliminated. Coupled with major IT issues experienced this past semester, Cameron will be keeping tuition and fees flat for the next year. Interim President Askins discussed changes in hours for substantive program changes, changes in admission standards, and capital improvement needs for the gym and various locker rooms. She concluded with a discussion about a recent legislative study and consideration to form a new Oklahoma Athletics Conference, which could impact both Rogers State and Cameron. President Raleigh gave a brief update regarding the community, constituency, and stakeholder meetings he has engaged in since arriving in Claremore. Dr. Raleigh noted that, like Cameron, concurrent enrollment is up and then discussed Rogers State's work with Pathways from Career Techs. Dr. Raleigh provided an overview of the new student orientation, which they refer to as ROAR days at Rogers State. The committee then reviewed the various agenda items. While the budget was still in draft form at committee time, we will see their final budget in the Board agenda items today, which is very similar to the proposed draft budget we discussed in the committee. Like Cameron, Rogers State will also be proposing flat tuition and fees for the coming year but will likely need to consider increases in graduate tuition and fees for academic year 2026-27. Dr. Rasor presented several agenda items for significant purchases. He discussed the success with concurrent enrollment associated with Boys State, which is held annually at Rogers State. Vice President and General Counsel Armand Paliotta and his team briefly discussed the shared services model that they have been working on with both Cameron and Rogers State. Discussions regarding shared services have been happening for years, because there are so many back-office functions, for lack of a better description, that are fully staffed and functional in Norman that are hard for the regional universities to devote the resources needed to fully staff on their campuses. We are working to explore as many opportunities as possible to provide the same level of support to both campuses. We also discussed the thorough policy management overview that the Office of Legal Counsel is implementing. This process will review all University policies on a three-year rotational cycle. Madam Chair, that concludes my report.

ALL UNIVERSITIES

2026 MEETING DATES – ALL

January 29-30	Norman
March 9-10	Oklahoma City
June 16-17	Norman
Sept. 15-16	Claremore/Tulsa
November 10-11	Norman

Action to approve the dates for Board of Regents' regular meetings during 2025 was proposed.

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

ROGERS STATE UNIVERSITY PRESIDENT

Chair Holloway recommended the Board of Regents approve the appointment of a President of Rogers State University, including compensation and other terms of employment as determined by the Chair in consultation with the General Counsel.

Regent Braught moved that we ratify the interim approval given to employ Donald R. Raleigh, Jr., as President of Rogers State University and that an employment agreement be established effective June 1, 2025, with material terms of the said agreement to include the following:

1. Establish an employment term beginning June 1, 2025 and ending June 30, 2026;
2. Establish an annual salary of \$275,000; and
3. Provide for all necessary and appropriate employee and fringe benefits, including, but not limited to, retirement, health, retention incentives, and other additional benefits consistent with existing programs.

The following voted yes on the motion: Regents Nagel, Stevenson, Ross, Braught, Waits, and Williams. The Chair declared the motion unanimously approved.

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

I would just begin by acknowledging the Noble family and the Noble Research Institute. My first retreat here was in 1995. We were captivated by the place and the people. The Noble Research Institute is making a fundamental impact in the research space in and around ranching. Mary Jane Noble was a Regent, an incredible person, and in many ways the heartbeat of her time with the Regents. It is just an honor to be here, and I just wanted to recognize them. Thank you, Steve Rhines, the President and CEO, for allowing us to be here despite our best efforts to get banned. G. Rainey Williams, Jr., our new Regent, is no ordinary new addition to the Board. He does not volunteer for big jobs but always gets placed in them. Six years ago, there was movement in and around what was OU Medicine, which up to that point had been a privately owned hospital. At this same time, Regent Williams, through the untimely passing of a friend, became the chair of the University Hospitals and Trust Board. In that role, he found a position where he could take action to make sure we could have an academic health system that was fully integrated with the thriving clinical enterprise. We cannot have OUHSC unless there is a thriving hospital, and we cannot help people in our state unless all of it works together. Two critical pieces had to come together, and Rainey ran one of those. The work he did was remarkable; almost everything that was accomplished, certainly from the health side, would not have been possible without his leadership. He is a remarkable addition to this Board.

Throughout this meeting, I have been thinking back to your comments on graduation, Chair Holloway, and seeing the students as they come through. You realize that they are heading into this next chapter, which is stunning and exciting and a little scary, but hopefully, they are well equipped for the opportunity. I have also been fascinated that each of the other Regents has been head down working during each committee report. One committee chair would be giving a remarkably detailed report, and everybody else is working. I started to think about where the University is right now. We just finished the first phase of the strategic plan, and we are launching into the second phase of the strategic plan. All three of these thoughts came together, and I realized this is a wonderful moment. It is working. It is not perfect or anywhere near complete, but it is working. Serving as a Regent is a volunteer unpaid position. The ability to make in-depth reports reflects that there is full engagement around what we are doing. Why would people with lots of options be this interested, this committed, given all the other things they could do with their time? They realize that the purpose fundamentally matters. We have bought into the idea that we change lives. For a state, there is no greater opportunity for an individual's life to be changed. There is no better opportunity to enhance a state economically. There is no better way to lift the health of a state than through a thriving, comprehensive research university. That is why we have these reports. That is why you are so engaged. There are plenty of boards where you can join them and it is a society coupon. You can say, Oh, I am on this board, or I am doing this thing. The level of engagement is important, and it reflects the seriousness with which we understand our obligations for this remarkable purpose, and I am proud to be a part of it. Everything that has been said, you can tie directly to our strategic plan. You can tie it to the purpose, you can tie it to a pillar, you can tie it to a strategy, and you can tie it to a tactic.

One of the concerns is what the competing agendas are within the organization. What are those things that compete for airtime to drive an organization forward? We have a single agenda, and it is the strategic plan. A disciplined strategic plan is our best opportunity to fulfill the opportunities and obligations that a comprehensive research university promises. That is profound, important, and uncommon. The last macro-observation I have is change; it is not just what the student goes through. As I was in line at commencement shaking hands, Regent Nagel would ask the students, how do you feel? Every one of them, 1,000 per graduation sometimes. You could tell that it was exciting and scary and creating anxiety, and it was all these things that all of us have felt, but it is not unique just to graduating. The truth of the matter is that there is so much change going on. It is not just us going from strategic plan version one to two. It is all the change that exists in society right now. We talked about the impact of the research enterprise and how we handled that change. One thing we have not talked about, because it just happened last Friday, was that the entire landscape of college athletics made a tectonic fundamental change with the *House v. NCAA* settlement. Joe Castiglione is here to answer all your questions regarding these changes.

You think about societal change. You think about the culture wars that take place as a manifestation of anxiety. You think about artificial intelligence and the sweeping changes that will take place. Sometimes it becomes so dizzying that the dominant reactions are fear, anxiety, and too often hate. We are the ones who are supposed to be educating the next generation of leaders. What is

taking place here is remarkable. It is unfinished, and in unsteady times that can be exciting or terrifying; it can either be great or horrible, we can either bring joy and love, or we can bring the hate. In these times of dramatic change, you must know what you are tied to, what your purpose is, and what your plan is. You must have people who are committed and willing to do something about it when it is not easy. It is an absolute honor to work for this Board and to work with these colleagues. Each person who was called out had hundreds of people behind them. I wanted to say thank you to the Board. I could go through your collective and individual contributions, but we do not have that kind of time. You have changed this University.

We are now able to do some important things, and we must stay committed. We are going to have more changes, and we are going to have more anxiety. We know who we are, because we know what our agenda is, this strategic plan. We are measuring it in ways that are disciplined and honest and not built for quick headlines. It is work that is important, enduring, and will move the needle in helping individuals, helping communities, and raising the health care of our state. The greatest leading indicator of how the University is doing is what your freshman class looks like. As we sit here today, we are taking on one of the most unpleasant tasks, raising tuition. We must address it because when you look at the funding of a research university, that is far and away the biggest component of how you operate. We are tied to excellence and affordability. There is a ban in our organization from just referring to one. A lot of institutions will only talk about affordability. A lot of elite institutions will only talk about excellence. To be a great public research university, you must do both. That is not easy. It is much easier if you say we just want to be affordable. If you want to be excellent, it is easy to spend money, charge whatever you can get in the market, continue to throw money at it, and charge, charge, charge. We know what the distribution of wealth looks like in the country. The plan could be to target one segment, and it works in some places. Ours is different because it is a public research university.

Today you will vote on the budget, tuition, and fees. Many people's reaction to these events is to not touch them, do not do anything. It is easiest not to touch it, but then you are not looking at the combination of the two, excellence and affordability. It is not just excellence and affordability we need to consider, but also whether we keep the American Dream alive. This is a great litmus test, Is it true that the American Dream is alive at the University of Oklahoma? It is best tested by asking any student, certainly any resident of Oklahoma, if they have the talent, if they have the drive, and if they can afford to go to the University of Oklahoma. I believe the answer is yes. As we ask for this set of tuition increases, the question is why. The answer is we want excellence and affordability. We are going to pay attention to the individuals who otherwise could not afford to go here. We are not trying to publish headlines or engage in political expedience, but we are driving the strategic plan forward to accomplish those goals for everyone. The market is great right now for us. This fall, we have the most in-state students to ever come to the University of Oklahoma in a single year, and we are projecting this to happen again for next year. Our Chief Financial Officer, Stewart Berkinshaw, and our Vice President of Executive Affairs, Hollye Hunt, put together some numbers to show the trends surrounding annual tuition and fee costs since 2019. Pricing in higher education matters. If you're competing for a student and you charge X and somebody else charges 2X and then they drop that down and give them a scholarship to make it X, guess where that person goes? What you

must look at, specifically for Oklahoma residents, is what has happened over the last six years. There has been a 12% increase in the top-line sticker price. When you look at the average net cost for the average Oklahoman it is down 27%. Using two basic elements we have been able to increase tuition but have decreased average net price. One is scholarships and aid provided by the University. The average net cost for Oklahomans is down 27% over that same six-year period. That puts the average cost for the average Oklahoman at just under \$4,000 a year for tuition and fees. The most financially vulnerable populations, those with an adjusted gross income of \$60,000 or less, have costs that are down 27% as well. Between Oklahoma's Promise, covering the tuition side, and Crimson Commitment, on the fees side, they do not pay money for tuition and fees. They receive money for room, board, and books. To only look at the sticker price when discussing tuition increases misses the mark completely. This is the true story in the aggregate for Oklahoma residents. The sticker price for non-resident undergraduates has gone up by 13% over those six years. The non-resident average net cost has gone up 4% after discounting and scholarships. They on average pay 4.6 times more than an in-state student. This year's freshman class is the largest in-state class of residents for a second year in a row, and we have more out-of-state students in our freshman class than in-state students. We are not compromising how many Oklahomans can go. It is necessary and essential to maximize the opportunity for Oklahoma students. Most graduates stay in Oklahoma, so we are importing a workforce.

Last year, Regent Waits pointed out that there are a lot of folks in Oklahoma who make more than \$60,000, but do not make a whole lot of money. What happens if you go away from Oklahoma's Promise and the \$60,000 adjusted gross net income stipulation? What happens at each incremental income level in Oklahoma? Comparing the top-line sticker price for attending OU to a range of adjusted gross incomes shows that it is not just those students with the greatest economic need, but all Oklahoma residents are benefiting from this. Even when you raise the tuition, we can backfill it with scholarships and reductions. We have talked about the 27% price reduction for the average Oklahoman, but how do you get there? Over the last six years, we have increased the scholarships received by resident undergraduates by 41%. Our current fundraising goal is to raise \$2 billion by June 30, 2027, and the largest portion of those funds will go toward need-based aid. Up \$3,200 annually for an average student compared to six years ago. That is because of our alumni and other donors. That is a 48% increase in need-based aid. That is how you get from the top line of published sticker price to what the average cost is.

There have been \$160 million in cost cuts from the Norman campus since 2019. Our overhead rate is almost half of our peers. The ten-year average median earnings for an OU graduate is \$63,000. That beats the average in the SEC and Big 12. Our graduation rate is 75%, which beats the average of the SEC and Big 12, and 56% of our undergraduate students graduate without any debt, over half of our students graduate without any debt. Those who do have debt do so at an incredibly favorable rate compared to the rest of the country. There will likely be a proposed tuition increase every year, unless there is an extraordinary amount that comes from the state itself. We cannot just be affordable. People do not buy free. There are free options in this state, and people are not going there. They are down 30%. You have got to be excellent and affordable.

Our 3% raise program alone costs \$15 million. A 3% tuition and fee increase raises just a little over \$8 million. When you look at that budget, this increase pays for roughly half of the merit-based raise program. We are creating stars. We must retain our stars. We are recruiting strategically to grow as an engine. This playbook not only works for the individual students we bring in; it works for our state, region, and nation. Places that are thriving, that are truly growing. Understand that a great research university is not just for the individual, it is the primary engine of economic growth for the state. States that have alignment on this are the ones that are growing and flourishing. It is a great playbook, but it all comes down to the individual student and what their experience is.

Our Sooner Spotlight for this meeting is Carlee Fort. We are going to watch a video and recognize her afterward. She is a first-generation student and has a remarkable story.

Regent Stevenson added, President Harroz, before we do that, you called out the Regents, you called out a lot of staff and faculty, but we would not have been able to fund this without the funding and support of the legislature. The Regents have been involved but that has been a huge part of how we are able to keep tuition down and make it more affordable while maintaining our level of excellence. Our collective plea would be: if we can continue to get more investment, we will do even more. We appreciate the support.

President Harroz responded, that is such an important comment. If you look at the legislature over the last several years, they have made leaps and bounds. One of the life sciences buildings we are going to vote on today is only possible because of the previous legislative session. They contributed \$160 million from the state to help us build the life science laboratories that we needed. We were fortunate to get a \$20 million gift to raise to contribute to the \$100 million raised for life sciences. One of the metrics we use to gauge how we are doing is how we measure against public research universities. If you compare OU to the public institutions in the SEC conference, we have made really good progress, but in terms of annual funding, we are less than half, and against the aspirational peer group, it is significantly less than that. Texas and Florida have figured out the playbook about funding research universities, and making sure they can achieve the metrics, and the impact that leads to AAU. Texas and Florida, on a per student basis, fund it four times. Our success as of late has been because of partnerships with the state, with our donors, and with the students. For us to live in Strategic Plan 2.0, one of two things is going to happen. We are either going to get caught from behind by those that understand, or we are going to have the alignment, investment, and partnership with the state in a way that allows us to continue fueling it. It is an amazing start, but the next iterative jump needs to occur. Part of our obligation is to make a compelling enough case to the legislators that, with scarce state resources, believe this investment has an adequate return. To your point, they've been remarkable partners.

Regent Stevenson remarked, I know we could go on with this, but our vision to get to AAU status is the engine that will help continue to turn the state around and get it going where everyone wants to see it go. It will be a remarkable accomplishment when it happens.

President Harroz replied, Matt Hulver, our new Vice President for Research and Partnerships, and I were talking about this last night. He has done this at Arizona State and Virginia Tech. His comment was, AAU is not the outcome, and I agree, because it is a fallout benefit of accomplishing great things, on a large enough scale, in enough categories that they want you to come in. It is like being in the top 25 in football; you must earn your way into it. The drive for AAU is to earn recognition for the impact that those criteria have on the lives of individuals.

Regent Ross remarked, President Harroz, this is exactly where the Regents should be looking, because it is the economics of higher ed. I applaud you and the team. We have got to look at this, because every university, every college is different. Since I joined the Board, it has been remarkable to see the increase in people buying OU. Our stock is rising. Students want to come here. While we are increasing tuition, our average net cost for Oklahomans is less than five thousand dollars, and the average for Oklahoma's Promise recipients is less than zero. These are great numbers. It is like a study of the economics of higher ed. How you determine your tuition; how you determine your rates, must be thoughtful. I applaud the team for doing that. It is remarkable where we have come, and the fact that we can take that tuition increase and utilize it for merit-based increases and bonuses, per our direction as the Regents, is very gratifying to me. I appreciate the leadership on this effort and the explanation, because it is complicated. You have simplified it very nicely; thank you for that.

Regent Waits remarked, President Harroz, I would add to Regent Ross's comments. I agree with everything you said, Regent Ross, and appreciate your response, President Harroz to my concerns from last year, but I cannot take any credit for it. I appreciate your being so thoughtful and thorough with your response. It is something that's incredibly important to all of us. All of us want affordability. I don't think anybody desires to come in here with a tuition increase recommendation. But I think you, one of the things that I think I've been so impressed with is there's this perception about the value of higher ed and understandably so, and that institutions are somewhat large and bureaucratic and bloated. And I think your discussion in touching on the cost reductions at OU, the efficiency gains, that we're doing everything we can to drive that down. And I just encourage you to continue in that initiative. And I think that's an important part of the discussion, not just the revenue side, but the cost side. And when I look at what we're doing compared to our peers, I think it's very impressive.

Chair Holloway shared, I want to share one quick comment on the excellence factor and the impact on our out-of-state students. One of my closest friends from my time as a student at OU, her son was raised in Texas but has always considered himself an Oklahoman. He came to the University of Oklahoma, and he graduated this year with a degree in Mechanical Engineering. At the very end of his graduation party, he gave a very emotional talk about how amazing the last four years at the University of Oklahoma had been for him. He ended it with, "I'm just so sad it's over." I gave him a hug and said no, you are 21, this is just the beginning, I promise. Over the last four years, I have received some comments from his mom about tuition. Though when they

weighed the tuition costs with the experience he was getting at the University, they felt it was worth every penny. Those are the kinds of impacts we are having on students. This can feel like the best four years of their lives. That is what we are aiming for. Great job, Joe.

Regent Nagel added, I want to add in closing; that speaks to the product, right? When some of us arrived on this Board, we were not measuring the quality of the product, but now we are. We pay attention to the products that are not getting better and make tough decisions about them. When the product is substandard, we have looked at trimming those back. Our Provosts have led an effort to cancel or redirect resources in hundreds of programs. They have consolidated colleges and increased efforts to ensure our students are not taking unnecessary courses. It is the combination of these things that makes the product better. The data-driven partnership we have with the legislature allows us to point out how investments will solve problems. Admittedly, we could do better. We have a record of putting those dollars on target and getting the outcome we say we are going to get. We are honest about those things. When we are doing well and there is increased demand, we double down. Look at the moves that were made in the College of Nursing. We made moves to support our state's second largest industrial sector, Aerospace and Defense. Our incoming students are going into the College of Business and the College of Engineering, which are critical fields for Oklahoma to pull from and thrive. When the product gets better, demand goes up. Unfortunately, we can only do so much from the supply side while maintaining quality. Demand for a spot as a student at OU has exploded over the last five years, and all these efforts have helped. The idea of creating value cannot be ignored. President Harroz concluded with, thank you. Let us hear about an amazing student.

Carlee Fort spoke via video: My name is Carlee Fort, and I am a Management Information Systems student at the University of Oklahoma with minors in Business Intelligence Analytics and Data Analytics. I am a first-generation student, and it means a lot to my family that I am here, especially my grandpa. He had to join the military and go off, but luckily, I was able to put myself through school so that I can enjoy my time here at OU while getting my degree. I could not imagine where I am today without my education from Price College of Business. The first time I walked into Price was the first time I felt at home at OU. Through my degree in Entrepreneurship, I found Management Information Systems. I understood everything. I made a one hundred on every test, and thought, I am pretty good at this. I have stuck with it ever since. OU is special because even though it is a large campus, it feels like a family. Everyone I meet is working towards the same goal of graduating, but we all have underlying goals of wanting people to belong, whether that be the professors or students. People will say "Hey, Carlee, I'm in this. You should come join it with me." My education at Price is unimaginable without those people. I am so excited to be the new Campus Activities Council Chair. There are over 700 students in our organization, and I get to be an advocate for them. I get to be a shoulder to lean on whenever they are in a time of need, whether that is planning a benefit night to raise money, or how do I build community within my executive team, so they feel like this is their home. I hope to be in data analytics after I graduate. I am super excited that I am an intern right now at BankOnIt. I get to shadow all the departments and produce a project of my own for the employee

performance dashboard, to make their texts and experience better. All the opportunities I have been awarded through Campus Activities Council or President's Leadership Class have been so amazing for me and my future. There is no place that will make you feel at home the way that OU does. It just feels so happy and like it's the place to be. Ms. Fort was at the meeting, and President Harroz introduced her following the video.

President Harroz then stated, please welcome our Vice President for the Division of Enrollment Management & Chief Enrollment Officer, Jeff Blahnik for his presentation. I want you to know not only are his results we have discussed today admirable, but we do a review of each Vice President under each lead manager, and Dorothy Anderson came to the leadership team and said his results were far and away the best.

Vice President Blahnik shared: Thank you for this opportunity to say a few more words about the freshman class. I am a big believer that success comes from people. I wanted to start by recognizing the Office of Admissions and Recruitment and our Financial Aid Teams. So many dedicated people are laser-focused on the goals that we have as a university. It is not just goals, it is helping people, helping students get to OU, and then helping them navigate the financial landscape of it all. There is a lot of individual work that goes on, individual conversations with students. When students meet our team, they feel a strong connection whether it is on their official visit or when they meet our team on the road. This past year was a very challenging one, especially with financial aid. We had an extreme delay in the financial aid process nationally this past year that overlapped into this school year. Our financial aid team did a great job continuing to work with students. This year was delayed by two months, but we were very pleased to say that the FAFSA process was much smoother. This year, we were able to turn around 7,500 financial aid notifications to incoming students on January 29th. Last year, this did not happen until the third week in April because of the delays, which allowed students to have these financial conversations with our team and create a financial plan. That has been a positive change in the right direction this year.

We are anticipating a class of 6,175 students this year. It is the fifth straight largest class ever at OU. Since 2022, the freshman class will have grown by thirty-two percent. This class is projected to be ten percent larger than last year. This speaks to the people, but also having the Strategic Plan has given us dedicated goals that we can strive to meet. Of course, there is still movement over the summer. We are working with students to finalize melt, or students who commit and then decommit, but this is our best projection. Last year, our financial aid data was missing key components, but up to this point, students have engaged with the process at a much greater percentage. This incoming freshman class is projected to have a significant increase in both Oklahomans and non-residents. We are anticipating 200 more Oklahomans and 200 more Texans. The class is made up of roughly fifty-three percent non-residents and forty-seven percent Oklahomans. Almost forty percent of the class will be from Texas. Notably, over the last two years, we have seen about a fifty percent increase in students from California and Illinois; they have jumped into our top five states. We talked a bit about the academic quality of the freshman class as well. Right now, we are projecting 600 more students in this class to have filed a FAFSA compared to last year. We are projecting increases across the gamut of income levels. This speaks to OU's ability to

appeal to students of all backgrounds who have the talent, drive, and desire to be at OU. The number of campus visits by prospective students is up twelve percent. This week our team has been moving into Jacobson Hall, which is now also called the Jones Family Welcome Center. It is a beautiful, newly expanded and renovated welcome center that we are very excited about. Our campus experience team will be able to improve and expand to keep up with the volume of interest that we have coming in. The bulk of the growth is currently in the Price College of Business, the Dodge Family College of Arts and Sciences, the Gallogly College of Engineering, and Health Sciences. We had a very successful rollout of a new aviation flying selection process this year. There is a lot of demand to get into our aviation program. We had a pooled admissions process that was tied to a November 1st deadline. Our capacity of 155 students is currently topped out. I wanted to quickly mention the New Sooner Orientation Program that came over to Enrollment Management last year. This was a big change within the University as we started to admit students directly to the college that they were interested in, rather than to a central freshman college. Our team has been working with advisors across campus and with the colleges to ensure that this is a successful program. For the first time, degree-granting college advisors are advising incoming freshmen. This is the first time that we have had an orientation program specifically for transfer students. These programs just started on June 2nd, and while it has been a big shift, they have been successful. As part of this program, we looked at trends within the Southeastern Conference. We were able to implement a pre-enrollment algorithm that allowed our team to pre-enroll students in two courses. This allows students to focus on the three other courses they would typically enroll in during their advising session. This has been very successful and has made those advising sessions even more effective with the individual advisors. Over time, we are hoping that this will allow us to better anticipate course needs, faculty hiring, and make the advising appointments even more efficient and effective for students. Are there any questions that I can answer?

Regent Ross said, I have a question about aviation. You said our capacity is 155, and I was just curious how many freshman applicants applied for the 155 slots we had? Vice President Blahnik answered, we had 1200 applicants for the flying slots only. Regent Ross asked Regent Nagel, how do we admit all 1200 applicants? How many planes do we need? Regent Nagel answered that we would need 100 more planes in addition to what we have. I am not sure that would cover it at the ratio that we have currently. Plus, we would have to consider those enrolling in the helicopter program. Regent Ross responded, we are the number one program in the country, and that is such a high demand job, with the nationwide shortage of pilots. Serving that need is important, and I am glad we are doing that at OU. I would encourage us to continue pushing on that and grow. Vice President Blahnik added some context saying, three years ago, we had to cap the program at 50 incoming students, and we have been able to triple the number of incoming freshmen. Regent Ross then asked how rigorous is that application process? I assume with the limited number of spots available the application process must be rigorous to get through. Vice President Blahnik answered that we have a pooled admissions process, so

everybody who applies by the first deadline is part of that pool. We pay close attention to their essay to see how dedicated they are to this idea of being a pilot. Then obviously academics play a big role in that as well. It was a very successful rollout of that new process this year to get to that 155.

Chair Holloway said to Vice President Blahnik, I wanted to say what incredible work by your team. I have told Joe many times that we have a superstar in you and the team you are leading. Thank you for all you do.

President Harroz continued, last year we had a presentation on AAU status, AAU metrics, and where we stand relative to those. That is the recognition we seek if we're able to meet the impact goals that we have. And Dr. Carol Silva, Senior Associate Vice President for Research and Partnerships, is going to present on that topic.

Dr. Silva began: Good morning. As in many good things here, we start with our strategic plan. Pillar One is to Lead as a top-tier public research university. Strategy One, achieve the highest standards of academic and research excellence measured by the Association of American Universities' (AAU) peer benchmarks. Pillar One commits us to advancing world-class academic impact. This focus matters because high-impact research attracts top faculty, competitive funding, delivers real-world solutions, and prepares our students to be tomorrow's best leaders. AAU benchmarks signal excellence and can help open the doors to major research investments, high-impact industry, and corporate partnerships. This drives innovation, job creation, and economic growth across the state of Oklahoma, which in turn provides and expands opportunities for our students and our communities. The AAU is an invitation-only consortium of sixty-nine US and two Canadian institutions. It serves as the premier advocacy organization for research policy, giving members a powerful voice in federal funding decisions and in setting national science, technology, engineering, and math priorities. Membership in this group can help foster collaboration, spurring large-scale partnerships, and sharing best practices. In short, AAU affiliation signals that an institution is among the top tier of global research universities. There are thirty-one universities in the United States that execute over one billion dollars in annual research expenditures, and all thirty-one of those universities are members of the AAU. While this is an invitation-only organization, the AAU posts its membership policy along with its metrics or indicators that it uses to evaluate membership. There are two phase membership indicators and what they call informational metrics. Phase one indicators are federal research expenditures, these are the total dollars that OU secures from the National Science Foundation, National Institutes of Health, Department of Energy, etcetera. National faculty honors including major fellowships and elected membership in national academies are considered. Citation impact is an indicator of the influence and the reach of OU scholarship. They consider the number of academic monographs and books that OU faculty publish, and these underscore the contributions to foundational knowledge and scholarship. The phase two indicators include the dollars that we receive from the state, a very particular program of the US Department of Agriculture, and industrial funding. It also includes the number of PhD graduates each year, postdoctoral students, and postdoctoral appointees. The third criterion is called informational metrics. These are the percentage of undergraduates receiving Pell Grants, the six-year graduation rate for Pell Grant recipients, our overall

six-year graduation rate, and the gap between the six-year graduation rate of Pell Grant recipients and that of non-recipients. We have built a data set that includes our most recent data on the top one hundred institutions based on fiscal year 2023 federal expenditures. We included all AAU and SEC institutions that are not in the top one hundred. This allows for data analysis and multiple reference groups. We compared OU's normalized rank, or ranking divided by the number of faculty, across different metrics considered for AAU membership to the top thirty-eight public institutions. We ranked thirty-five out of thirty-nine on federal research support. National faculty awards we ranked thirty-six out of thirty-nine. Citations we ranked thirty-five out of thirty-nine. Books, we currently rank thirty-five out of thirty-nine. We ranked twenty-two out of thirty-nine in USDA, state, and industrial research funding. Doctoral education, we ranked thirty-nine out of thirty-nine. Number of postdoctoral students, we ranked thirty-seven out of thirty-nine. We dropped a point from last year. It does not make sense to use normalized rank of the informational metrics, so we use straight rankings. The Pell enrollment, we are up to nineteenth this year from twenty-one the year before. Our undergraduate graduation rank is thirty-five out of thirty-nine, our Pell Grant recipient rank is thirty-four out of thirty-nine, and our graduation rate gap is thirty-five out of thirty-nine. We have multiple reference groups that we can look at.

Regent Stevenson asked: Looking at past data, when people have been invited in, where do they tend to fall in those rankings?

Dr. Silva answered: I do not have perfect analytical data to tell you that, but I would say that many of the institutions we have examined are well into the bottom quartile, at least. Then there are one or two outstanding metrics that help us tell a great story about OU. We still have an awful lot of work to do, but I think it is important to note that we are not in last place. We are heading in the right direction. I want to ensure that you can see how these metrics matter and that we are paying attention. Our roadmap and thinking about AAU and AAU metrics rest on three strategic focus areas. The first is that we use these AAU metrics to anchor our priorities. The second is that we use continuous monitoring and iteration. I only get yearly data for all the other institutions, but we can map many of these metrics as frequently as we want. We look at our research expenditures monthly. Number three is to use metrics-driven program alignment to align our program and investments with these metrics to help ensure that our efforts show measurable improvement. By continually measuring this performance against all these reference groups, we are trying to ensure that our initiatives move OU steadily toward the highest standard of academic and research excellence, that these metrics can help, and our achievement inside those metrics can help signal our status as a top-tier public research university. Thank you for your time and attention, and I would be glad to answer any questions that you have in the remaining time. I am also happy to come back to a different meeting to discuss if needed.

FISCAL YEAR 2026 BUDGET PLAN – ALL

The Fiscal Year 2026 (FY26) operating budget for The University of Oklahoma of \$2.20 billion is presented for approval. The FY26 budget comprises:

- \$1.28 billion for the Norman Campus, which includes:
 - \$14 million for Norman Campus programs at OU-Tulsa
 - \$25 million for College of Law
 - \$3 million for Oklahoma Geological Survey
- \$924 million for the Health Sciences Campus, which includes \$15 million for Central Services at OU-Tulsa

The FY26 budgets for all campuses were developed to provide creative, equitable solutions that balance resource constraints with short- and long-term needs and priorities of the University, as outlined in the refreshed *Lead On, University* Strategic Plan.

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, staff, graduate assistants, and postdoctoral scholars to support recruitment and retention efforts.
- Strategic Faculty Hiring: Authorization of 25 new faculty positions in engineering and other workforce-aligned disciplines. While searches will begin in Summer 2025, most hires will impact the FY27 budget due to timing.
- Deferred Maintenance Investment: Increase in the Deferred Maintenance Pool to address critical campus infrastructure needs.
- Signature Campus Events: Launch of high-profile events designed to strengthen student engagement and foster community connections.
- Artificial Intelligence Leadership: Establishment of a Chief Artificial Intelligence Officer across all OU campuses to lead research and integration of AI tools that enhance academic and operational outcomes.
- Student Affairs Expansion: Enhanced support for Student Affairs, with a focus on the growing needs of Greek life organizations.
- Study Abroad Scholarships: Increased funding to expand access for students with financial need to participate in global learning opportunities.
- Undergraduate Research Enhancement: Expansion of programs within the Office of Undergraduate Research and Creative Activity (URCA) to promote hands-on learning and creative inquiry.

The Norman Campus, OU-Tulsa (Norman Campus programs), College of Law, and Oklahoma Geological Survey proposed FY26 budgets are attached hereto as Exhibit A.

Health Sciences Campus

- Merit-Based Raise Program for faculty, staff, and researchers to support recruitment and retention efforts.
- Strategic Faculty Hiring: Authorization of faculty positions across strategic areas of cancer, diabetes, and neuroscience within the Colleges of Medicine, Pharmacy, Allied Health, and Public Health.

- Funding Key Capital Projects supporting Stephenson Cancer Center expansion in Tulsa, steam and chilled water utilities, research laboratories (diabetes, biochemistry and physiology, biomedical and anatomy), Dentistry faculty practice facilities, cyclotron facilities in Pharmacy, and instructional space for Medicine.
- Student Counseling Services: Expand counseling support and related positions within Student Affairs, aligning with successful practices used in Norman.
- Student Recruitment: Implement new student relationship management software to streamline and automate, where possible, student recruitment efforts across all Health Sciences colleges.
- Employee Engagement: In partnership with Norman, implement new initiatives for faculty and staff in support of the goals outlined in the refreshed Strategic Plan.

The Health Sciences Campus' proposed FY26 budget is attached hereto as Exhibit A.

President Harroz recommended the Board of Regents approve the operating budget for Fiscal Year 2026 as presented.

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

TUITION AND FEE RATES FOR AY 2026 – 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).

NORMAN CAMPUS

The University is proposing a 3.0% increase in tuition and mandatory fees for both undergraduate and graduate students. Over the past five years, the tuition and mandatory fees for resident undergraduates have risen by 1.8% per year and for nonresident undergraduates by 2.3% per year.

To enhance affordability, as highlighted in the *Lead On* Strategic Plan, we have significantly increased tuition waivers, scholarships, and grants. These efforts have substantially lowered the actual costs for students. Over the last five years, resident freshmen have seen a 26% reduction in their net tuition and fees, saving them \$1,424 annually. Nonresident freshmen have seen a modest increase of 8.9%, or \$1,514 over that same period.

Undergraduate Tuition & Mandatory Fee Rates

	<u>AY2025 Rate</u>	<u>AY2026 Rate</u>	<u>Change</u>
	<u>Tuition Charged by Credit Hour</u>		
Resident Tuition	\$ 174.00	\$ 179.00	\$ 5.00
Nonresident Tuition	\$ 586.00	\$ 604.00	\$ 18.00
Total Nonresident Tuition	<u>\$ 760.00</u>	<u>\$ 783.00</u>	<u>\$ 23.00</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 \$206.00 per credit hour for students entering Fall 2025, Spring 2026, or Summer 2026.

	<u>AY2025 Rate</u>	<u>AY2026</u> <u>Rate</u>	<u>Change</u>
Guaranteed Resident Tuition <i>for students entering Fall 2025, Spring 2026 or Summer 2026</i>	\$200.00	\$206.00	\$ 6.00

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 2025-2026 Summer term.

	<u>AY2025 Rate</u>	<u>AY2026</u> <u>Rate</u>	<u>Change</u>
Resident Annual Flat Rate Tuition & Mandatory Fee (15 credit hours)	\$ 4,943.25	\$ 5,093.25	\$150.00
Nonresident Annual Flat Rate Tuition & Mandatory Fee (15 credit hours)	\$ 13,733.25	\$ 14,150.25	\$417.00

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 in Fall 2022. 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	\$ 1.50	\$0.25
Student Facility Fee	\$55.20	\$56.00	\$0.80
Student Activity Fee	\$ 7.60	\$ 7.65	\$0.05
Library Excellence Fee	\$12.50	\$12.50	\$0.00
Transit Fee	\$ 2.50	\$ 2.50	\$0.00
Security Services Fee	\$ 3.75	\$ 4.15	\$0.40
Academic Excellence Fee	\$39.10	\$40.00	\$0.90
Special Event Fee	\$ 2.00	\$ 2.50	\$0.50
Educational Network Connectivity Fee	\$19.60	\$21.00	\$1.40
International Programs Fee	\$ 0.50	\$ 0.50	\$0.00

	<u>AY2025 Rate</u>	<u>AY2026 Rate</u>	<u>Change</u>
Academic Records Service Fee	\$ 2.00	\$ 2.00	\$0.00
Cultural & Recreational Services Fee	\$ 0.80	\$ 0.80	\$0.00
Academic Advising Fee	\$ 2.75	\$ 3.25	\$0.50

Graduate Tuition & Mandatory Fee Rates

	<u>AY2025 Rate</u>	<u>AY2026 Rate</u>	<u>Change</u>
<u>Tuition Charged by Credit Hour</u>			
Resident Tuition	\$ 382.25	\$ 393.75	\$11.50
Nonresident Tuition	\$ 698.00	\$ 719.00	\$21.00
Total Nonresident Tuition	<u>\$1,080.25</u>	<u>\$1,112.75</u>	<u>\$32.50</u>
<u>Mandatory Fees Charged by Credit Hour</u>			
Student Activity Fee	\$ 7.45	\$ 7.45	\$ 0.00

COLLEGE OF LAW

The College of Law is requesting a 5.0% increase to tuition and mandatory fees for the juris doctorate and online LLM and MLS programs, as listed below.

	<u>AY2025 Rate</u>	<u>AY2026 Rate</u>	<u>Change</u>
<u>Tuition Charged by Credit Hour</u>			
Resident Tuition	\$ 583.50	\$ 612.65	\$29.15
Nonresident Tuition	\$ 475.50	\$ 499.25	\$23.75
Total Nonresident Tuition	<u>\$1,059.00</u>	<u>\$1,111.90</u>	<u>\$52.90</u>
<u>Mandatory Fees Charged by Credit Hour</u>			
Student Facility Fee	\$16.25	\$17.75	\$1.50
Student Activity Fee	\$ 5.95	\$ 5.95	\$0.00
Library Excellence Fee	\$11.75	\$13.00	\$1.25
Transit Fee	\$ 2.00	\$ 2.00	\$0.00
Security Services Fee	\$ 3.75	\$ 3.75	\$0.00
<u>Mandatory Fees Charged by Credit Hour</u>			
Academic Excellence Fee	\$26.40	\$26.40	\$0.00
Special Event Fee	\$ 2.00	\$ 2.00	\$0.00
Academic Facility & Life Safety	\$23.20	\$23.20	\$0.00
Law Student Technology Services Fee	\$33.00	\$36.00	\$3.00
Educational Network Connectivity Fee	\$17.00	\$18.75	\$1.75

	<u>Mandatory Fees Charged by Semester</u>		
Student Health Care Fee	\$90.00	\$90.00	\$0.00
Summer	\$45.00	\$45.00	\$0.00
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

OU Online Program Pricing

In addition, at the request of the State Regents, the Norman campus previously established separate tuition and fees for online graduate and undergraduate programs (OU Online). Currently, the only online undergraduate programs are Adult Degree Completion programs offered through the College of Professional and Continuing Studies.

Tuition and fee charges below represent the total “all-in” cost that includes the online program fee and all tuition and mandatory fees. The University is proposing a 3.0% increase in tuition and fees for all online graduate and undergraduate programs, as follows:

	<u>AY2025</u> <u>Rate</u>	<u>AY2026 Rate</u>	<u>Change</u>
<u>Programs</u>	<u>Tuition and Fees Charged by Credit Hour</u>		
Social Work	\$625.00	\$645.00	\$20.00
Criminal Justice	\$685.00	\$705.00	\$20.00
Education Administration Curriculum & Supervision	\$700.00	\$720.00	\$20.00
Clinical Mental Health Counseling, Human Relations, Museum Studies, Organizational Leadership, Applied Statistics, Art & Technology, Global Affairs, Strategic Communication & Digital Strategy	\$818.00	\$845.00	\$27.00
Geospatial Technology, Econometrics, Construction Business, Natural Gas Engineering & Management, Civil Engineering, Computer Science, Hydrology, Industrial & Systems Engineering, Sustainability: Energy & Materials Management, Data Science Analytics, Engineering Leadership & Management, Applied Computing, Accounting, Business Analytics, Business Administration, Finance, Supply Chain Management, Arts Management, Entrepreneurship & Innovation, Sustainable Architecture	\$985.00	\$1,015.00	\$30.00

	<u>AY2025</u> <u>Rate</u>	<u>AY2026 Rate</u>	<u>Change</u>
Executive Aerospace & Defense MBA	\$2,150.00	\$ 2,215.00	\$65.00
Executive Energy MBA	\$2,375.00	\$2,445.00	\$70.00
Adult Degree Completion (UG Only)	\$500.00	\$515.00	\$15.00

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 2025 meeting.

If approved by the Board of Regents, the tuition and mandatory student fee requests will be forwarded to the Oklahoma State Regents for Higher Education for approval and will be effective Fall 2025.

Greek Life Pricing

The Division of Student Affairs is requesting a \$30 semesterly fee for members of the fraternity and sorority community at the University. This fee would be billed directly to fraternity and sorority members through their bursar account. Funds raised would be used to hire additional Greek Life staff to match peer institution levels, provide specialized support for risk management and leadership development, implement hazing prevention, alcohol education, and harm reduction initiatives, expand training for student leaders, and support student-run events.

President Harroz recommended the Board of Regents approve the proposed tuition and student fee rates for Academic Year 2026.

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

TUITION AND MANDATORY FEE RATES FOR AY 2026 – 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).

The Health Sciences Center is requesting approval for a tuition increase for ten professional programs and the undergraduate and graduate programs as identified below for academic year 2026. The increases requested comply with the limitations established by the State Regents.

Medicine (MD) OKC	4.0% resident and 0.0% nonresident;
Medicine (MD) Tulsa	4.0% resident and 0.0% nonresident;
Physician Associate (PA) OKC	4.0% resident and 4.0% nonresident;
Physician Assistant (PA) Tulsa	4.0% resident and 4.0% nonresident;
Dentistry (DDS)	9.0% resident and 0.0% nonresident;
Doctor of Pharmacy (PharmD)	3.0% resident and 3.0% nonresident;
Doctor of Physical Therapy (DPT)	3.0% resident and 3.0% nonresident;
Occupational Therapy Doctorate (OTD)	2.0% resident and 2.0% nonresident;
Doctor of Audiology (AuD)	4.0% resident and 4.0% nonresident;

Public Health Professional Programs	3.0% resident and 3.0% nonresident;
Doctor of Nursing Practice (DNP)	4.0% resident and 4.0% nonresident;
Master of Science in Nursing (MSN)	4.0% resident and 4.0% 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 the new OU Online Certificate program (Graduate Medicine Certificate - Readiness through Interdisciplinary Skill Enhancement in Medical Education) in academic year 2026. Approval is requested for the combined tuition and mandatory fee rate of \$263.00 per credit hour to be effective for academic year 2026 for both resident and nonresident students.

The Health Sciences Center is requesting an increase to two mandatory fees and deletion of one mandatory fee for academic year 2026. All mandatory fees for academic year 2026 are presented below.

Undergraduate Tuition & Mandatory Fee Rates

<u>Tuition Charged by Credit Hour</u>	<u>AY2025 Rate</u>	<u>AY2026 Rate</u>	<u>Change</u>
Resident Tuition	\$184.65	\$190.20	\$ 5.55
Nonresident Tuition	<u>\$592.95</u>	<u>\$610.75</u>	<u>\$ 17.80</u>
Total Nonresident Tuition	<u>\$777.60</u>	<u>\$800.95</u>	<u>\$ 23.35</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 \$218.60 per credit hour for students entering Fall 2025, Spring 2026, or Summer 2026.

	<u>AY2025 Rate</u>	<u>AY2026 Rate</u>	<u>Change</u>
Guaranteed Resident Tuition	\$212.25	\$218.60	\$ 6.35
<i>for students entering Fall 2025, Spring 2026, or Summer 2026</i>			

<u>Mandatory Fees Charged by Credit Hour</u>	<u>AY2025 Rate</u>	<u>AY2026 Rate</u>	<u>Change</u>
Academic Facility & Life Safety Fee	\$ 7.50	\$ 0.00	(\$ 7.50)
Academic Records Fee	\$ 2.00	\$ 2.00	\$ 0.00
Educational Network Connectivity Fee	\$ 18.00	\$ 18.50	\$ 0.50
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	\$ 15.00	\$ 7.70
Transit Fee	\$ 1.50	\$ 1.50	\$ 0.00

	<u>AY2025 Rate</u>	<u>AY2026 Rate</u>	<u>Change</u>
<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

Graduate Tuition & Mandatory Fee Rates

<u>Tuition Charged by Credit Hour</u>	<u>AY2025 Rate</u>	<u>AY2026 Rate</u>	<u>Change</u>
Resident Tuition	\$226.30	\$233.10	\$ 6.80
Nonresident Tuition	\$648.00	\$667.45	\$ 19.45
Total Nonresident Tuition	\$874.30	\$900.55	\$ 26.25

Mandatory Fees Charged by Credit Hour

Academic Facility & Life Safety Fee	\$ 7.50	\$ 0.00	(\$ 7.50)
Academic Records Fee	\$ 2.00	\$ 2.00	\$ 0.00
Educational Network Connectivity Fee	\$ 18.00	\$ 18.50	\$ 0.50
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	\$ 15.00	\$ 7.70
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

Professional Program Tuition & Mandatory Fee Rates

<u>Tuition Charged by Semester</u>	<u>AY2025 Rate</u>	<u>AY2026 Rate</u>	<u>Change</u>
College of Medicine			
Resident Tuition	\$14,313.00	\$14,885.00	\$ 572.00
Total Nonresident Tuition	\$31,961.00	\$32,533.00	\$ 572.00
College of Dentistry			
Resident Tuition	\$15,532.00	\$16,930.00	\$ 1,398.00
Total Nonresident Tuition	\$36,866.00	\$38,264.00	\$ 1,398.00
Physician Associate/Assistant			
Resident Tuition	\$ 7,543.50	\$ 7,845.00	\$ 301.50
Total Nonresident Tuition	\$16,649.00	\$17,315.00	\$ 666.00

<u>Tuition Charged by Semester</u>	<u>AY2025 Rate</u>	<u>AY2026 Rate</u>	<u>Change</u>
Doctor of Pharmacy			
Resident Tuition	\$ 8,524.50	\$ 8,780.00	\$ 255.50
Total Nonresident Tuition	\$18,718.00	\$19,270.00	\$ 561.00
Occupational Therapy Doctorate			
Resident Tuition	\$ 6,130.50	\$ 6,253.00	\$ 122.50
Total Nonresident Tuition	\$15,121.50	\$15,424.00	\$ 302.50
Doctor of Physical Therapy			
Resident Tuition	\$ 6,130.50	\$ 6,314.00	\$ 183.50
Total Nonresident Tuition	\$15,121.50	\$15,575.00	\$ 453.50
Audiology AuD			
Resident Tuition	\$ 5,161.50	\$ 5,368.00	\$ 206.50
Total Nonresident Tuition	\$13,094.50	\$13,618.00	\$ 523.50
<u>Tuition Charged by Credit Hour</u>			
Public Health Professional Programs			
Resident Tuition	\$ 407.70	\$ 419.90	\$ 12.20
Total Nonresident Tuition	\$ 1,102.30	\$ 1,135.30	\$ 33.00
Doctor of Nursing Practice			
Resident Tuition	\$ 602.35	\$ 626.40	\$ 24.05
Total Nonresident Tuition	\$ 1,415.35	\$ 1,471.95	\$ 56.60
Master of Science in Nursing			
Resident Tuition	\$ 349.65	\$ 363.65	\$ 14.00
Total Nonresident Tuition	\$ 1,098.95	\$ 1,142.90	\$ 43.95
<u>Mandatory Fees Charged by Credit Hour</u>			
Academic Facility & Life Safety Fee	\$ 7.50	\$ 0.00	(\$ 7.50)
Academic Records Fee	\$ 2.00	\$ 2.00	\$ 0.00
Educational Network Connectivity Fee	\$ 18.00	\$ 18.50	\$ 0.50
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	\$ 15.00	\$ 7.70
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

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 2025 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 2025 semester.

President Harroz recommended the Board of Regents approve the proposed tuition and mandatory student fee rates for Academic Year 2026.

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

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 2026 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 <u>Funds</u>
1. Required Debt Service, various series General Revenue Bonds – Norman Campus	10,750,000
2. Utility Infrastructure Projects - HSC	1,563,550
3. Academic Renovations and Campus Infrastructure – Tulsa	1,280,000
Total	<u>\$13,593,550</u>

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

PROJECT DESCRIPTIONS

1. Required Debt Service, various Series General Revenue Bonds – Norman Campus: This project involves the use of \$10,750,000 to pay required debt service payments associated with the various series General Revenue Bonds, and related paying agent fees.
2. Utility Infrastructure Projects – HSC: This project includes repairs and improvements to the Steam and Chilled Water plant on the Oklahoma City campus. Total funding allocated for this project from Section Thirteen funding is \$1,563,550.

3. Academic Renovations and Campus Infrastructure – Tulsa: This project includes various repairs to campus infrastructure, as well as necessary academic/classroom renovations aimed at providing state of the art teaching space for the Tulsa campus. Total funding is \$1,280,000.

President Harroz recommended the Board of Regents approve a plan to use a total of \$13,593,550 in Fiscal Year 2026 Section 13 and New College Funds for the Norman, Health Sciences Center, and Tulsa projects identified below.

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

AWARDS, CONTRACTS, AND GRANTS – All

	FY24 July -March Expenditures	FY25 July - March Expenditures
UNIVERSITY OF OKLAHOMA	\$212,137,707	\$207,971,815
NORMAN CAMPUS	\$117,866,098	\$115,783,228
HEALTH SCIENCES CENTER	\$94,271,609	\$92,188,587

This data is from May 5, 2025, and is subject to change.

Chart Key / Definitions for the pages that are attached hereto as Exhibit B:

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 submitted with this agenda item for July 2024 – March 2025.

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

HONORARY DEGREES – ALL

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 prior to the awarding of the degrees.

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

President Harroz recommended the nominees listed in his recent letter to the Board of Regents be approved for an honorary degree at the May 2026 University Commencement.

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

RATIFICATION – POSTHUMOUS DEGREE, ALI ADNAN ALSAFFAR – NC

Ali Adnan Alsaffar, a graduate student pursuing a Master of Arts in Global Affairs in the David L. Boren College of International Studies, passed away in September of 2024. He had completed 28 of 33 hours of coursework and had maintained an overall GPA of 3.75.

The faculty and Dean of the David L. Boren College of International Studies, the Dean of the Graduate College, and the Senior Vice President and Provost support this request to award a posthumous Master of Arts in Global Affairs to Ali Adnan Alsaffar posthumously. Interim approval was granted by the Chair, Vice Chair, and Academics, Student Affairs, and Research Committee Chair on May 6 so that the University could award the posthumous degree at May graduation.

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, provided the student has completed at least two-thirds of the academic degree requirements. Upon the ratification of the University of Oklahoma Board of Regents, the Oklahoma State Regents for Higher Education will be notified of the action for record keeping.

President Harroz recommended the Board of Regents ratify the interim approval given per the Board Bylaws to award a posthumous Master of Arts in Global Affairs to Ali Adnan Alsaffar.

Regent Nagel moved approval of the recommendation. The following voted yes on the motion: Regents Nagel, Stevenson, Ross, Braught, Waits, and Williams. 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 Office of the Oklahoma State Regents. 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 Oklahoma State Regents.

Program Changes
Recommended for Approval by the Academic Programs Council or Graduate Council
May 2025

New Certificates

PRICE COLLEGE OF BUSINESSAccounting, Graduate Certificate (RPC TBD, MC GTBD)

Requesting a Graduate Certificate with Level III program title of Accounting. The certificate requires 12 total hours with 2 hours in the program core and 10 hours of electives.

Reason for request:

The proposed Accounting Graduate Certificate addresses gaps in graduate-level business education and employer demands, particularly in Oklahoma and surrounding regions. This certificate supplements graduate degrees in other areas (e.g., business and finance) and provides fundamental accounting knowledge and skills for investors, managers, and executives. Despite the need for accounting knowledge, many graduate business programs offer only generalized business coursework without sufficient depth in financial accounting, auditing, taxation, and information systems. Few programs offer a structured accounting certificate that allows students to develop expertise without enrolling in a full degree program. The Steed School of Accounting's faculty expertise and course offerings make OU uniquely positioned to fill this gap in accounting education, attracting students who seek an accounting specialization without a full degree commitment.

Taxation, Graduate Certificate (RPC TBD, MC GTBD)

Requesting a Graduate Certificate with Level III program title of Taxation. The certificate requires 12 total hours of core coursework.

Reason for request:

The Taxation Graduate Certificate will provide students with advanced and focused knowledge in business and personal taxation, preparing them for positions as tax advisors in professional service firms, tax and finance departments of businesses, and federal and state departments of revenue (e.g., the IRS, the Oklahoma Department of Revenue). The certificate itself will serve as a signal of their qualification for such positions, enhancing their opportunities in a field in which demand significantly exceeds current supply.

GALLOGLY COLLEGE OF ENGINEERING

Advanced Metal Additive Manufacturing, Graduate Certificate (RPC TBD, MC GTBD)

Requesting a Graduate Certificate with Level III program title of Advanced Metal Additive Manufacturing. The certificate requires 12 total hours of core coursework.

Reason for request:

Manufacturing is transitioning into the "Fourth Revolution," which seeks to combine the burgeoning process of 3D printing of parts and components with a more interconnected and integrated approach to previously siloed digital data streams. This program will help engineers develop the necessary skills and knowledge to operate, oversee, and manage cutting-edge advanced manufacturing technologies that are increasingly vital in today's industries. The 12 credits of new coursework for the graduate certificate will also form an Advanced Manufacturing concentration within both the AME and ISE master's programs, which will be forthcoming.

Program Name and Requirement Change

COLLEGE OF ATMOSPHERIC AND GEOGRAPHIC SCIENCE

Meteorology, Master of Science (RPC 166, MC M685)

Change the Level III program name and Level IV option name from Meteorology to Atmospheric Science.

We have changed Fundamentals of Atmospheric Science from a 4-hour course to a 3-hour course (METR 5004 to METR 5003). Change the title of METR 5113 from Advanced Atmospheric Dynamics I to Geophysical Fluid Dynamics. Remove METR 5413 Advanced Synoptic Meteorology as required course.

The creation of three Atmospheric Science focus areas, to better accommodate the larger array of specialty areas within the field: Dynamics, Physics, and Climate. Students must choose one course (3 hours) from one specialty area. Dynamics course options: METR 5103 Boundary Layer Meteorology, METR 5133 Synoptic-Dynamics, and METR 5143 Mesoscale-Dynamics. Physics course options: METR 5723 Atmospheric Composition, METR 5223 Atmospheric Radiation, and METR 5233 Cloud and Precipitation Physics. Climate course options: METR 5503 Climate Dynamics and Global Physical Climatology, METR 5583 General Circulation of the Atmosphere, and METR 5543 Global Climate Change.

We have also added flexibility in the electives that graduate students can take. Consistent with the broader educational goals of our curriculum, the new curriculum now allows students to take graduate-credit courses from other departments. This is now optional, whereas before it was not allowed). METR 5980 Thesis research hours for the thesis completion option have also increased from 4 to 5 hours. Total credit hours for the degree will change from 30-32 to 30-31.

Reason for request:

This is a modernization of our MS program in the School of Meteorology (SoM) since the term "meteorology" emphasizes weather forecasting and "atmospheric science" encompasses a broader range of atmospheric phenomena and longer-term studies. We are broadening the curriculum, "atmospheric science," to encompass emerging research areas, offering new interdisciplinary opportunities for students and implementing innovative teaching practices.

Meteorology, Doctor of Philosophy (RPC 167, MC D685)

Change the Level III program name and Level IV option name from Meteorology to Atmospheric Science.

The following degree requirement changes have been made: Reduced letter-graded 5000 or above coursework requirement from 34 to 33 hours. The following courses must be included: METR 5003 and METR 5113 (Remove METR 5413, 5223, and 5233). We have changed Fundamentals of Atmospheric Science from a 4-hour course to a 3-hour course (METR 5004 to METR 5003). METR 5413 entitled Advanced Synoptic Meteorology will no longer be offered. Change METR 5113 from Advanced Atmospheric Dynamics to Geophysical Fluid Dynamics. The creation of three Atmospheric Science focus areas, to better accommodate the larger array of specialty areas within the field: Dynamics, Physics, and Climate. One course (3 hours) must be chosen from each specialty area to total 9 hours. Dynamics course options: METR 5103 Boundary Layer Meteorology, METR 5133 Synoptic-Dynamics, and METR 5143 Mesoscale-Dynamics. Physics course options: METR 5723 Atmospheric Composition, METR 5223 Atmospheric Radiation, and METR 5233 Cloud and Precipitation Physics. Climate course options: METR 5503 Climate Dynamics and Global Physical Climatology, METR 5583 General Circulation of the Atmosphere, and METR 5543 Global Climate Change. We have also added flexibility in the electives that graduate students can take. In the PhD program, 12 hours of electives are required with at least three credits outside of METR required (flexibility to receive up to 9 credits of outside METR credit). Additional coursework hours changed from 44-53 to 24-33. Total hours for the degree will not change.

Reason for request:

This is a modernization of our Ph.D. program in the School of Meteorology (SoM) since the term "meteorology" emphasizes weather forecasting and "atmospheric science" encompasses a broader range of atmospheric phenomena and longer-term studies. We are broadening the curriculum, "atmospheric science," to encompass emerging research areas, offering new interdisciplinary opportunities for students and implementing innovative teaching practices.

Program Requirement Changes

DODGE FAMILY COLLEGE OF ARTS AND SCIENCES

Social Work, Bachelor of Arts (RPC 210, MC B840)

Course requirement changes. Title of a required course (S WK 3323) is changing, as is the focus of the course. The new course title will be Understanding Social Determinants of Health. Total hours for the degree will not change.

Reason for request:

Change of course title and focus for S WK 3323. This is a required course that now has a new focus but will keep the same course number.

Human Relations, Master of Human Relations (RPC 329, MC M523)

Course requirement changes to the Inclusive Leadership option. Permanent course numbers have been created for several courses that were previously offered under special topics numbers. No changes in curriculum for students; only the course numbers. Strategic Leadership for Intercultural Awareness changed from H R 5100 to H R 5233. Leadership in the Legal

Environment changed from H R 5100 to H R 5313. Developing Inclusive Leaders in a Diverse World changed from H R 5110 to H R 5243. Leadership for Systemic Change changed from H R 5110 to H R 5223. Organizational Behavior for Leaders changed from H R 5113 to H R 5213. Total hours for the degree will not change.

Reason for request:

Update course requirements with permanent course numbers. No changes in curriculum.

Social Work, Master of Social Work (RPC 211, MC M840, M844)

Course requirement changes. Title of a required course (S WK 5333) is changing, as is the focus of the course. The new course title will be Understanding Social Determinants of Health. Total hours for the degree will not change.

Reason for request:

Changing title and focus of course to provide essential content to students.

Anthropology, Doctor of Philosophy (RPC 010, MC D025-R044, D025-R306, D025-R618)

Program requirement changes to the Archaeology option, Human Health and Biology option, and Sociocultural and Linguistics option. The Anthropology Department recently revised the PhD exam format and added a required prospectus. The new rules state the prospectus can be produced through ANTH 5543 Research Design, ANTH 5990 Special Problems, or another committee approved process (0-3 hours). This program change reflects that change in procedure so ANTH 5543 is no longer a required course. *Changes to the Archaeology option:* the name of the recommended ANTH 5413 course is being changed from Public Archaeology to Compliance Archaeology and electives will change from 42 hours to 42-45 hours to keep total hours the same. *Changes to the Human Health and Biology option:* electives will change from 25-39 hours to keep total hours the same. *Changes to the Sociocultural and Linguistics option:* additional electives will change from 27 to 27-30 to keep total hours the same. Total hours for the degree will not change.

Reason for request:

The Anthropology Department recently revised the PhD exam format and added a required prospectus. The new rules state the prospectus can be produced through ANTH 5543 Research Design, ANTH 5990 Special Problems, or another committee approved process. This program change reflects that change in procedure, so ANTH 5543 is no longer a required course. Also, the name of the recommended ANTH 5413 course is being changed from Public Archaeology to Compliance Archaeology.

GALLOGLY COLLEGE OF ENGINEERING

Biomedical Engineering, Doctor of Philosophy (RPC 354, MC D109)

Program requirement changes. Reducing research hours from 60 to 45. Additional Coursework is changed from 0-58 to 0-43. Total hours for the degree will change from 90 to 75 hours.

Reason for request:

Reducing total Ph.D. credits from 90 to 75 as Graduate College policy now allows Ph.D. programs to require fewer than 90 post-baccalaureate hours, with the goal of fostering greater degree completion and lowering costs for students without sacrificing program quality or rigor. This change will also better align the program length with nationally competing programs.

Program Changes
Recommended for Approval by the Academic Programs Council or Graduate Council
April 2025

New Programs

POLYTECHNIC INSTITUTE

Digital Manufacturing, Bachelor of Science (RPC TBD, MC BTBD)

Requesting a Bachelor of Science with a Level III program title of Digital Manufacturing. The program requires 120 total hours with 57 hours in the major and 13 hours in major support. A minimum grade of C is required for each course in the curriculum, including all prerequisite courses.

Reason for request:

The U.S. manufacturing sector is undergoing a transformation, integrating automation, digital twins, real-time data analytics, and smart systems to enhance efficiency, reduce costs, and improve product quality. However, a significant skills gap exists, particularly among small and mid-sized manufacturers that lack the expertise to implement these advanced technologies. Oklahoma's growing manufacturing base, including aerospace, energy, and industrial production, requires a workforce skilled in digital-first operations to remain competitive.

A Bachelor of Science in Digital Manufacturing prepares students to bring cutting-edge technology into real-world production environments, equipping them with expertise in CAD, automation, connected systems, and predictive maintenance. This program enables graduates to modernize manufacturing processes, integrate smart technologies, and drive economic growth at both the state and national levels. Whether helping established manufacturers adopt new technologies or assisting startups in building digitally optimized operations, graduates will gain the skills needed to shape the future of modern manufacturing.

Healthcare Information Systems, Bachelor of Science (RPC TBD, MC BTBD)

Requesting a Bachelor of Science with a Level III program title of Healthcare Information Systems. The program requires 120 total hours with 54 hours in the major and 13 hours in major support. A minimum grade of C is required for each course in the curriculum, including all prerequisite courses.

Reason for request:

The healthcare industry is undergoing rapid transformation due to advancements in technology, data analytics, and cybersecurity, creating a critical demand for professionals skilled in health information systems. The U.S. Bureau of Labor Statistics (BLS) projects 16% growth nationally for health information technologists from 2023 to 2033, outpacing the average for all occupations. In Oklahoma, the field is expected to grow by 12%, with 200 new job openings annually, reflecting the increasing reliance on electronic health records (EHRs), telemedicine,

AI-driven analytics, and cybersecurity solutions. Despite this demand, challenges remain in data interoperability, privacy protection, and the integration of emerging technologies into healthcare systems. The Bachelor of Science in Health Information Systems directly addresses these workforce needs by preparing graduates with technical expertise, analytical skills, and regulatory knowledge to modernize healthcare data management and improve patient care.

The Bachelor of Science in Health Information Systems equips students with expertise in medical informatics, health IT, data analytics, and cybersecurity to enhance healthcare delivery. Students gain hands-on experience with electronic health records (EHR), clinical decision support, and regulatory compliance. The curriculum integrates technical skills with healthcare operations, preparing graduates to improve patient care, streamline workflows, and support data-driven decisions. Emphasizing adaptability, the program covers AI in healthcare, telemedicine, and health data privacy, ensuring graduates are well-prepared to meet the evolving needs of the healthcare industry.

Add Online Delivery

GALLOGLY COLLEGE OF ENGINEERING

Bioprocessing, Graduate Certificate (RPC 511, MC G245, GTBD)

Request to add online delivery option to current certificate program. There are 3 required courses (with a 4th option) that will be available online immediately. One of the required courses (ChE 5583) will have an in-person lab component to allow students to gain hands-on experience with the bioprocessing facility and equipment. Although many electives are available for in person students, the online students will initially have a single elective course available online (TBD). As the program grows, additional electives will be added to the online program. Total credit hours for the certificate will not change.

Reason for request:

Adding the option for online delivery for this certificate program enables the expansion of the program to graduate students and industry professionals online. This expansion will provide a sound foundation of fundamental skill sets and knowledge in bioprocessing and biomanufacturing. Equipping graduate students and industry professionals with transferrable knowledge and skill sets eagerly sought within the biotech industry.

Program Requirement Changes

DODGE FAMILY COLLEGE OF ARTS AND SCIENCES

Film and Media Studies, Bachelor of Arts (RPC 316, MC B429)

Course requirement changes. *Core Requirements (reduced from 18 hours to 15 total hours):* Adding FMS 1313 Film Production Foundations (formerly called 'Narrative Production Basics'), which is now a prerequisite to FMS 3313 Intermediate Film Production (formerly called 'Digital Cinema Production'). Removing FMS 3213 Media Theories and Methods (Theory will now be taught in revamped FMS 2013 Film History and Theory to 1960 and FMS 2023 Film History and Theory 1960 to Present). Removing FMS 4013 Capstone. FMS 2033 Writing about Film is now 'Writing and Career Workshop'. *Removal of 'Creative Skills Requirement' (3 hours):* Removing the 'Creative Skills Requirement' (required 1 course from a chosen list of 'Creative Skills' courses-FMS 3313, 3323, 3703, 3713, 3853). *Changes to Electives (increase from 18 hours to 24 total hours):* Changing category name to 'Major Electives' for added clarity. With decrease in Core Requirements and removal of Creative Skills Requirement, students are required to take 24

hours of Major Electives instead of 18 to meet minimum of 39 total credit hours in the major. 18 hours of Major Electives must be taken at upper-division level in order to meet major's existing minimum requirement, due to removal of FMS 3213 and 4013 from the core. Renaming the department maintained 'Guided Elective' list to 'Interdisciplinary Major Electives' for added clarity. Limiting the number of credit hours taken in Interdisciplinary Major Electives to 9 credit hours. Total hours for the degree will not change.

Reason for request:

The program requirement changes are made in order to streamline the core requirements as recommended by the Academic Program Review Report so that students will be able to graduate in a timely manner. A couple of course modifications (FMS 2013, FMS 2023) have been proposed towards that end. The proposed title and/or prerequisite changes to FMS 1313 and FMS 3313 are made in an attempt to give students a clearer sense of the sequencing of our production courses and make our production curriculum more systematic. FMS 4013 Capstone removed since it's no longer a requirement for Gen Ed. The creative skills requirement is now automatically fulfilled by addition of FMS 1313 to the core; this change also makes it clearer to students that they may take any number of FMS production-focused courses within their major electives. Interdisciplinary Major Electives (formerly Guided Electives) were previously unlimited, making it possible for students to fulfill all their major electives with non-FMS courses, including courses outside of the Dodge Family College of Arts and Sciences such as ART and JMC). The limit is now 9 hours.

Health, Medicine, and Society, Bachelor of Arts (RPC 452, MC B502)

Course requirement changes. The program requests a change to the current structure of major requirements only as follows: Remove three Major Requirements categories: Historical/Humanistic Perspectives, Social Science Perspectives and In-Major Electives. Replace with two categories: Health, Medicine, and Society Core (3 courses, 9 credit hours) and Humanistic and Social Science Perspectives (4 courses, 12 credit hours). The list of core courses to choose from for each category will be maintained by the department. Total hours for the degree will not change.

Reason for request:

We aim to create a set of core courses from which all students will choose that focus on instructing students in key areas and themes that are central to the mission of the Health, Medicine, and Society major. In addition to reinforcing broad themes of crucial importance, such as the social and geographical determinants of health, and cultural understandings of health and illness, students will gain more focused preparation in research methods and objectives to use during their senior capstone projects, which focus on historically-inflected studies of health, medicine, and society. For this shared core, faculty will collaborate to coordinate our pedagogical approach to historical research, and to find creative and insightful ways to underscore key areas of study.

By changing to two categories, we also simplify the course selection procedure and give students the flexibility to choose humanities and social science perspectives courses that speak to their specific interests. The in-major elective is now folded into the Humanistic and Social Science electives

There is no change to the overall hour count, and we have verified with our undergraduate advisor that many students already choose to take at least 9 hours within the HSTM core courses we have identified here. We believe this reorganization will be seamless for students, and that

increased coordination within core courses will pay dividends in helping students better prepare for their capstone, and in providing the solid foundation in knowledge about the human and social dimensions of health that professional health training programs, including medical schools, prize.

JEANNINE RAINBOLT COLLEGE OF EDUCATION

Special Education, Bachelor of Science (RPC 218, MC B855)

Course requirement changes. To reduce the total credit hours from 124 to 120 and update the program to better prepare Special Education majors to meet the needs of their student population the following changes will be made: Remove one 3-hour Core I MATH (change from 6 to 3 hours), the 2000 level or higher Science course (3 hours), and 1 hour of general ed electives. Add EDMA 2353 to gen ed math options, and EDWL 4323 to Professional Education requirements. Total credit hours for the degree will change from 124 to 120.

Reason for request:

To reduce the total credit hours from 124 to 120 and to update the program to better prepare Special Education educators to meet the needs of their student population.

WEITZENHOFFER FAMILY COLLEGE OF FINE ARTS

Drama, Bachelor of Fine Arts (RPC 330, MC B275 P011, B275 P153, B275 P186, B275 P419, B275 P589, B275 P613, P275 P626)

Course requirement changes to the Theatre option. *Changes to all concentrations:* Changing Mathematics Gen Ed to remove MATH 1473 and replace with "general education approved math course" per request of Math Audit Committee. In the Drama Core, replacing DRAM 3910 with DRAM 3781. *Changes to the Acting Emphasis:* Name change for DRAM 4323 from Stage Combat I: Unarmed Stage Combat to Stage Combat: Unarmed. *Changes to the Lighting Design Emphasis:* In emphasis, replacing one elective credit with DRAM 3910. *Changes to the Sound Design Emphasis:* In the emphasis add one credit of DRAM 3910 and reduce electives to 9 credits. *Changes to the Stage Management Emphasis:* In the emphasis requirements, reduce DRAM 3781 to one credit and increase the DRAM 3910 requirement to 2 credits. Total credit hours for the degree will change not change.

Reason for request:

Math Gen Ed wording changed per Math Audit Committee. Faculty voted to replace DRAM 3910 (Advanced Rehearsal and Production) in the Drama core with DRAM 3781, Topics in Dramatic Literature. This lowers the total number of crew assignments for most drama majors and has them take an additional course in dramatic literature. We acknowledge that for stage management emphasis majors there is no change in the number of credits for DRAM 3910 and DRAM 3781 from the previous degree sheet.

Program Changes
Recommended for Approval by the Academic Programs Council or Graduate Council
March 2025

New Programs

DODGE FAMILY COLLEGE OF ARTS AND SCIENCES

Economics, Bachelor of Science (RPC TBD, MC BTBD)

Requesting the addition of a Bachelor of Science with a Level III program name of Economics to be effective Fall 2026. The program requires 120 total hours with 30 hours in the major requirements and 6 hours of major support math requirements. An overall retention GPA (combined and OU) of 3.00 and major retention GPA (combined and OU) of 3.25 is required for graduation.

Reason for request:

The proposed program will align with the plan for the department to offer two tracks for students interested in the subject of Economics: the BS Economics degree will offer a more data-focused (quantitative) track to include Calculus II, directed readings/research opportunities, and econometric analysis (ECON 4223). Concurrent with this request to create a new BS degree, the economics department also submitted a request to modify our existing BA Economics degree, changing it to remove the requirement for Calculus II. The revised BA degree will allow students to focus more on economic theory and application outside of data science, with a focus on applied social science and business applications, and they will not be required to continue to higher-level math (Calc II) if their goals do not include completing this course. The idea is to finish this joint-request process with a dual-pathway (BA or BS) pair of undergraduate degree offerings, allowing students to select their best path.

World Languages and Cultures, Bachelor of Arts (RPC TBD, MC BTBD)

Requesting the addition of a Bachelor of Arts with a Level III program name of World Languages and Cultures and five Level V concentrations: Arabic, Chinese, French, German, and Italian. The program requires 120 total hours with 30 hours in the major requirements and 3 hours of major support.

Reason for request:

The World Languages and Cultures major, by replacing five individual majors with streamlined concentrations in Arabic, Chinese, French, German, and Italian, will provide a resource-efficient, adaptable, sustainable model that will enhance cooperation and better serve students.

Program Deletion

DODGE FAMILY COLLEGE OF ARTS AND SCIENCES

German, Master of Arts (RPC 100, MC M490)

Requesting the deletion of the M.A. in German effective Spring 2025. There are no students enrolled. Three graduate GERM courses will be deleted.

Reason for request:

We haven't admitted anyone to the program since 2016. Our last student graduated in 2021.

Program Requirement Changes

DODGE FAMILY COLLEGE OF ARTS AND SCIENCES

Economics, Bachelor of Arts (RPC 047, MC B300)

Course requirement changes to remove the MATH 2123 or MATH 2423 Calculus II requirement. Add free elective to keep total hours the same. Total hours for the degree will not change.

Reason for request:

Department is wanting to provide two Economics options in Dodge Family College of Arts and Sciences to include a revised Bachelor of Arts (having dropped Calculus II requirement) and additionally request to create a new Bachelor of Science degree. (that retains the Calculus II requirement and adds other requirements).

Cellular and Behavioral Neurobiology: Psychology, Doctor of Philosophy (RPC 363, MC D149)

Program requirement changes. We request to change the requirement of PSY 6990 Independent Study (6-9 hours of laboratory rotations, 2-3 in CBN affiliated labs) to XXX 5990/6990 Independent Study to accommodate students doing rotations in the labs of CBN faculty in other departments. Total hours for the degree will not change.

Reason for request:

CBN students are currently being hindered in doing laboratory rotations in CBN labs outside their home unit. It was always intended that CBN students could do CBN laboratory rotations outside their home unit, but this was not written clearly into the program requirements. The proposed change would clarify that rotations can be outside the home unit.

Mathematics, Master of Arts (RPC 154, MC M670)

Program requirement changes. The only change is to increase the required number of credit hours from 32 to 33, for the non-thesis option of the degree. Electives have changed from 11-14 to 12-15 hours. Total hours for the degree will change from 32 to 32-33.

Reason for request:

This change is meant to align the degree requirements with the actual course offerings in the Math Department. Virtually all courses offered are for 3 credit hours. The only exceptions are independent study courses and thesis research. Nearly all students completing this degree (in the non-thesis option) do so by taking 11 regular courses, for a total of 33 hours. Thus, increasing the requirement from 32 to 33 does not materially change the degree.

Most of our students are supported by a GTA position, which includes a tuition waiver. The waiver they receive is, according to the Graduate College rules, equal to the number of credit hours required for the degree. Thus, students currently receive a waiver of 32 hours, while taking 33 hours to complete the degree. Upon graduation, such students may then be charged for the

33rd credit hour. These students do valuable teaching work for the university in exchange for the tuition waiver and benefits and having them owe tuition at the end is contrary to the spirit of this arrangement. By raising the requirement to 33 hours, students would receive a tuition waiver that covers their coursework for the degree.

There is no need to modify the thesis-option hours requirement, because the thesis research counts for 2 credit hours, and the remaining 30 hours can be attained with regular 3-credit courses.

Mathematics, Master of Science (RPC 302, MC M671)

Program requirement changes. The only change is to increase the required number of credit hours from 32 to 33, for the non-thesis option of the degree. Electives have changed from 11-15 to 12-16 hours. Total hours for the degree will change from 32 to 32-33.

Reason for request:

This change is meant to align the degree requirements with the actual course offerings in the Math Department. Virtually all courses offered are for 3 credit hours. The only exceptions are independent study courses and thesis research. Nearly all students completing this degree (in the non-thesis option) do so by taking 11 regular courses, for a total of 33 hours. Thus, increasing the requirement from 32 to 33 does not materially change the degree.

Most of our students are supported by a GTA position which includes a tuition waiver. The waiver they receive is, according to the Graduate College rules, equal to the number of credit hours required for the degree. Thus, students currently receive a waiver of 32 hours, while taking 33 hours to complete the degree. Upon graduation, such students are then charged for the 33rd credit hour. These students do valuable teaching work for the university in exchange for the tuition waiver and benefits and having them owe tuition at the end is contrary to the spirit of this arrangement. By raising the requirement to 33 hours, students would receive a tuition waiver that covers their coursework for the degree.

There is no need to modify the thesis-option hours requirement, because the thesis research counts for 2 credit hours, and the remaining 30 hours can be attained with regular 3-credit courses.

Mathematics, Doctor of Philosophy (RPC 155, MC D670)

Program requirement changes. The only change is to drop the "tools of research" requirement as stated in the program description. Total hours for the degree will not change.

Reason for request:

In the past, students in this program were required to pass a test demonstrating reading proficiency in a foreign language (usually French, German, or Russian). At some point the requirement was relaxed to allow, instead, proficiency in a programming language or IRB training for students specializing in mathematics education.

We are proposing to eliminate this requirement. It is still the case that most students opt for the foreign language test. There is broad agreement among the faculty that such tests are no longer valuable in the context of mathematical research. Most research now is written in English, and, in any case, excellent translation software is now widely available at no cost. Having students prepare for and undergo such testing is no longer a good use of their time and energy. Many other PhD programs in Mathematics have eliminated their foreign language requirements.

Regarding programming language proficiency or IRB training, individual PhD committees are free to require these items under the Tools of Research section of the Advisory Conference Report. For students in the RUME option (Research in Undergraduate Mathematics Education)

the PhD committee will certainly be including IRB training there, as it is a requirement for conducting research in that field. Thus, IRB training will still be required for students in the RUME option. We don't see any need to include it in the top-level program description, however. A cursory look at several PhD program descriptions in the social sciences did not turn up any mentions of IRB training.

PRICE COLLEGE OF BUSINESS

Leadership, Undergraduate Certificate (RPC 486, MC T371)

Course requirement changes to add MGT 3403 Conscious Capitalism to the elective course options under the category of Human Capital and Leadership. Total hours for the certificate will not change.

Reason for request:

By adding this course to the Leadership Certificate, it will give students additional flexibility in finding electives to satisfy the requirements for certificate completion. Its placement in the Human Capital and Leadership category reflects the course's emphasis on leading employees (Human Capital) and adds an ethical and stakeholder dimension not emphasized in current offerings in the certificate electives.

GALLOGLY COLLEGE OF ENGINEERING

Chemical Engineering, Doctor of Philosophy (RPC 032, MC D160)

Course requirement changes. Remove CH E 5523 from core courses. Add a minimum of 3 additional electives, with recommendation to take 3-7 Electives (9-21 credit hours) as advised by the ACR. CH E 5523 Advanced Math Methods-Sci/Engr will become one of the offered electives instead of a core course. Dissertation hours will change from 46-56 to 46-68 hours. Total hours for the degree will not change.

Reason for request:

To change the number of required core courses for our PhD program.

GAYLORD COLLEGE OF JOURNALISM AND MASS COMMUNICATION

Creative Media Production, Bachelor of Arts (RPC 135, MC B256)

Program requirement changes to update the Foreign Language or upper-division Western Civ college requirement. Change the title to Language or Humanities and change the requirement to "Choose one (0-3 hours) from: a language course at the intermediate level or demonstrated competency at that level OR Upper-division (3000-4000) level Humanities course must be from Artistic Forms, Western Civilization and Culture, or World Culture." Total hours for the degree will not change.

Reason for request:

To allow students more flexibility in major support requirements by opening the course selection to any Humanities course at the upper division level.

Journalism Advertising, Bachelor of Arts (RPC 134, MC B006)

Program requirement changes to update the Foreign Language or upper-division Western Civ college requirement. Change the title to Language or Humanities and change the requirement to “Choose one (0-3 hours) from: a language course at the intermediate level or demonstrated competency at that level OR Upper-division (3000-4000) level Humanities course must be from Artistic Forms, Western Civilization and Culture, or World Culture.” Total hours for the degree will not change.

Reason for request:

To allow students more flexibility in major support requirements by opening the course selection to any Humanities course at the upper division level.

Journalism, Bachelor of Arts (RPC 137, MC B610, B795, B815)

Program requirement changes to the Journalism option, Professional Writing option, and Public Relations option to update the Foreign Language or upper-division Western Civ college requirement. Change the title to Language or Humanities and change the requirement to “Choose one (0-3 hours) from: a language course at the intermediate level or demonstrated competency at that level OR Upper-division (3000-4000) level Humanities course must be from Artistic Forms, Western Civilization and Culture, or World Culture.” Changes to the Public Relations option includes a course title change for JMC 4433/5433 to Sports Information. Total hours for the degree will not change.

Reason for request:

To allow students more flexibility in major support requirements by opening the course selection to any Humanities course at the upper division level.

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

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

SUBSTANTIVE PROGRAM CHANGES – GRADUATE COLLEGE DEGREE PROGRAMS – HSC

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 Office of the Oklahoma State Regents. The requested modifications will align more closely with other regional and national graduate institutions that require fewer than 90 credit hours. The reduced time to earn the degree would be attractive to prospective students and would prove beneficial for recruitment purposes. The changes would also result in more efficient use of student time and reduced time to initiate professional careers. Moreover, the reduction in dissertation hours would allow for more efficient use of research funding which ultimately results in increasing the total number of students matriculating through the programs.

The noted academic programs 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 the submission to the Oklahoma State Regents.

President Harroz recommended the Board of Regents approve the following changes in the Doctor of Philosophy and Master of Science degree completion requirements in Graduate College programs:

- I. Biochemistry and Molecular Biology, Doctor of Philosophy, reduce the number of hours for the degree from 90 to 72 by reducing the minimum required credit hours of Dissertation Research BIOC 6980 from 40 to 22;
- II. Cell Biology, Doctor of Philosophy, reduce the number of hours for the degree from 90 to 72 by reducing the minimum required credit hours of Dissertation Research CELL 6980 from 34 to 21;
- III. Microbiology and Immunology, Doctor of Philosophy, reduce the number of hours for the degree from 90 to 72 by reducing the minimum required credit hours of Dissertation Research MI 6980 from 38 to 52 to 20 to 34;
- IV. Neuroscience, Doctor of Philosophy, reduce the number of hours for the degree from 90 to 72 by reducing the minimum required credit hours of Dissertation Research OCNS 6980 from 32 to 24;
- V. Pathology, Doctor of Philosophy, reduce the number of hours for the degree from 90 to 72 by reducing the minimum required credit hours of Dissertation Research PATH 6980 from 60 to 42 and updating the credit hour range for Journal Club PATH 6010 from 6 to 1-12;
- VI. Pharmaceutical Sciences, Doctor of Philosophy, reduce the number of hours for the degree from 90 to 72 by reducing the minimum required credit hours of Dissertation Research PHSC 6980 from 45 to 27 for the Specialization in Basic Pharmaceutical Sciences and from 25-45 to 27 for the Specialization in Social/Administrative Sciences (Pharmacy Administration);
- VII. Physiology, Doctor of Philosophy, reduce the number of hours for the degree from 90 to 72 by reducing the minimum required credit hours of Dissertation Research PHYO 6980 from 30 to as needed to achieve a minimum of 72 overall hours. Additionally, students can adjust the number of credit hours of Special Studies PHYO 5990 needed to achieve the minimum overall hours of 72 for the degree; and
- VIII. Nutritional Sciences, Master of Science, update language for prerequisite coursework from required to recommended for the following courses: Human Physiology and Lab, Intro to Biochemistry, Intro to Nutrition, and Organic Chemistry. Program admissions requirement changes from accepting a Bachelors degree in nutrition or dietetics to accepting any Bachelors degree, and recommends a Bachelors degree in nutrition or health-related fields.

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

PROGRAM REQUEST – NEW CERTIFICATE PROGRAM, COLLEGE OF MEDICINE – HSC

The Readiness through Interdisciplinary Skill Enhancement in Medical Education (RISE-MED) certificate program equips students with critical skills and knowledge that are directly transferable to the workforce, particularly in the fields of medicine and public health. These competencies are tailored to meet the needs of students preparing for medical school and careers in health sciences, with a specific focus on students from Tribal, Rural, and Underserved communities (TRU-OK students). The following skills and knowledge will be provided:

- Biomedical Sciences. Students will gain foundational knowledge in key biomedical fields, including physiology, genetics, cell biology, immunology, and biochemistry. These subjects are critical for success in medical school and are directly relevant to careers in healthcare, research, and related fields.
- Public Health and Social Determinants of Health. The program emphasizes an understanding of public health, including biostatistics, epidemiology, and the social determinants of health. This knowledge is vital for addressing health disparities, particularly in underserved communities, and can be applied to careers in public health, healthcare administration, and health policy.
- MCAT Preparation and Medical School Entry Skills. A key component of the certificate program is preparing students for the Medical College Admission Test (MCAT) through targeted coursework on critical analysis and reasoning skills (CARS) and interviewing techniques. These skills not only enhance students' competitiveness for medical school admission but also prepare them for professional success in healthcare environments.
- Critical Thinking and Analytical Skills. Through courses in biomedical sciences, public health, and MCAT preparation, students will develop advanced critical thinking and analytical skills. These competencies are essential for problem-solving in medical practice research, and health policy.
- Interdisciplinary Knowledge. The program provides a comprehensive understanding of both biomedical and public health sciences, bridging the gap between these fields. This interdisciplinary knowledge is essential for addressing complex healthcare challenges, such as those related to chronic diseases, health disparities, and preventative medicine.
- Career Development and Mentorship. Students will engage in career development activities, including mentorship and professional ethics, which will prepare them for medical school admissions and provide long-term career guidance. This aspect of the program ensures that graduates are equipped with the professional skills necessary for success in medical and health science careers.

This skillset ensures that graduates of the RISE-MED program are well-prepared for medical school and related careers in the health sciences, contributing to a workforce capable of meeting the growing healthcare demands, particularly in underserved communities. The certificate's focus on interdisciplinary learning, career development, and practical healthcare skills makes it a valuable asset to both students and employers.

RISE-MED Post-Baccalaureate Certificate Course Sequence

Semester 1:		
Course Name	Course Number	Credit Hours
MCAT Prep	MED 7003	3
Foundations in Biomedical Sciences	MED 7013	3
Social Determinants of Health	MED 7023	3
Semester 2:		
Course Name (2 of the following electives)	Course Number	Credit Hours (2 of the following 4 options)
Molecular Biology	MED 7033	3
Immunology	MED 7043	3
Biostatistics Methods I	BSE 5163	3
Principles of Epidemiology	BSE 5113	3
	Total Hours	15

President Harroz recommended the Board of Regents approve a new post-baccalaureate certificate program in the College of Medicine's Family and Preventative Medicine.

1. The program is Readiness through Interdisciplinary Skill Enhancement in Medical Education (RISE-MED), a post-baccalaureate certificate;
2. The admissions requirements are that all applicants be U.S. citizens or hold a permanent visa and have earned a minimum of 90 semester hours. All eligible applicants must have a minimum GPA of 3.0; and
3. The total credit hours for the certificate program are 15.

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

PROGRAM MODIFICATION – BACHELOR OF SCIENCE IN NURSING PROGRAM – HSC

Oklahoma State Regents for Higher Education Policy 3.4.3. requires that instructional programs obtain approval for modifications to existing programs. These modifications will enable the College to facilitate more streamlined transfer and articulation pathways for students and to clarify Bachelor of Science in Nursing prerequisites for prospective and current students that align with the General Education and graduation requirements of the Oklahoma State Regents for Higher Education and the University of Oklahoma. Revised degree checksheets are attached hereto as Exhibit C.

President Harroz recommended the Board of Regents approve modifications to the Bachelor of Science in Nursing Program to update the prerequisites and graduation requirements for admission to all tracks (Traditional BSN, Accelerated BSN, RN to BSN, LPN to BSN) to increase transfer opportunities to the programs.

- A. Remove Statistics as the required mathematics course in Core Area I and replace it with “any General Education 3-hour mathematics course;”
- B. Remove General Psychology and Lifespan Development from Core Area III and replace them with “General Education Social Science 3-hour elective;”
- C. Change Core Area V First-Year Experience and Core Area VI Upper Division from prerequisites to graduation requirements, allowing students to transfer these courses in or take them during College of Nursing enrollment;
- D. Clarify the Science Prerequisites for Human Anatomy and Human Physiology are either BIOL 1114/1121 Introductory Zoology and Lab or BIOL 1124 Introductory Biology, as more fully described on each of the Revised Requirements for the Bachelor of Science in Nursing Degree Sheets, attached for Board of Regents approval;
- E. Reduce the prerequisite coursework from 61 credit hours to 60 credits hours, reducing the overall hours for the Bachelor of Science in Nursing degree from 121 to 120 to facilitate transfer and align with pipeline school degree requirements; and
- F. Remove MBIO 3813/3812 from Core Area II Natural Sciences.

President Harroz further recommended the Board of Regents approve modifications to the LPN to BSN track, as reflected on the Revised Requirements for the Bachelor of Science in Nursing (LPN to BSN) Degree Sheet, attached for Board of Regents approval.

- A. Reduce the Advanced Standing Examination Credit from 30 credit hours to 22 credit hours to align with the Oklahoma State Regents for Higher Education State-Wide Articulation Agreement with technology centers; and
- B. Increase the required didactic coursework from 30 credit hours to 38 credit hours for the LPN-BSN track.

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

PROGRAM TERMINATION – GENETICS COUNSELING, GRADUATE COLLEGE – HSC

Following an extended period of suspension, it is necessary to formally terminate the Masters of Science degree option in Genetics Counseling. This recommendation is based on the current unavailability of the specialized faculty expertise and institutional resources necessary to reopen the program with the necessary faculty complement, and at the level of quality and rigor consistent with our academic standards, and as was indicated by the most recent program review.

Genetics Counseling faculty and staff have relocated and/or retired from the University and at the present time, the college is unable to replace these critical personnel. No current students, staff, or faculty will be affected by this action. The decision to terminate the program at this time reflects a pragmatic alignment of resources rather than a reflection on the program's prior leadership or its academic value. The contributions made under the direction of past program leadership are recognized and appreciated. The program graduates and alumni are exceptional.

The University remains committed to the long-term relevance of academic offerings in the Genetics Counseling. Accordingly, plans will be developed to revisit and potentially reestablish a program in this field with recruitment of new faculty who hold the appropriate disciplinary expertise and capacity to support a sustainable, high-quality curriculum in addition to providing clinical and professional service.

This course of action will allow the University to responsibly steward resources while remaining attentive to future opportunities for programmatic growth and innovation in the Genetics Counseling discipline.

President Harroz recommended the Board of Regents approve termination of the Master of Science in Genetics Counseling.

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

REVISIONS TO THE FACULTY HANDBOOK – HSC

The Office of the Senior Vice President and Provost has revised Section 3 of the Faculty Handbook to reflect current and/or best practices related to faculty personnel policies. This section was sent to the responsible office(s) or subject matter expert(s) for review and revision. The revisions were then disseminated to other stakeholders, including the Faculty Senate Executive Committee.

SECTION 3 - Faculty Personnel Policies and General Information

Revisions to Section 3, as described below. Changes are attached hereto as Exhibit D.

- 3.1 Faculty Appointments and Information:
 - Edited to clarify dual employment relationship includes OUH and OUHPI appointments or contracts for service. This is also reflected in 3.1.2.
- 3.1.1 Regular Faculty. Revised to reflect regular faculty can be paid by an approved external entity, including OUH/OUHPI.
- 3.1.2 Limited Term Faculty
 - Limited Term Faculty: Edited for clarity. Limited Term faculty may be terminated for any lawful reason with sixty (60) days' notice. The Dean's exception to this notice is for terminations for cause under 3.16.1.
 - Revised to reflect limited term faculty can be paid by an approved external entity, including OUH/OUHPI.

- 3.1.3 Dually Employed/Appointed Faculty
 - Revised to reflect that OTRS Physicians are considered dually appointed.
 - Clarifies that dually appointed faculty can hold an unpaid academic appointment at OUHSC and a full or partial FTE at OUH/OUHPI.
- 3.1.8 Primary, Joint, and Secondary Appointments
 - Revised to reflect that Center-Supported Faculty positions must be made with the input and approval of the chair and dean of the academic home, who must be included in the complete hiring process and decision.
 - Adding an MOU requirement for the faculty hire to reflect the chair/dean responsibility for performance and compensation reviews.
- 3.2.1 Appointment of New Regular or Limited Term Faculty. Clarifying that offers must come from the Dean for compensation under \$150,000 and from the Provost if exceeding \$150,000.
- 3.2.2 Changes in Status. Revised to replace “Affirmative Action” with “national search” as a requirement precedent to changing a limited term appointment to regular faculty
- 3.2.3 Notification of Termination of Tenure Track of Consecutive Term. Edited for clarity. Tenure track and consecutive term may be non-renewed or terminated for any lawful reason with the notice provisions (i.e., 90-365 days’ notice). If cause exists under 3.16.1, the termination will be effective immediately, subject to appeal and reinstatement with backpay and applicable fringe benefits if successful on appeal.
- 3.8.3 Pre-Tenure Period: Adding a provision that in rare circumstances, a highly qualified new faculty member may be appointed with tenure if all requirements are met, as set forth in Section 3.8.3(d).
- 3.10 Sabbatical Leave Policy. Clarifying that sabbatical leave as a result of a scholarship, award, or fellowship should follow the procedures for faculty awards and fellowships from the Provost’s office in 3.15.
- 3.13 Endowed Chairs and Endowed Professorships.
 - Specifying that review of endowed position holders will be performed by the dean and Provost.
 - Revising the term from two consecutive cycles to “stated term”.
- 3.16 Abrogation of Tenure, Termination of Employment, Severe Sanctions, Summary Suspension, and other Disciplinary Actions
 - 3.16(a) Abrogation of Tenure. Makes clear that tenured faculty can be terminated only through the tenure abrogation process.
 - 3.16(a) and 3.19.1(f) New Prehearing Panel: Adds additional due process where a pre-hearing panel of three members will hear positions on both sides of the appeal and vote on whether to advance the matter to a formal hearing. Revised further for consistency with Norman campus process and allows the President to place a tenured faculty member on unpaid leave after the prehearing conference, subject to backpay and applicable fringe benefits should the Hearing Committee find the appeal should move forward.
 - 3.16(b) Termination of Employment: Clarifies process for consistency with 3.2.3. Clarifies that limited term employees can be terminated without sixty (60) days’ notice with cause pursuant to Section 3.16.1.

- 3.16(c) Severe Sanctions: Permits Senior Vice President and Provost to place a faculty member on paid administrative leave or assign the faculty member to other duties or a redistribution of effort during the appeal. Clarifies that faculty on unpaid leave shall not accrue PTO.
- 3.16.1 Grounds for Abrogation/Termination/Severe Sanctions: Adds “egregious or repeated unprofessionalism” and “inability to perform essential job functions with or without accommodation” as grounds for termination. Revises and makes all grounds appealable, but clarifies that for some grounds, the appeal is limited to relevance under that specific subsection.
- 3.19 Faculty Appeals Board Process
 - 3.19.1 Initiation of Appeal and Request for Hearing: Shortens request period from 30 to 20 University business days. Includes new prehearing conference procedure to permit quicker process and hearing of the claim prior to convening a full panel. Clarifies that allegations of discrimination or harassment must be addressed under those policies and are not within the jurisdiction of the Faculty Appeals Board.
 - 3.19.2 Formal Faculty Appeals Board Hearing Procedure: Removes preemptory strike procedure. Panel members will be removed only for cause (bias, known conflict of interest, or personal interest). Reduces the panel from seven members to five, with three alternates. Clarifies that alternates may attend the hearing but may not participate in the hearing or deliberations unless and until a panel member is unable to serve.
 - 3.19.3 Faculty Appeals Board Hearing Regulations –
 - Parties may have counsel or a colleague at both the pre-hearing conference and the hearing. As with prior rules, however, counsel or the colleague may not question witnesses or address the panel/committee.
 - Written statements of both parties will now be provided to the panel one day in advance of the hearing, to be returned at the hearing.
 - Establishes that the Senior Vice President and Provost will work with the Open Records Office to expedite record requests and will use authority as it possesses to require the presence of witnesses.
 - Clarifies burden of proof.

President Harroz recommended the Board of Regents approve the revisions to the Health Sciences Faculty Handbook Section 3 as proposed.

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

REVISIONS TO THE FACULTY & FACULTY SENATE CHARTER – NC

The Faculty Senate is proposing revisions to the Faculty and Faculty Senate Charter (Charter). These changes aim to modernize the language, align the Charter with current practices, and enhance shared governance on the Norman Campus.

Key Changes:

- Updated Language: Many of the proposed revisions update the language of the Charter to reflect current terminology and usage. For example, the Informational Staff Association was updated to be the Staff Senate.

- Procedural Updates: Procedural text (such as requiring the officers meet with the President and the OU Health Sciences and OSU faculty senate leaderships a certain number of times each semester) was removed from the Charter. These procedures will be moved to the bylaws which will be revised in the upcoming year to reflect approved changes to the Charter.
- Expanded Faculty Definition: The definition of faculty was broadened to include all full-time faculty, both regular (assistant, associate, and professors) and non-regular (instructors, researchers, etc.). This change gives non-regular faculty representation in the Senate and the opportunity to serve in the Senate and as Faculty Senate appointees on committees, as allowed by committee composition guidelines. Currently, this is the only group on campus not represented by some form of shared governance. This change does not impact departmental voting rights or affect tenure/promotion and hiring votes and policy.
- Mission and Preamble: A mission statement for faculty and a preamble for the Faculty Senate were added to articulate their purpose within the University and shared governance.
- Increased Senate Size: The Senate size will increase from 50 to 60 senators. Non-regular faculty will be eligible to vote for and serve as senators. By increasing the senate size, we anticipate that no college will lose senate seats with the next reapportionment which will include non-regular faculty in the headcount.

The Charter was revised by the Faculty Senate Officers with input from the Faculty Senate Executive Committee and the Faculty Senate. In February 2025, the Faculty Senate voted to send the proposed revisions to the full faculty for a vote. In March and April, the Faculty Senate Officers held open town halls for faculty interested in learning more about the proposed changes to the charter and sent several emails explaining these changes to the faculty. The faculty vote was conducted online from April 28 - May 2, 2025. Per the Charter guidelines, a minimum of 20% (n=210) of the faculty must vote for the vote to be considered valid. Three hundred seventy-five (375) faculty voted, and the revisions passed with 86-94% in favor of each proposed revision, meeting the requirement of two-thirds of those voting for approval. For the revisions to be considered finalized, the Board of Regents. The changes are attached hereto as Exhibit E.

President Harroz recommended the Board of Regents approve the revisions to the OU-Norman Faculty & Faculty Senate Charter.

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

POLICY REPEAL AND APPROVAL – POLICY DEVELOPMENT AND MANAGEMENT POLICY – ALL

The Office of University Policy is proposing repeal of the Policy Management Policy 3.10 and approval of Policy Development and Management Policy. The current University policy reflects the previous processes used to manage policies within the current online policy repository PolicyTech. These changes aim to align the policy with current procedures in policy development and establish a three-year review cycle for Board of Regents' level policies. The

new Policy allows for a consistent and transparent process for all University Policy to be thoroughly reviewed, approved, and maintained within the new policy repository, PolicyStat, and made broadly available to the campus community and public. The new policy is attached hereto as Exhibit F.

President Harroz recommended the Board of Regents repeal the current Policy Management Policy 3.10 and approve the Policy Development and Management Policy.

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

POLICY DELETION — SCHOLARSHIP AND FINANCIAL AID INFORMATION – All

During a current review of Board of Regents' policies, it was discovered that Board of Regents' Policies 4.7 and 5.7 are duplicative policies. It is recommended that policy 5.7 be removed from Board of Regents' policies. The deleted policy is attached hereto as Exhibit G.

President Harroz recommended the Board of Regents approve removing Board of Regents' Policy 5.7 entitled Scholarship and Financial Aid Information as a duplicative policy.

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

POLICY REVISION – PRESERVATION OF THE PEACEFUL ENVIRONMENT – All

The Preservation of the Peaceful Environment Policy is being revised to reflect current procedures, which are silent on the issuing authority for a Notice to Vacate. In addition, the Policy is being revised to remove the Notice to Vacate form from Board of Regents approval level. This will allow the individual campuses to modify Notice to Vacate forms to reflect their campus operations. The amended policy is attached hereto as Exhibit H.

President Harroz recommended the Board of Regents approve revisions to Regents Policy 2.1.1.2 regarding administrative trespass warnings on all campuses.

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

POLICY REVISION – INSTITUTIONAL EQUITY OFFICE POLICIES – All

Revisions are needed to comply with (i) Executive Order 14173 Ending Illegal Discrimination and Restoring Merit-Based Opportunity ("EO 14173"), which revoked Executive Order 11246 addressing affirmative action requirements of federal contractors, and (ii) Executive Order 14168 Defending Women from Gender Ideology Extremism and Restoring Biological Truth to the Federal Government, which states that the definition of sex under federal law refers to "an individual's immutable biological classification as either male or female."

Consistent with BOR Policy 15.1.4, the Institutional Equity Office made interim amendments to BOR Policy 15.1.1 to adjust the University's Statement on Affirmative Action and to BOR Policy 15.1.2—Affirmative Action Plan to ensure compliance with EO 14173.

Additional changes are needed to ensure the University's Non-Discrimination statement is consistent with the referenced executive orders. This includes updated language in BOR Policy 15.1.1 and subsequent changes in BOR Policy 15.1.3 that reflect the changes made in BOR Policy 15.1.1. The revised policies are attached hereto as Exhibit I.

President Harroz recommended the Board of Regents approve amendments to the Board of Regents Institutional Equity Office Policies to ensure compliance with recent executive orders.

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

POLICY REVISION – STAFF SENATES – ALL

The proposed change to Regents' Policy 2.1.1.1 removes the reference to "member groups" (e.g. administrative employees, hourly employees, and professional employees) which no longer accurately reflects the current structure of staff senates. Staff senates are no longer broken into member groups, which occurred as part of the update to operating procedures in 2023. These policy changes have been reviewed and approved by Human Resources, all Staff Senate Executive Committees, and the Office of Legal Counsel. The changed policies are attached hereto as Exhibit J.

President Harroz recommended the Board of Regents approve the revisions to the Staff Senates Policy for all campuses under 2.1.1.1 of the Board of Regents Policy Manual.

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

MEDICAL CARRIER SELECTION – ALL

The University recently accepted proposals for a third-party administrator and network provider for the self-funded medical for all three campuses in Norman, Oklahoma City, and Tulsa as well as Cameron University and Rogers State University. The goal of this initiative included the opportunity to bring creative solutions for better healthcare outcomes, the potential to customize condition specific programs, and to find a payer that would be fiscally responsible with a strong focus on service and coverage.

Representatives from Faculty and Staff Senates, the Employee Benefits Committee, Human Resources, the Retiree Association, Rogers State University, and Cameron University comprised the RFP Review Committee. The committee was tasked with reviewing proposals submitted by all interested responders, providing finalist recommendations, and then making a final recommendation to President Harroz. The evaluation committee was assisted in its review by the University's fringe benefit consultant, Aon. The RFP evaluation committee made a recommendation to President Harroz in early May 2025.

In response to the competitive solicitation, the following firms responded to the medical plan request for proposal:

MEDICAL CARRIER

Aetna
Blue Cross Blue Shield of Oklahoma
Cigna Health and Life Insurance Company
United Healthcare

HEADQUARTERS

Hartford, CT
Tulsa, OK
Bloomfield, CT
Minnetonka, MN

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

Lee Camargo-Quinn, Director of Benefits, Tri-Campus
Don Clothier, OU Retiree Association Member
Mick Coponiti, VP of Business and Finance, Cameron University
Don Eberly, Credentialing Manager, HSC Campus
Fernando Esteban-Florez, Associate Professor, HSC Campus
Jamil Haynes, HR Director, Rogers State University
Rebecca Loraamm, Associate Professor, Norman Campus
Amanda Warren Marshall, Sr Instructional Designer, Norman Campus
Sarah Smith, Administrative Coordinator, HSC Campus

The committee invited three carriers to the finalist interviews for medical: Aetna, Blue Cross Blue Shield, and Cigna.

The evaluation criteria for the RFP included both non-financial and financial measures. As a result of the evaluation matrix below, the RFP committee selected Blue Cross Blue Shield of Oklahoma to serve as the University's third-party administrator and network provider for the self-funded medical plan. Medical coverage under the new vendor will begin on January 1, 2026.

The University is committed to providing the same health coverage options to eligible pre-Medicare retirees as is available for eligible employees; however, the University reserves the right to amend, modify, or terminate any provisions of the policy by a Board of Regents' resolution at any time.

Medical Score Criteria Sections	Weight	Aetna	BCBS	Cigna
Financial	30%	21	26	20
Provider Disruption and Network Access	15%	15	18	16
Plan Administration	15%	58	62	57
Network and Case/Utilization Management	10%	7	8	7
Account Management	10%	4	4	3
Performance Guarantees	10%	7	8	7
Mandatory Requirements	10%	30	32	28
Total Score	100%	22	25	21
Ranking		2	1	3

President Harroz recommended the Board of Regents authorize the President or his designee to enter into negotiations and execute the terms of the contract with Blue Cross and Blue Shield of Oklahoma (BCBS), the proposal respondent providing the best health management and member experience, to serve as the University of Oklahoma's third-party administrator and network provider for the self-funded medical plan for active employees, pre-Medicare retirees, and COBRA-qualified beneficiaries for the one-year period beginning January 1, 2026, with the option to renew for four additional one-year periods not to exceed December 31, 2030.

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

PHARMACY CARRIER SELECTION – ALL

The University recently accepted proposals for a third-party pharmacy benefit manager for the self-funded medical for all three campuses in Norman, Oklahoma City, and Tulsa as well as Cameron University and Rogers State University. The objectives of this initiative included the ability to provide a financially competitive proposal, offer excellent customer service to members, provide quality account management, and the ability to be a strong partner who will help the university achieve their goals and strategic vision.

Representatives from Faculty and Staff Senates, the Employee Benefits Committee, Human Resources, the Retiree Association, Rogers State University, and Cameron University comprised the RFP Review Committee. The committee was tasked with reviewing proposals submitted by all interested responders, providing finalist recommendations, and then making a final recommendation to President Harroz. The evaluation committee was assisted in its review by the University's fringe benefit consultant, Aon. The RFP evaluation committee made a recommendation to President Harroz in early May 2025.

In response to the competitive solicitation, the following firms responded to the pharmacy plan request for proposal:

PHARMACY BENEFIT MANAGER

Blue Cross Blue Shield of Oklahoma
CVS Pharmacy, Inc.
Express Scripts, Inc.
MedImpact Healthcare Systems, Inc.
Rightway Healthcare, Inc.

HEADQUARTERS

Tulsa, OK
Woodstock, RI
St. Louis, MO
San Diego, CA
New York, NY

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

Lee Camargo-Quinn, Director of Benefits, Tri-Campus
Don Clothier, OU Retiree Association Member
Mick Coponiti, VP of Business and Finance, Cameron University
Don Eberly, Credentialing Manager, HSC Campus
Fernando Esteban-Florez, Associate Professor, HSC Campus
Jamil Haynes, HR Director, Rogers State University
Rebecca Loraamm, Associate Professor, Norman Campus
Amanda Warren Marshall, Sr Instructional Designer, Norman Campus
Sarah Smith, Administrative Coordinator, HSC Campus

The committee invited the five carriers to the finalist interviews for pharmacy: Blue Cross Blue Shield, CVS, Express Scripts, MedImpact, and Rightway.

The evaluation criteria for the RFP included both non-financial and financial measures. As a result of the evaluation matrix below, the RFP committee selected Rightway to serve as the University's pharmacy benefit manager for the self-funded medical plan. Pharmacy management under the new vendor will begin on January 1, 2026.

The University is committed to providing the same health coverage options to eligible pre-Medicare retirees as is available for eligible employees; however, the University reserves the right to amend, modify, or terminate any provisions of the policy by a Board of Regents' resolution at any time.

Pharmacy Score Criteria Sections	Weight	BCBS	CVS	ESI	Med-Impact	Rightway
Financial	30%	2.2	3.3	3.8	2.9	4.9
Network and Formulary Disruption	15%	2.8	3.0	3.8	3.0	4.1
Innovation	10%	2.6	3.1	3.8	3.2	4.6
Administrative Competencies	25%	2.7	3.2	3.8	3.2	4.7
Adherence to Bidding Requirements	20%	2.1	3.2	3.7	2.8	4.4
Total Score	100%	2.4	3.2	3.8	3.0	4.6
Ranking		5	3	2	4	1

President Harroz recommended the Board of Regents authorize the President or his designee to enter into negotiations and execute the terms of the contract with Rightway, the proposal respondent providing the best pharmacy benefit management and member experience, to serve as the University's third-party administrator of prescription drug benefits for the self-funded medical plan for active employees, pre-Medicare retirees, and COBRA-qualified beneficiaries for the one-year period beginning January 1, 2026, with the option to renew for four additional one-year periods not to exceed December 31, 2030.

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

STUDENT HEALTH PLAN PREMIUMS – ALL

In April 2025, Human Resources, in collaboration with student health consultant, Humaculture, Inc., initiated the renewal process for the student health plan. It was decided that no changes would be made to the plan design, and Blue Cross Blue Shield – Academic Blue will continue as the plan carrier for the 2025–2026 academic year.

For the 2025–2026 academic year, total premium costs for the student health plan on the Norman campus will increase by 11.4% due to claims experience. Similarly, rates for the University Health campus will rise by 7% compared to Spring 2025, also driven by claims activity. The primary factor contributing to these increased claims is the rising cost of specialty medications.

The student health plan rates are reviewed and adjusted each academic year. As part of this process, Human Resources, in collaboration with the student health consultant Humaculture, Inc., evaluated the option of increasing the stop-loss attachment point. The current stop-loss threshold of \$175,000 has remained unchanged for several years. Given the continued rise in stop loss fees and the number of students who would have reached the \$200,000 attachment point (two on the Norman campus; one on the Health Sciences Center campus) it is reasonable to consider an increase. Human Resources is proposing to raise the stop-loss attachment point to \$200,000 for the 2025–2026 academic year.

Below is a summary of the proposed 2025–2026 student health rates for the Norman campus. The first table outlines rates for domestic, international, and graduate assistant students. The second table provides rates for students enrolled in the Center for English as a Second Language (CESL), also located on the Norman campus. The third table presents rates for students attending the Health Sciences Center campus. Please note that health coverage is required under the Regent's policy and must be obtained either through the Student Health Plan or a qualified alternative plan for students at the Health Sciences Center.

2025-2026 Student Health Plan Premiums – Norman Campus

	Annual	Fall	Spring/Summer	Summer
Coverage Begin	08/15/2025	08/15/2025	01/12/2026	05/11/2026
Coverage End	08/14/2026	01/11/2026	08/14/2026	08/14/2026
Student Only	\$2,714.00	\$1,132.00	\$1,623.00	\$725.00
Spouse Only	\$2,442.00	\$1,019.00	\$1,460.00	\$652.00
Child(ren) Only	\$2,173.00	\$906.00	\$1,299.00	\$580.00

2025-2026 Student Health Plan Premiums – Center for English as a Second Language (CESL)

	Fall 1	Fall 2	Spring 1	Spring 2	Summer 1	Summer 2
Coverage Begin	08/15/25	10/18/25	01/12/26	03/16/26	05/11/26	06/29/26
Coverage End	10/17/25	01/11/26	03/15/26	05/10/26	06/28/26	08/14/26
Student Only	\$483.00	\$649.00	\$475.00	\$423.00	\$370.00	\$355.00
Spouse Only	\$435.00	\$584.00	\$428.00	\$380.00	\$333.00	\$319.00
Child(ren) Only	\$387.00	\$520.00	\$381.00	\$338.00	\$296.00	\$284.00

2025-2026 Student Health Plan Premiums – Health Sciences Center

	Annual	Summer	Fall 1	Fall 2	Fall 3	*Spring
Coverage Begin	06/01/25	06/01/25	06/01/25	07/01/25	08/15/25	01/01/26
Coverage End	05/31/26	07/31/25	12/31/25	12/31/25	12/31/25	05/31/26
Student Only	\$3,847.00	\$653.00	\$2,289.00	\$1,968.00	\$1,487.00	\$1,615.00
Spouse Only	\$3,860.00	\$655.00	\$2,297.00	\$1,975.00	\$1,492.00	\$1,621.00
Child(ren) Only	\$3,190.00	\$541.00	\$1,898.00	\$1,632.00	\$1,233.00	\$1,339.00

*May be revised based on fall semester experience.

President Harroz recommended the Board of Regents authorize the President or his designee to approve the Student Health Plan premium increase and stop-loss attachment point increase for the Norman Campus and the Health Sciences Center for the 2025-2026 academic year.

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

STEPHENSON CANCER CENTER GROUND LEASE – TULSA

The State of Oklahoma has a significant need to expand cancer-related care to serve the population of Northeast Oklahoma. The development of a new Stephenson Cancer Center facility in the Tulsa metropolitan area will provide Northeast Oklahoma needed patient services and innovative clinical trials, while also supporting the University's strategic plan. The Trust intends to enter into a ground lease with the University for a parcel of property located at 41st and Yale on the OU Schusterman Campus in Tulsa, Oklahoma, in return for the University's cooperation and financial participation in designing and constructing a Facility on the property to be used for University research and a clinical practice to be managed by OU Health. The University's financial support for the construction of the Facility is not expected to exceed \$60 million. Upon completion, the Facility will be owned and maintained by the Trust until the termination or expiration of the Lease, at which time the Facility will pass to the University.

President Harroz recommended the Board of Regents:

- I. Authorize University Administration to negotiate and execute a Development and Ground Lease Agreement (the "Lease") with University Hospitals Trust ("Trust") pursuant to which a parcel of property located at 41st and Yale in Tulsa, Oklahoma, would be leased on a net basis to the Trust, and the Trust would construct, with support from the University, philanthropic funds, the State of Oklahoma in the form of appropriations, and other sources, a new Stephenson Cancer Center facility of approximately 151,000 square feet, for University research and a clinical practice to be managed by OU Health ("Facility"), with such Lease containing such other terms and conditions as deemed necessary or appropriate by University Administration with the advice of the University's Vice President and General Counsel; and

- II. Authorize University Administration to negotiate and execute, with the advice of the University's Vice President and General Counsel, any other operational, affiliation, or other agreements deemed necessary or appropriate to effectuate such leasing transaction.

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

BIOMEDICAL SCIENCES BUILDING 6th FLOOR LAB RENOVATIONS – HSC

First approved at the March 2023 meeting as an addition to the Campus Master Plan of Capital Improvements, this project involves the renovation of approximately 20,000 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. The renovation of this space will allow the University to attract and retain faculty, post-docs, and students expecting a modern, up-to-date, biomedical research facility. At the June 2023 meeting, the Board ranked Miles Architecture first among architectural firms considered to provide design services for the project. At the June 2024 meeting, the Board ranked Lippert Bros. highest among construction managers considered to provide professional services for the project.

The estimated total project cost is \$9,782,000. It is proposed that the Board of Regents authorize the University administration to contract and make payments with a maximum cost not to exceed \$8,150,000 for construction of the project.

Funds to cover the costs associated with the project have been identified, are available and budgeted from general revenue bonds.

President Harroz recommended the Board of Regents:

- I. Approve an estimated total project budget of \$9,782,000 for the Biomedical Sciences Building 6th Floor Lab Renovations project; and
- II. Authorize the University administration to contract and make payments not to exceed \$8,150,000 for construction of the Biomedical Sciences Building 6th Floor Lab Renovations project.

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

COLLEGE OF DENTISTRY FACULTY PRACTICE CLINIC – HSC

The College of Dentistry Faculty Practice Clinic project was approved as part of the 2023 Campus Master Plan of Capital Improvements Projects for the OUHSC campus. This project involves the renovation of approximately 4,623 gross square feet of the Dermatology Building for a new dental clinic facility for the faculty of the College of Dentistry to see private patients. The clinic will have approximately 10 operatories and three dental surgical suites. The current clinic used for faculty practice within the College of Dentistry building is outdated, improperly configured, and too small to meet the current needs of a growing practice. In

addition, the clinic is difficult for patients to navigate to given inconvenient patient parking. The larger, more accessible location will facilitate new patient growth. The building infrastructure will be updated to meet current code requirements. The estimated total project cost is \$5,000,000 with funding proposed from State, grant, and/or Section 13 and New College Funds.

At this time, an architectural consultant is needed to assist the University in providing professional services for the University of Oklahoma HSC College of Dentistry Faculty Practice Clinic project. 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 19 firms. The committee was composed of the following:

Voting:

Earl Chain, Assistant Director, Architectural and Engineering Services, Chair

Paul Manzelli, Associate Vice President for Admin and Finance, OUHSC

Dustin Bozarth, Assistant Vice-President, OUHSC Facilities Management

Michael Ferguson, Admin & Finance Senior Associate Dean, College of Dentistry

Edwin Amaya, Sr. Capital Project Manager, Architectural and Engineering Services

Proposals to provide the needed professional services for the projects were received from 19 architectural firms. Five firms were selected by the interview committee for further evaluation. A detailed review and interview was conducted with the five firms, and the firms were rated from highest to lowest as follows.

1. ADG Blatt, Oklahoma City, OK
2. GH2 Architects, Oklahoma City, OK
3. Miller Architects, Oklahoma City, OK
4. JHBR Architecture, Oklahoma City, OK
5. GSB, Inc., Oklahoma City, OK

COLLEGE OF DENTISTRY FACULTY PRACTICE CLINIC
ARCHITECTURAL FIRM EVALUATION SUMMARY

	GH2	ADG Blatt	GSB	JHBR	Miller
Acceptability of Design Services	105	125	90	90	105
Quality of Engineering (Services)	100	100	100	100	90
Adherence to Cost Limits	63	60	54	57	60
Adherence to Time Limits	60	63	63	63	63
Volume of Changes	42	44	40	40	40
Resources of the Firm	42	44	38	38	40
Total	412	436	385	388	398

Funding for the project has been identified and is available and budgeted from State, grant, and/or Section 13 and New College Funds.

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 College of Dentistry Faculty Practice Clinic project;
- II. Authorize the University administration to negotiate the terms of an agreement and a fee, starting with the highest-ranked firm; and
- III. Authorize the President or his designee to execute the consultant contract.

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

CONSTRUCTION REIMBURSEMENT AGREEMENT WITH UNIVERSITY HOSPITALS TRUST – HSC

The administration recommends that it be authorized to enter into a Construction Reimbursement Agreement with the University Hospitals Trust (Trust) for the renovation of approximately 22,000 square feet of space and the purchase and installation of audio visual and information technology equipment on the 5th floor of Garrison Tower, located at 940 NE 13th Street in Oklahoma City on the Oklahoma Health Center campus, for the Active Learning Center for the College of Medicine. The Preliminary Estimated Budget for the renovations is \$4,460,000 plus \$522,103 for the audio visual and information technology equipment with a preliminary estimated total project budget of \$4,982,103. The estimated project duration is 12 months.

The renovations include but are not limited to: demolition; millwork; electrical (including data rough in); heating, ventilation and air conditioning (HVAC); plumbing; flooring and tile; framing walls and ceilings; doors and hardware; painting; specialties; refrigerator and ice maker; fire suppression; fire alarm; building automation system (BAS); signage and security; and temporary housing for displaced Ronald McDonald families. The audio visual and information technology equipment includes but is not limited to: switch gear; network racks; patch panels; uninterrupted power supply (UPS); low voltage cabling; fiber cabling; and wireless access points for Wi-Fi.

The Trust will provide all architectural, engineering, construction services and installation of equipment necessary to complete the renovations and the College of Medicine will reimburse the Trust for all costs and expenses. The Trust will send monthly invoices to the College of Medicine as the Trust incurs expenses in completing the renovations. The Trust will have the right to have work performed by one or more subcontractors who will be awarded bid packages using a competitive solicitation process in compliance with the Trust's policies and procedures. The Trust will have all renovations constructed in accordance with applicable laws and regulations, Schematic Floor Plans, and Final Plans, including review and approval by the OU Health Fire Marshal.

Funding has been identified and is available.

President Harroz recommended the Board of Regents:

- I. Authorize the President or his designee to approve the Preliminary Estimated Budget of \$4,460,000 for the renovation of approximately 22,000 square feet of space on the 5th floor of Garrison Tower (a University Hospitals Trust building) plus \$522,103 for the purchase and installation of audio visual and information technology equipment for the Active Learning Center for the College of Medicine; and
- II. Authorize the President or his designee to execute the Construction Reimbursement Agreement with the University Hospitals Trust.

Regent Nagel moved approval of the recommendation. The following voted yes on the motion: Regents Nagel, Stevenson, Ross, Braught, Waits. Regent Williams abstained. The Chair declared the motion approved.

CYCLOTRON AND PHARMACY OPERATIONS CONSTRUCTION MANAGEMENT – HSC

The Pharmacy Services Building-Cyclotron Addition project was approved as part of the 2023 Campus Master Plan of Capital Improvements Projects for the OUHSC campus. This project involves coordination and design for the installation of a cyclotron in the Pharmacy Services Building space to support the use of this new equipment. The purchase of a cyclotron will provide additional products to the College of Pharmacy's clients. This will generate additional funds to the College allowing for better support to the academic and research missions including products for cancer patients and cancer research. Nuclear Pharmacy labs need renovated to be compliant with updated federal requirements. At the September 2024 meeting, FSB Architects+Engineers was selected to provide professional architectural services for the project. The estimated total project cost is \$10,000,000 with funding proposed from departmental funds.

At this time, a firm is needed to provide construction management services for the project. A request for qualifications was sent to the construction management firms that are currently registered with the Construction and Properties Department/Division of Capital Assets Management of the State Office of Management and Enterprise Service, and a committee was formed to evaluate the responses received from 13 firms. The committee was composed of the following:

Voting:

Earl Chain, Assistant Director, Architectural and Engineering Services, Chair
Paul Manzelli, Associate Vice President for Admin and Finance, OUHSC
Dustin Bozarth, Assistant Vice-President, OUHSC Facilities Management
Eric Johnson, Sr Assoc Dean - Admin & Finance, Pharmacy Business Office
Kevin Rinaldi, Administration Director, Pharmacy Business Office

Non-Voting:

Michael Hines, Clinical Business Administrator, Pharmacy Business Office

Proposals to provide the needed construction management services for the project were received from 13 construction management firms. Five firms were selected by the interview committee for further evaluation. A detailed review and interview were conducted with the five firms, and the firms were rated from highest to lowest as follows:

1. JE Dunn Construction, Oklahoma City, OK
2. Manhattan Construction Company, Oklahoma City, OK
3. Crossland Construction Company, Inc., Oklahoma City, OK
4. Lippert Bros., Inc., Oklahoma City, OK
5. Hensel Phelps Construction Co., Austin, TX

**CYCLOTRON AND PHARMACY OPERATIONS
CONSTRUCTION MANAGEMENT FIRM EVALUATION SUMMARY**

	Crossland Construction Company	Lippert Bros., Inc.	JE Dunn Construction	Manhattan Construction Company	Hensel Phelps Construction Co.
Experience with Similar Projects	78	64	96	84	84
Quality of Preconstruction Services	82	80	86	86	78
Pre-Construction/Construction	42	40	42	45	38
Quality of Construction Phase Services	164	168	164	168	152
Resources of the Firm	44	39	45	45	43
In-State Preference	21	20	22	21	
Total	431	411	455	449	395

Funding for this portion of the project has been identified and is available and budgeted from departmental sources.

President Harroz recommends the Board of Regents:

- I. Rank in the order presented below construction management firms under consideration to provide professional services required for the Cyclotron and Pharmacy Operations renovation project;
- II. Authorize the University administration to negotiate the terms of an agreement and a fee, starting with the highest-ranked firm; and
- III. Authorize the President or his designee to execute the construction contract.

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

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 project includes the replacement of existing capital equipment, and a new chilled water plant located south of the existing Chilled Water Plant 2. The project is split into three separate phases of work to ensure continuous availability

of critical utility resources on the HSC campus. Phase 1 work is the removal of two existing steam boilers that have reached the end of serviceable life and updates to the existing plant infrastructure to support the new equipment. Phase 2 is constructing 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.

At the March 2024 meeting, the Board authorized the University administration to contract and make payments not to exceed the cumulative amount of \$58,000,000 for construction and approved an estimated total project budget of \$67,000,000.

Since that time, the construction documents for the final phase of construction have been completed. Due to unforeseen conditions and discoveries during the course of work, it is proposed that the Board authorize the University administration to contract and make payments not to exceed the cumulative amount of \$62,500,000 for construction and approve an estimated total project budget of \$75,000,000.

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

President Harroz recommended the Board of Regents:

- I. Authorize the University administration to contract and make payments not to exceed the revised cumulative amount of \$62,500,000 for the construction of the Utility Plant Expansion project; and
- II. Approve an estimated total project budget of \$75,000,000 for the Utility Plant Expansion project.

Regent Nagel asked, in the committee we discussed whether this would be revenue neutral because of the way the services ultimately are built out. We were told it was. Can you verify that?

President Harroz answered, it is my understanding that it is.

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

UTILITY SYSTEMS CIVIL ENGINEER – NC

To support the continued growth and upkeep of University facilities, a Civil Engineering consulting firm is needed to provide professional engineering services for the Norman campus. The selected engineer is expected to provide a variety of Civil planning and design services to the campus on an as-needed basis. The University operates an extensive utility system serving students, faculty and staff in approximately 13,400,000 square feet of building space on 2,062 acres. The selected engineering firm is expected to provide a comprehensive range of services encompassing all aspects of system analysis, design, operation, and planning.

The Engineering firm will provide the University with ongoing engineering services in support of sanitary, storm, potable water, fire water and non-potable water systems as requested. The expected services include hydraulic modeling of the various systems, feasibility studies, economic analysis, estimating and master planning. The selected firm may also be requested to provide design services for utility system projects identified as a need in the analysis phase.

A request for qualifications was sent to the engineering 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 six firms. The committee was composed of the following:

Brent Everett, Assistant Director, Architectural & Engineering Services, Chair
 Jeremy Debaets, Director, Utility System
 Justin Tripp, Assistant Director, Utility System
 David Ketch, Architect, Facilities Management
 Daniel De Robles, Senior Construction Project Manager, Architectural & Engineering Services

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

1. Parkhill, Oklahoma City, OK
2. WSB, LLC, Oklahoma City, OK
3. Kimley Horn, Oklahoma City, OK
4. Johnson & Associates, Oklahoma City, OK

UTILITIES SYSTEMS CIVIL ENGINEER ENGINEERING FIRM EVALUATION SUMMARY

	WSB	Kimley Horn	Johnson & Associates	Parkhill
Engineering Experience	105	90	65	105
Quality of Engineering (Services)	95	105	75	110
Adherence to Cost Limits	54	54	42	54
Adherence to Time Limits	51	54	48	54
Volume of Changes	34	36	32	36
Resources of the Firm	42	40	28	44
Total	381	379	290	403

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

President Harroz recommended the Board of Regents:

- I. Rank in the order presented below engineering firms under consideration to provide professional services for the Utility Systems Civil Engineer;
- II. Authorize the University administration to negotiate the terms of an agreement and a fee, starting with the highest-ranked firm; and
- III. Authorize the President or his designee to execute the consultant contract.

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

WEATHER AND ADVANCED TECHNOLOGY CENTER – NC

At the March 2024 meeting, the Weather and Advanced Technology Center (formerly known as the Weather Research/Radar Advanced Manufacturing Facility) was approved by the Board of Regents as an addition to the Campus Master Plan. The Board also ranked Miles Architecture first among architectural firms considered to provide design services for the project. At the November 2024 meeting, the Board ranked Quad Construction highest among construction managers considered to provide professional services for the project.

This University facility will provide research space for radar development and fabrication, secure space to house a rapidly growing portfolio of defense-related sponsored research projects and space for advanced manufacturing. Technical areas supported by the facility will include innovations in radar technology and advanced manufacturing. The structure will also house the Oklahoma Climatological Survey who will be relocated from the National Weather Center.

It is proposed that the Board of Regents approve a total project budget of \$40,000,000, authorize the University administration to contract and make payments in an amount not to exceed \$33,000,000 for construction, and approve the Design Development drawings, attached hereto as Exhibit K.

Funding for the project is identified, available and budgeted from State 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 \$33,000,000 for construction of the Weather and Advanced Technology Center;

- II. Approve a Total Project Budget of \$40,000,000; and
- III. Approve the Design Development drawings.

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

LIFE SCIENCES LABORATORIES BUILDING – NC

First approved in March 2024 by the Board of Regents as part of the Campus Master Plan of Capital Improvement projects, the Life Sciences Laboratories Building (formerly known as the Teaching Lab & Classroom Building) will provide much needed space to meet growing demand for lower-level chemistry and biosciences laboratory classes and replace outdated and aging laboratory spaces located in George Lynn Cross and the Physical Sciences Center. The facility will also provide new research facilities. At the November 2022 meeting, Miles Architecture was selected to provide professional architectural services for the Teaching Lab & Classroom Building project as part of the College of Arts & Sciences Master Plan selection. At the November 2024 meeting, Flintco, LLC was selected to provide construction management services.

Plans call for the construction of an approximately 105,000 square-foot new science building located to the South of the Physical Science Center and to the North of Ellison Hall. The building will contain 25 teaching labs, preparation space for the teaching labs, a 250-person auditorium classroom, and all support spaces needed to facilitate operation of these spaces. In addition, the building will house research space for life sciences, including all support spaces needed to support research staff.

The estimated partial total cost for the project is \$20,000,000. In order to meet project milestones, it is proposed that the Board of Regents authorizes the University administration to contract and make payments with a maximum cost not to exceed \$12,000,000 for the construction of site improvements and infrastructure, the installation of foundations and piers, and for the early procurement of long lead time materials and equipment. 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 this portion of the project has been identified and is available and budgeted from State funds and University sources.

President Harroz recommended the Board of Regents:

- I. Approve an estimated partial total project budget of \$20,000,000 for the Life Science Laboratories Building project;
- II. Authorize the University administration to contract and make payments not to exceed the cumulative amount of \$12,000,000 for the construction of early site work, foundations and piers, and early procurement of long lead time items; and

III. Approve the design development phase plans for the Life Science Laboratories Building project and authorize preparation of construction documents.

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

SHUTTLE BUS PURCHASE – NC

Board of Regents' policy requires 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 expense of \$767,833 for each Gillig 40' low floor compressed natural gas bus for a total expense of \$1,535,666 for two buses. The new buses would replace existing buses that are more than 20 years old and have reached the end of their useful life. The above price represents the best value to the University as it is part of a competitive bid process by the State of Washington for these particular buses.

Funding has been identified and are available and budgeted within the Parking and Transportation Services department.

President Harroz recommended the Board of Regents authorize the purchase of two (2) campus shuttle buses to provide services for the OU Norman Campus.

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

AVAYA SYSTEMS AND SUPPORT 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.

In September 2024, the Board of Regents approved a replacement of the current voice system. Voice systems remain a critical component of the University's core infrastructure. The new voice system is expected to bring a number of modern advantages to the University, including integration with mobile phones, softphone clients, text messaging, enhanced 911 location, integration into core University systems, and enhanced call center features.

The Avaya voice system currently provides services to a variety of campus tenants including college students, teaching faculty, administrative staff, sensitive researchers, law enforcement, first responders, clinicians, and health care professionals. The University currently has 29,432 physical phones, 1,438 virtual phone numbers used by University call centers, call queuing systems, and 2,724 call center agents. These systems will continue to require support and maintenance services while the next generation voice system is implemented.

The Information Technology department will implement the new voice system over a period of 18-24 months. The department will need to maintain support for the current voice system during implementation. The anticipated annual expenditure is estimated to be \$1.3 million.

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

President Harroz recommended the Board of Regents authorize the President or his designee to proceed with the continuation of service, support, and maintenance of the current voice system while the new generation voice system is being implemented. The annual expense of \$1.3 million will provide continuing voice services to a variety of campus tenants.

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

RESOLUTIONS HONORING ATHLETIC TEAMS – ALL

The resolutions honoring the listed teams and the accomplishments of each are attached hereto as Exhibit L.

President Harroz recommended the Board of Regents approve the resolutions honoring the accomplishments of several teams as shown: Men's Gymnastics, Women's Gymnastics, and Softball.

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

ACADEMIC PERSONNEL ACTIONS – ALL

Health Sciences:

LEAVE(S) OF ABSENCE:

Warren, Jill, Clinical Assistant Professor of Pediatrics, leave of absence with pay effective April 9, 2025, through May 22, 2025.

NEW APPOINTMENT(S):

Alexandraki, Irene, MD, PhD, Professor of Medicine (Infectious Disease) and Vice Dean of Education, College of Medicine; annualized rate of \$475,000 for 12 months, July 14, 2025, through June 30, 2026. New Tenure Track Appointment. Includes an administrative supplement of \$375,000 while serving as Vice Dean.

Cui, Huxing, PhD, Associate Professor of Cell Biology and Associate Director of Neurometabolic Research; annualized rate of \$184,857 for 12 months, April 21, 2025, through June 30, 2025. New Tenure Track Appointment. Includes an administrative supplement of \$10,000 while serving as Associate Director.

Gumbach, Isabella, MD, Professor and Chair of Medicine and Stewart Wolf Chair In Internal Medicine; annualized rate of \$242,500 for 12 months, .50 time, July 7, 2025 through June 30, 2026. New Tenure Track Appointment. Includes an administrative supplement of \$100,000 while serving as Department Chair.

McClelland III, Shearwood, MD, Clinical Assistant Professor in Radiation Oncology; annualized rate of \$240,000 for 12 months, February 24, 2024, through June 30, 2025.

Meschke, John Scott, Ph.D., J.D., Professor of Occupational and Environmental Health and Department Chair of Occupational and Environmental Health; annualized rate of \$320,000 for 12 months, October 31, 2025, through June 30, 2026. New Tenure Track Appointment. Includes an administrative supplement of \$50,000 while serving as Chair.

Perdue, Mark, PA-C, Professor of Family Medicine and Director, Physician Associate Program; annualized rate of \$183,500 for 12 months, April 21, 2025, through June 30, 2025. Includes an administrative supplement of \$60,000 while serving as Program Director.

Venkatachalem, Sathish, PhD, Professor of Medicine (Pulmonary and Critical Care), Co-Director of Research in Pulmonary and Critical Care, and Laureate Chair #1 in Molecular Medicine; annualized rate of \$295,000 for 12 months, July 1, 2025, through June 30, 2026. New Tenure Track Appointment. Includes an administrative supplement of \$20,000 while serving as Co-Director.

CHANGE(S):

Akins, Darrin, Professor of Microbiology and Immunology and President's Associates and Presidential Professor, title of Vice President for Research, Health Sciences deleted; given additional title of Special Assistant to the Senior Vice President and Provost effective May 18, 2025. No compensation change. Change in Administrative duties.

Bronze, Michael, Presidential Professor of Medicine, titles of Department Chair of Medicine and Stewart Wolf Chair In Internal Medicine deleted; given additional titles of Associate Dean for Faculty Affairs and Continuing Professional Development in the College of Medicine Dean's Office and Associate Vice Provost for Special Projects in the Office of the Senior Vice President and Provost; salary changed from annualized rate of \$254,250 for 12 months at .50 time, to annualized rate of \$515,492.10 for 12 months at .90 time, May 18, 2025, through June 30, 2026. Increase of \$261,242.10 due to increase in effort for shift in administrative effort from clinical effort. Includes an administrative supplement of \$194,924.50 while serving as Associate Dean and \$155,939.60 while serving as Associate Vice Provost.

Burns, Bo, Professor and Chair of Emergency Medicine and George Kaiser Family Foundation Chair in Emergency Medicine; given additional title of Interim Dean, School of Community Medicine, July 1, 2025, through June 30, 2026. Interim administrative duties.

Camplin, Grace, Assistant Professor of Pediatrics – Tulsa; given additional title of George Kaiser Family Foundation (GKFF) Professorship of Community Medicine #22b, March 9, 2025. No compensation change. Initial three-year term endowed chair appointment.

Craft, Melissa, Professor of Nursing, titles of Interim Dean, College of Nursing, Associate Dean for Clinical Affairs, and Bob & Doris Klabzuba Professorship of Nursing deleted; given additional title of Dean, College of Nursing and Fran E. and A. Earl Ziegler Endowed Dean's Chair for the College of Nursing; salary changed from annualized rate of \$343,429.78 for 12 months, to annualized rate of \$353,429.78 for 12 months, June 1, 2025, through June 30, 2026. Increase of \$10,000 due to change in administrative responsibilities. Includes an administrative supplement of \$155,000 while serving as Dean.

Dunn, Ian, Professor of Neurosurgery, Harry Wilkins, MD Chair in Neurosurgery, Executive Dean, College of Medicine, and Lawrence N. Upjohn Chair in Medicine; salary changed from annualized rate of \$875,000 for 12 months to annualized rate of \$895,000 for 12 months, effective July 1, 2025. Increase of \$20,000 to align benefits coverage. No change to FTE. Executive Officer.

Henson, Christina, Associate Professor of Radiation Oncology and Assistant Dean of Graduate Medical Education, title of Residency Program Director deleted; salary changed from annualized rate of \$206,530 for 12 months, .40 time, to annualized rate of \$358,989 for 12 months, .70 time, February 23, 2025, through June 30, 2025. Removal of residency program title and administrative supplement of \$104,824. Increase of \$257,283 due to increase in effort for shift in research effort from administrative and clinical effort.

Jacob, Helder, Clinical Associate Professor of Developmental Sciences; given additional title of Graduate Alumni Chair in Orthodontics, May 8, 2025. No compensation change. Initial three-year term endowed chair appointment.

Jain, Ajay, Professor and Division Chief of Surgical Oncology and General Surgery Residency Program Director, title of Surgery Career Advisor Lead deleted; annualized salary rate of \$311,173 for 12 months, .59.5 time, April 3, 2025, through June 30, 2025. Removal of UME title; no salary change. Correction of OUH/OUHSC comp plan benchmarking rate.

Jennings, Lee, Associate Professor and Section Chief of Geriatric and Palliative Medicine; salary changed from annualized rate of \$180,502 for 12 months, .80 time, to annualized rate of \$196,296 for 12 months, .87 time, April 20, 2025 through June 30, 2025. Increase of \$15,794 due to increase in effort for shift in research effort from administrative and clinical effort.

Kebbe, Jad, Associate Professor of Medicine (Pulmonary); given additional title of Assistant Chair of Medicine for Clinical Trial, Research; salary changed from annualized rate of \$192,535 for 12 months, .60 time, to annualized rate of \$224,624 for 12 months, .70 time, March 9, 2025, through June 30, 2025. Increase of \$32,089 due to increase in effort for shift in administrative effort from clinical effort.

Nagareddy, Prabha, Professor of Medicine (Cardiology); given additional title of William K. Warren, Sr., Chair in Diabetes, March 9, 2025. No compensation change. Initial three-year term endowed chair appointment.

Price, Jameca, Associate Professor of Obstetrics and Gynecology – Tulsa, Director of Research, and George Kaiser Family Foundation Chair in Obstetrics and Gynecology #2 (GKFF#16), title of Medical Director deleted; annualized salary rate of \$217,299 for 12 months, May 4, 2025, through June 30, 2026. Decrease of \$46,000 for removal of administrative responsibility and supplement for serving as Medical Director.

Rhudy, Jamie, Professor of Health Promotion Sciences – Public Health, and Site Director of TSET Health Promotion Research Center, given additional title of George Kaiser Family Foundation Endowed Chair (GKFF#24), January 2, 2024. No compensation change. Initial three-year term endowed chair appointment.

Scherlag, Benjamin, Regents Professor of Medicine (Heart Rhythm Institute); title of Helen Webster Chair in Arrhythmia Research deleted. No compensation change. Removal of endowed chair appointment.

Sisson, Susan, Professor of Nutritional Sciences; title of Associate Dean of Research deleted; salary changed from annualized rate of \$129,733.11 for 12 months, to annualized rate of \$120,733.11 for 12 months, April 6, 2025 through June 30, 2025. Decrease of \$9,000 for removal of administrative responsibility and supplement for serving as Associate Dean.

Stavakis, Stavros, Professor of Medicine (Cardiology); title of Laureate Chair in Molecular Medicine #1 deleted; given additional title of the Helen Webster Chair in Arrhythmia Research. No compensation change. Change in endowed chair appointment.

Ulahannan, Susanna, Associate Professor of Medicine (Hematology/Oncology); given additional title of Bill and Sherri Lance Chair for Pancreatic Cancer, July 1, 2025. No compensation change. Initial three-year term endowed chair appointment.

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

Ciro, Carrie, Instructional Professor in Rehabilitation Sciences and Elam-Plowman Chair in Rehabilitation Sciences, May 31, 2025.

Garman, Florance, Assistant Professor of Microbiology and Immunology, May 9, 2025.

RETIREMENT(S):

Adams, Russell, Clinical Professor in Psychiatry and Behavioral Sciences. Named Professor Emeritus of Psychiatry and Behavioral Sciences April 1, 2025. Approval of Emeritus title only. Retirement previously approved by the Board of Regents in September, 2016.

Beatty, Marsha, Assistant Professor of Research, May 6, 2025 (previously approved for February).

Beisner, Cecelia, Clinical Assistant Professor in Nursing, May 17, 2025.

Harman, Mark, Assistant Professor of Obstetrics & Gynecology – Tulsa, July 1, 2025.

de Armendi, Alberto, Professor of Anesthesiology and Robert W. and Elise B. Lykins Chair in Anesthesiology. Named Professor Emeritus of Anesthesiology, April 1, 2025. Approval of Emeritus title only. Retirement previously approved by the Board of Regents on January 31, 2015.

Guild, Ralph, Professor of Medicine (Gastroenterology), February 22, 2025.

Hayes, Jeanne, Clinical Assistant Professor in Pediatrics – Tulsa and Assistant Dean of Student Affairs, School of Community Medicine, July 1, 2025.

Herman, James, Professor of Family Medicine, Morningcrest Endowed Leadership Chair, Dean, School of Community Medicine, July 1, 2025. Named Dean Emeritus.

Isaacson, Mary, Professor of Rehabilitation Sciences, July 1, 2025. Named Professor Emeritus of Rehabilitation Sciences.

Huycke, Mark Clinical Professor in Radiation Oncology, July 1, 2025. Named Professor Emeritus of Radiation Oncology.

Resman-Targoff, Beth, Clinical Professor in Pharmacy Clinical and Administrative Sciences, July 1, 2025.

Scott, James, Professor of Psychiatry and Behavioral Sciences. Named Professor Emeritus of Psychiatry and Behavioral Sciences, April 1, 2025. Approval of Emeritus title only. Retirement previously approved by the Board of Regents on January 31, 2015.

Varalli-Claypool, Bruna, Professor of Family Medicine (PA Program), June 28, 2025.

Wirsig-Wiechmann, Celeste, Associate Professor of Cell Biology, July 1, 2025. Named Professor Emeritus of Cell Biology.

Norman Campus:

LEAVE(S) OF ABSENCE:

Bedle, Heather, Associate Professor of Geosciences and Lissa and Cy Wagner Professor of Geosciences, sabbatical leave of absence with half pay, January 1, 2025 through May 15, 2025, cancel sabbatical leave of absence with half pay, August 16, 2025 through December 31, 2025.

Cavieres Pinilla, Andrés, Associate Professor of Architecture, leave of absence without pay, August 16, 2025 through May 15, 2026.

Hines, Sarah T., Associate Professor of History, cancel sabbatical leave of absence with full pay, August 16, 2025 through December 31, 2025.

Liu, Nian, Associate Professor and Chair of the Department of Modern Languages, Literatures, and Linguistics, sabbatical leave of absence with full pay, July 1, 2025 through December 31, 2025.

Martin, Elinor R., Associate Professor and Associate Director of the School of Meteorology and Edith Kinney Gaylord Presidential Professor, sabbatical leave of absence with pay, August 16, 2025 through December 31, 2025.

Moore, Jensen J., Associate Professor of Journalism and Mass Communication, postponed sabbatical leave of absence with full pay, August 16, 2025 through December 31, 2025 to January 1, 2026 through May 15, 2026.

Patten, Jared P., Lecturer of Modern Languages, Literatures and Linguistics, family medical leave of absence with pay, January 31, 2025 through May 15, 2025.

Richter Addo, George B., George Lynn Cross Research Professor of Chemistry and Biochemistry and President's Associates Presidential Professor, leave of absence without pay, August 25, 2024 through March 8, 2025.

Richter, Liesa L., George Lynn Cross Professor of Law, Thomas P. Hester Presidential Professor and Floyd and Martha Norris Chair in Law, sabbatical leave of absence with half pay, August 16, 2025 through May 15, 2026.

Xue, Ming, George Lynn Cross Research Professor of Meteorology, Director of the Center for Analysis and Prediction of Storms and Weathernews Chair in Applied Meteorology, sabbatical leave of absence with full pay, August 16, 2025 through December 31, 2025.

NEW APPOINTMENT(S):

Abedini, Vahid, Ph.D., Assistant Professor of International and Area Studies and Farzaneh Family Professor of US-Iran Relations/ Economics/ Politics, annualized rate of \$83,500 for 9 months, August 16, 2025 through May 15, 2026. New tenure-track faculty.

Bentley, Jeremiah W., Ph.D., Associate Professor of Accounting and Glen McLaughlin Chair in Business Ethics, annualized rate of \$270,000 for 9 months, August 16, 2025. New tenured faculty.

Gilmore, Paul, Ph.D., Dean of the Honors College, Professor of English and Carol Elizabeth Young Chair in Honors, annualized rate of \$225,000 for 12 months, June 23, 2025. New tenured 12-month academic administrator.

Harpham, John S., Ph.D., Assistant Professor of Classics and Letters and Wick Cary Professor in the Institute for the American Constitutional Heritage #1, annualized rate of \$83,000 for 9 months, August 16, 2025 through May 15, 2026. New tenure-track faculty.

Jurney, N. Susan, Ph.D., Associate Professor of Accounting, annualized rate of \$155,000 for 9 months, August 16, 2025 through May 15, 2028. Three-year renewable term appointment.

Levi, Yaron, Ph.D., Associate Professor of Finance, annualized rate of \$270,000 for 9 months, January 1, 2026 through May 15, 2026. New tenure-track faculty.

Ozpolat, Bulent, Ph.D., Professor of Biomedical Engineering and Stephenson Chair #3 in Biomedical Engineering, annualized rate of \$207,000 for 9 months, January 1, 2026. New tenured faculty.

Smith Viscomi, Prue E., Ph.D., Associate Professor of Petroleum and Geological Engineering, Director of the Irani Center for Energy Solutions in the Mewbourne College of Earth and Energy and Chevron Centennial Professor, annualized rate of \$220,000 for 12 months, August 9, 2025 through June 30, 2030. Five-year renewable term appointment. 12-month academic administrator.

CHANGE(S):

Chidambaram, Lakshmanan, Professor of Management Information Systems, delete titles Michael F. Price Chair in Business and Academic Director of MBA Programs in the Michael F. Price College of Business, title changed from Interim Dean to Dean of the Michael F. Price College of Business, given additional title Fred E. Brown Chair in Business, salary changed from annualized rate of \$442,089 for 12 months to annualized rate of \$505,000 for twelve months, May 31, 2025.

Froslic, Peter Z., Professor of Visual Arts, delete title Director of the School of Visual Arts, title changed from Interim Associate Dean to Associate Dean of the School of Visual Arts, salary changed from annualized rate of \$158,344 for 12 months to annualized rate of \$173,344 for 12 months, July 1, 2025.

Ghosh, Dipankar, David Ross Boyd Professor of Accounting, Executive Director of the Energy Institute, ConocoPhillips Chair in Energy Accounting, and John E. Mertes Jr. Presidential Professor, annualized rate of \$274,55 for 9 months, additional stipend of \$50,000 for serving as Director of the Executive MBA in Energy Program, January 1, 2024 through December 31, 2024.

Hyde, Anne F., David L. Boren Professor of History, given additional title Merrick Chair in Western American History, salary changed from annualized rate of \$165,852 for 9 months to annualized rate of \$185,852 for 9 months, August 16, 2025.

Klein, Petra M., Executive Associate Dean of the College of Atmospheric and Geographic Sciences, Regents' Professor of Meteorology and Edith Kinney Gaylord Presidential Professor, delete titles Interim Dean of the College of Atmospheric and Geographic Sciences and Chesapeake Energy Corporation Chair #1 in Climate Studies, salary remains at \$278,386 for 12 months, June 30, 2025.

Markham, Michael R., Professor of Biological Sciences, Sam K. Viersen Family Foundation Presidential Professor, delete title Interim Dean of Honors College, salary remains \$203,548 for 12 months, June 23, 2025; delete titles Associate Dean for Academic Programs in the Dodge Family College of Arts and Sciences and Robert G. and Betty Gale Case-Hooper Chair in Biology, given additional title Dean of the Dodge Family College of Arts and Sciences, salary changed from annualized rate of \$203,548 for 12 months to annualized rate of \$380,000 for 12 months, July 14, 2025.

Palmer, Robert D., Professor of Meteorology and Tommy C. Craighead Chair of Meteorology, delete titles Associate Vice President for Research and Partnerships in the Office of the Vice President for Research and Partnerships and Executive Director of the Advanced Radar Research Center, title changed from Interim Director to Director of the National Weather Center, given additional title Dean of the College of Atmospheric and Geographic Sciences. Salary changed from annualized rate of \$338,359 for 12 months to annualized rate of \$420,000 for 12 months, July 1, 2025.

Riggs, Wayne D., Professor of Philosophy, given additional title Director of the Center for Faculty Excellence, salary changed from annualized rate of \$131,473 for 9 months to annualized rate of \$175,297 for 12 months, June 14, 2025.

Wilhelm, Stefan, Associate Professor of Biomedical Engineering and Stephenson Chair #5 in Biomedical Engineering, annualized rate of \$151,536 for 9 months of service, additional stipend of \$30,000 for serving as the Director of the Samuel Roberts Noble Microscopy Laboratory in the Office of the Vice President for Research and Partnerships, July 1, 2025 thru June 30, 2026.

NEPOTISM WAIVER(S):

Stevens, Zachery S., Director of New Student Programs, salary at an annualized rate of \$90,000 for 12 months. Nepotism waiver processed under Academic Affairs in relation to being given additional title, Adjunct Instructor of First-Year Learning and Engagement, to be paid by supplemental payment. Mr. Stevens is the spouse of Lori L. Stevens, Director of First-Year Learning and Engagement in the Academic Success Center. Dr. Lillian D. Miller, Associate Provost for the Academic Success Center will be making performance evaluations and recommendations for compensation, promotion, and awards as related to the additional adjunct title and associate supplemental pay. Lori L. Stevens 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):

Bailey, Jeremy, Professor of Classics and Letters, Director of the Institute for American Constitutional Heritage and Sanders Chair in Law and Liberty, July 1, 2025.

Brewster, Keith A., Senior Research Scientist and Director of the Center for Analysis and Prediction of Storms, April 5, 2025.

Ebert, David S., Professor of Electrical and Computer Engineering and of Computer Science, Associate Vice President for Research and Partnerships in the Office of the Vice President for Research and Partnerships, Director of the Data Institute for Societal Challenges, Interim Chief AI Officer in the Offices of the Senior Vice President and Provost, Norman Campus and Health Sciences Center, and Gallogly Chair in Engineering #3, May 13, 2025.

RETIREMENT(S):

Bement, Leland C., Archaeologist III of Oklahoma Archaeological Survey, March 2, 2025. Named Archaeologist Emeritus of Oklahoma Archaeological Survey.

Brewster, Keith A., Senior Research Scientist and Director of the Center for Analysis and Prediction of Storms, April 5, 2025.

Leighly, Karen M., Professor of Physics and Astronomy, August 16, 2025. Named Professor Emeritus of Physics and Astronomy.

Miller, Claude H., Professor of Communication, May 15, 2025. Named Professor Emeritus of Communication.

Shaffer, Margaret A., Professor of Management and International Business and Michael F. Price Chair in International Business #1, August 2, 2025. Named Professor Emeritus of Management and International Business.

Vaughn, Caryn C., George Lynn Cross Research Professor of Biological Sciences and of Oklahoma Biological Survey and President's Associates Presidential Professor, June 30, 2025. Named George Lynn Cross Research Professor Emeritus of Biological Sciences and of Oklahoma Biological Survey.

White, Robert L., Professor of Chemistry and Biochemistry, June 1, 2025. Named Professor Emeritus of Chemistry and Biochemistry.

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

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

DEATH(S):

President Harroz regretted to report the following deaths:

Algan, Ozar, Professor in Radiation Oncology, March 16, 2025.

Jeffries, Lynn, Emeritus Professor of Rehabilitation Sciences, April 23, 2025.

ADMINISTRATIVE AND PROFESSIONAL PERSONNEL ACTIONS – ALL

Norman Campus:

NEW APPOINTMENTS:

*Dawson, Lake, Senior Assistant General Manager, Football, Athletics Department, consideration of appointment, compensation, and contract of employment and to take any necessary action. Administrative Staff.

Ford, Stacey, Scouting Director, Football, Athletics Department, salary at an annualized rate of \$190,000 for 12 months, May 21, 2025. Administrative Staff.

*Gress, Jonathan, Head Athletics Trainer, Football, Athletics Department, consideration of appointment, compensation, and contract of employment and to take any necessary action. Administrative Staff.

Hulver, Matthew, Vice President for Research and Partnerships, Vice President for Research and Partnerships Department, and Professor of Physiology, Department of Biochemistry and Physiology, salary at an annualized rate of \$500,000 for 12 months, June 1, 2025. Executive Officer.

*Love, A. Pauline, Assistant Coach, Coach/Sports Prof III, Women's Basketball, Athletics Department, consideration of appointment, compensation, and contract of employment and to take any necessary action. Professional Nonfaculty.

* See Amendments on page 39674.

*Redd, Taylor, Assistant General Manager, Football, Athletics Department, consideration of appointment, compensation, and contract of employment and to take any necessary action. Administrative Staff.

*Scott, Justin, Assistant Coach, Coach/Sports Prof III, Men's Basketball, Athletics Department, consideration of appointment, compensation, and contract of employment and to take any necessary action. Professional Nonfaculty.

Smith, Hopper Thomas, Administration & Operations Executive Director, Defense Business Development, Defense/Global Security Institute, salary at an annualized rate of \$163,100 for 12 months, April 7, 2025. Professional Nonfaculty.

Wiles, Marilyn Pat, Administration & Operations Executive Director, Defense/Global Security Institute, salary at an annualized rate of \$163,100 for 12 months, April 21, 2025. Administrative Staff.

CHANGE(S):

*Ball, Louis W., Assistant Coach, Coach/Sports Professional III, Women's Gymnastics, Athletics Department, review of compensation and to make any necessary adjustments. Professional Nonfaculty.

*Baranczyk, Jennie, Head Coach, Women's Basketball/Sports Professional IV, Athletics Department review of compensation and contract of employment, and to make any necessary adjustments. Professional Nonfaculty.

Cook, Tyna Suzanne, title changed from Accounting Senior Manager, Financial Services to Assistant Vice President, Chief Procurement Officer, Purchasing, salary changed from an annualized rate of \$147,820 for 12 months to an annualized rate of \$175,000 for 12 months, May 3, 2025. Administrative Officer. Promotion.

*Crowell, Nicholas, Head Coach, Men's Tennis/Sports Professional IV, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments. Professional Nonfaculty.

*Custer, Clay, Assistant Coach, Coach/Sports Professional III, Men's Basketball, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments. Professional Nonfaculty.

*Drouin-Luttrell, Veronique, Head Coach, Women's Golf/Sports Professional IV, Athletics Department review of compensation and contract of employment, and to make any necessary adjustments. Professional Nonfaculty.

Everett, Brent R., Architectural & Engineering Services Assistant Director, Architectural & Engineering, salary changed from an annualized rate of \$151,136 for 12 months to an annualized rate of \$156,000 for 12 months, March 8, 2025. Administrative Staff. Increase.

*Gage, Shannon, Assistant Coach, Coach/Sports Professional III, Women's Basketball, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments. Professional Nonfaculty.

* See Amendments on page 39674.

*Haley, Thomas K., Assistant Coach, Coach/Sports Professional III, Women's Gymnastics, Athletics Department, review of compensation and to make any necessary adjustments. Professional Nonfaculty.

*Harroz, Joseph, President, consideration of compensation and to make any necessary adjustments.

Holman, Hugh John, Technical Program Manager, Vice President for Research – Advanced Radar Research Center, salary at an annualized rate of \$163,100 for 12 months, February 22, 2025. Professional Nonfaculty. Temporary to Permanent.

*Humphrey, Ryan, Assistant Coach, Coach/Sports Professional III, Men's Basketball, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments. Professional Nonfaculty.

*Hybl, Ryan, Head Coach, Men's Golf/Sports Professional IV, Athletics Department review of compensation and contract of employment, and to make any necessary adjustments. Professional Nonfaculty.

*Kindler KJ, Head Coach, Women's Gymnastics/Sports Professional IV, Athletics Department review of compensation and contract of employment, and to make any necessary adjustments. Professional Nonfaculty.

*Morris, Brock, title changed from Coach/Sports Professional II to Assistant Coach/Sports Professional III, Men's Basketball, Athletic Department, consideration of compensation and contract of employment and to take any necessary action. Professional Nonfaculty. Reclassification.

Murphy-Wilfong, Mackenzie, J.D., title changed from Executive Secretary of the Board of Regents and Secretary of OU, CU, RSU, Regents Office, to Executive Director & Secretary of the Board of Regents and OU, CU, RSU, effective July 1, 2025. Executive Officer. No change in salary.

*Neal, Michael, Assistant Coach, Coach/Sports Professional III, Women's Basketball, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments. Professional Nonfaculty.

Reader, Andrew, title changed from Associate Vice President for Research, Export Controls, to Associate Vice President for Research and Research Security Officer, Export Controls, salary changed from an annualized rate of \$148,377 for 12 months to an annualized rate of \$173,377 for 12 months, July 1, 2025. Administrative Officer. Additional Duties.

Silva, Carol, title changed from Interim Vice President for Research and Partnerships, Vice President of Research, to Senior Associate Vice President for Research, Vice President of Research, salary changed from an annualized rate of \$362,832 for 12 months to an annualized rate of \$302,832 for 12 months, May 31, 2025. Administrative Officer. Return from Interim Appointment.

*Trowbridge, Sarah, Head Coach, Women's Rowing/Sports Professional IV, Athletics Department, annual review of compensation and contract of employment and to make any necessary adjustments. Professional Nonfaculty.

* See Amendments on page 39674.

RESIGNATIONS(S) AND/OR TERMINATIONS(S):

Allen, Andrew Lynn, Director of Research Initiatives, Vice President of Research, April 11, 2025. Administrative Officer, Resignation.

Chatterton, Jonas, Women's Basketball Associate Head Coach, Athletic Department, April 24, 2025. Nonfaculty Professional, Resignation.

Gates, Armon Roynell, Assistant/Associate Coach III, Athletic Department, April 8, 2025. Nonfaculty Professional, Resignation.

Hamilton, Christopher Lee, Deputy Chief Human Resources Officer, Human Resources Administrative Office, May 17, 2025. Administrative Officer, Resignation.

Schlotthauer, Scott, Associate Vice President, Purchasing, May 10, 2025. Administrative Officer, Resignation.

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

Regent Waits moved approval of the recommendation with the following amendments that are being presented to the Board and are now being made available to the public.

The Chair stated, Under President Harroz's leadership, we have had an excellent series of years. We have seen exponential growth, and the Board is supportive of the current direction of the University under your leadership. Your energy and enthusiasm, resonate with everyone. I heard several comments during the graduations about how amazing our President is. We also appreciate your external leadership, relationship development, fundraising, and the Strategic Plan you have helped put into place. The increases in our enrollment numbers over the last five years are nothing short of amazing. Our financial and operational performances, as well as other key performance indicators, are all trending upwards. I commend you for maintaining your focus on keeping an OU degree affordable and excellent. We cannot forget the transition to the SEC last year. Looking back, it feels seamless thanks to your and Athletic Director Joe Castiglione's leadership. We have been very pleased with your work and as such, the performance component of your salary is being increased to \$200,000. The base salary component has not been increased in six years. We did a market study to compare peer institutions, both in state and through the conference, and we have decided to increase the base salary component by \$75,000 to \$575,000 effective July 1, 2025. No other changes are being made to your contract at this time.

Regent Waits stated, Madam Chair, I would add to my motion that the compensation for President Joseph Harroz, Jr. be modified effective July 1, 2025, as you stated. To clarify, his salary will increase from an annualized rate of \$500,000 for twelve months to an annualized rate of \$575,000 for twelve months. Consistent with his employment contract, in recognition of his exemplary performance goals set by the Board, he is provided with a one-time lump sum payment of \$200,000. Such payments shall be made as soon as possible.

President Harroz responded, Thank you. I know how lucky I am to do this. I know this is a sacred mission and purpose. Everyone we have talked about today are the ones making a difference. I understand my obligation to lean into what we do. This means a great deal, and I am grateful to work with each of you.

The following voted yes on the amended motion: Regents Nagel, Stevenson, Ross, Braught, Waits, and Williams. The Chair declared the motion unanimously approved.

AMENDMENTS:

Dawson, Lake, Senior Assistant General Manager, Football, Athletics Department, that the appointment be approved effective May 30, 2025, with material terms of the employment agreement to include:

1. An initial term through January 31, 2027.
2. Base Salary of \$290,000 annually paid pro rata through standard University payroll procedures, plus University benefits provided to University employees based on only the Base Salary. Effective February 1, 2026, this amount shall increase to \$310,000 annually.
3. Compensation for personal services, fundraising, promotional, public relations, endorsements, speaking engagements, and all other athletics-related contracts and activities for the University is included in the Base Salary.
4. Performance Bonuses including a bonus of \$50,000 for winning the CFP 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.

Gress, Jonathan, Head Athletics Trainer, Football, Athletics Department, that the appointment be approved effective June 9, 2025, with material terms of the employment agreement to include:

1. An initial term through June 30, 2027.
2. Base Salary of \$210,000 annually paid pro rata through standard University payroll procedures, plus University benefits provided to University employees based on only the Base Salary.
3. Compensation for personal services, fundraising, promotional, public relations, endorsements, speaking engagements, and all other athletics-related contracts and activities for the University is included in the Base Salary.

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.

Love, A. Pauline, Assistant Coach, Coach/Sports Prof III, Women's Basketball, that the appointment be approved effective May 7, 2025, with material terms of the employment agreement to include:

1. An initial term through June 30, 2026.
2. Base Salary of \$200,000 annually paid pro rata through standard University payroll procedures, plus University benefits provided to University employees based on only the Base Salary.
3. Additional and outside income from unrestricted private funds for personal services, fundraising, promotional, public relations, endorsements, speaking engagements, and all other athletics-related contracts and activities for the University in the amount of \$30,000 annually paid pro rata through standard University payroll procedures.
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.

Redd, Taylor, Assistant General Manager, Football, Athletics Department, that the appointment be approved effective March 18, 2025, with material terms of the employment agreement to include:

1. An initial term through January 31, 2027.
2. Base Salary of \$230,000 annually paid pro rata through standard University payroll procedures, plus University benefits provided to University employees based on only the Base Salary. Effective February 1, 2026, this amount shall increase to \$245,000 annually.
3. Compensation for personal services, fundraising, promotional, public relations, endorsements, speaking engagements, and all other athletics-related contracts and activities for the University is included in the Base Salary.
4. Performance Bonuses including a bonus of \$50,000 for winning the CFP 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.

Scott, Justin, Assistant Coach, Coach/Sports Prof III, Men's Basketball, that the appointment be approved effective April 28, 2025, with material terms of the employment agreement to include:

1. An initial term through June 30, 2026.
2. Base Salary of \$250,000 annually paid pro rata through standard University payroll procedures, plus University benefits provided to University employees based on only the Base Salary.
3. Additional and outside income from unrestricted private funds for personal services, fundraising, promotional, public relations, endorsements, speaking engagements, and all other athletics-related contracts and activities for the University in the amount of \$135,000 annually paid pro rata through standard University payroll procedures.
4. Performance Bonuses including a bonus of \$40,000 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.

Ball, Louis W., Assistant Coach, Women's Gymnastics, Athletics Department, that the compensation be modified effective July 1, 2025, as follows:

1. Base Salary changed from \$214,250 annually to \$221,000 annually paid pro rata through standard University payroll procedures.
2. Maintain and continue the additional and outside income from unrestricted private funds for personal services, fundraising, promotional, public relations, endorsements, speaking engagements, and all other athletics-related contracts and activities for the University in the amount of \$25,000 annually paid pro rata through standard University payroll procedures.

Baranczyk, Jennie, Head Coach, Women's Basketball, Athletics Department, that the employment agreement be modified effective July 1, 2025, 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, 2031.

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.

Crowell, Nicholas, Head Coach, Men's Tennis, Athletics Department, that the employment agreement be modified effective July 1, 2025, with material changes to the terms of the employment agreement to include as follows:

1. Term remains June 30, 2028.
2. Base Salary changed from \$174,400 annually to \$180,000 annually paid pro rata through standard University payroll procedures.
3. Maintain and continue the additional and outside income from unrestricted private funds for personal services, fundraising, promotional, public relations, endorsements, speaking engagements, and all other athletics-related contracts and activities for the University in the amount of \$15,600 annually paid pro rata through standard University payroll procedures.

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.

Custer, Clay, Assistant Coach, Men's Basketball, Athletics Department, Coach/Sports Prof III, Athletics Department, that the employment agreement be modified effective July 1, 2025, 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, 2026.
2. Base Salary remains \$260,000 annually paid pro rata through standard University payroll procedures.

3. Increase additional and outside income from unrestricted private funds for personal services, fundraising, promotional, public relations, endorsements, speaking engagements, and all other athletics-related contracts and activities for the University in the amount of \$25,000 to \$35,000 annually paid pro rata through standard University payroll procedures.

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.

Drouin-Luttrell, Veronique, Head Coach, Women's Golf, Athletics Department, that the employment agreement be modified effective July 1, 2025, with material changes to the terms of the employment agreement to include as follows:

1. Term remains June 30, 2026.
2. Base Salary changed from \$140,000 annually to \$145,000 annually paid pro rata through standard University payroll procedures.
3. Maintain and continue the additional and outside income from unrestricted private funds for personal services, fundraising, promotional, public relations, endorsements, speaking engagements, and all other athletics-related contracts and activities for the University in the amount of \$20,000 annually paid pro rata through standard University payroll procedures.

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.

Gage, Shannon, Assistant Coach, Women's Basketball, Athletics Department, that the employment agreement be modified effective July 1, 2025, with material changes to the terms of the employment agreement to include:

1. Extend the term of the employment agreement up to and including June 30, 2026.
2. Base Salary remains \$165,000 annually paid pro rata through standard University payroll procedures.
3. Increase additional and outside income from unrestricted private funds for personal services, fundraising, promotional, public relations, endorsements, speaking engagements, and all other athletics-related contracts and activities for the University in the amount of \$35,000 to \$41,000 annually paid pro rata through standard University payroll procedures.

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.

Haley, Thomas K., Assistant Coach, Women's Gymnastics, Athletics Department, that the compensation be modified effective July 1, 2025, as follows:

1. Base Salary changed from \$214,250 annually to \$221,000 annually paid pro rata through standard University payroll procedures.

2. Maintain and continue the additional and outside income from unrestricted private funds for personal services, fundraising, promotional, public relations, endorsements, speaking engagements, and all other athletics-related contracts and activities for the University in the amount of \$25,000 annually paid pro rata through standard University payroll procedures.

Harroz, Joseph, Jr., President, that compensation be modified effective July 1, 2025, as follows:

1. Increase salary from an annualized rate of \$500,000 for 12 months to an annualized rate of \$575,000 for 12 months; and
2. Consistent with President Harroz's employment contract, in recognition of his exemplary performance to the University and of his achievement towards his performance goals set by the Board, he is provided a one-time lump-sum payment of \$200,000. Such payment shall be paid as soon as reasonably possible.

Humphrey, Ryan, Assistant Coach, Men's Basketball, Athletics Department, Coach/Sports Prof III, Athletics Department, that the employment agreement be modified effective July 1, 2025, 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, 2026.
2. Base Salary remains \$260,000 annually paid pro rata through standard University payroll procedures.
3. Increase the additional and outside income from unrestricted private funds for personal services, fundraising, promotional, public relations, endorsements, speaking engagements, and all other athletics-related contracts and activities for the University in the amount of \$206,000 to \$220,000 annually paid pro rata through standard University payroll procedures.

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.

Hybl, Ryan, Head Coach, Men's Golf/Sports Professional IV Athletics Department, that the employment agreement be modified effective July 1, 2025, 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, 2029.

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.

Kindler, Kathie J., Head Coach, Women's Gymnastics, Athletics Department, that the employment agreement be modified effective July 1, 2025, 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, 2032.

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.

Morris, Brock, title changed from Coach/Sports Professional II to Assistant Coach/Sports Professional III, Men's Basketball, Athletic Department that the employment be modified effective April 28, 2025, with material terms of the employment agreement to include as follows:

1. An initial term through June 30, 2026.
2. Base Salary of \$250,000 annually paid pro rata through standard University payroll procedures, plus University benefits provided to University employees based on only the Base Salary.
3. Additional and outside income from unrestricted private funds for personal services, fundraising, promotional, public relations, endorsements, speaking engagements, and all other athletics-related contracts and activities for the University in the amount of \$175,000 annually paid pro rata through standard University payroll procedures.
4. Performance Bonuses including a bonus of \$40,000 for winning the NCAA National Championship.

Additionally, authorize the President and Athletics Director, with the assistance of the General Counsel, to negotiate and execute the final terms of the agreement to include additional or modified terms and conditions customary and reasonable for agreements of this type.

Neal, Michael, Assistant Coach, Women's Basketball, Athletics Department, that the employment agreement be modified effective July 1, 2025, 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, 2026.
2. Base Salary remains \$125,000 annually paid pro rata through standard University payroll procedures plus University benefits provided to University employees based only on this Base Salary.
3. Increase additional and outside income from unrestricted private funds for personal services, fundraising, promotional, public relations, endorsements, speaking engagements, and all other athletics-related contracts and activities for the University in the amount of \$20,000 to \$25,000 annually paid pro rata through standard University payroll procedures.

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.

Trowbridge, Sarah, Head Coach, Women's Rowing, Athletics Department, that the employment agreement be modified effective July 1, 2024, 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, 2029.
2. Base Salary changed from \$193,000 annually to \$200,000 annually paid pro rata through standard University payroll procedures.
3. Maintain and continue the additional and outside income from unrestricted private funds for personal services, fundraising, promotional, public relations, endorsements, speaking engagements, and all other athletics-related contracts and activities for the University in the amount of \$10,000 annually paid pro rata through standard University payroll procedures.

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.

DEATH(S):

President Harroz regretted to report the following deaths:

Jackson, Tiffany, Project Manager, June 5, 2025.

Keegan, Michael, Facilities Planning Analyst, March 6, 2025.

Maynard, Rick, Laboratory Technician, May 14, 2025.

Nguyen, Duc Thanh, Custodian/Housekeeper, April 7, 2025.

Wright, James, Security Officer (Armed), May 30, 2025.

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**
- **APPOINTMENT OF THE COLLEGE OF MEDICINE ADMISSIONS BOARD AND INTERVIEW SUBCOMMITTEE**
- **PRINCIPAL GIFTS TO THE UNIVERSITY OF OKLAHOMA**
- **COURSE DEVELOPMENT AND MARKETING SERVICES**
- **FIRE INSPECTION SERVICES – NC**
- **ATHLETICS AIR CHARTER SERVICES – NC**
- **CONCESSIONS AND CATERING SERVICES FOR ATHLETIC EVENTS – NC**
- **QUARTERLY REPORT OF PURCHASES**
- **QUARTERLY FINANCIAL ANALYSIS**

NONSUBSTANTIVE PROGRAM CHANGES – NC

The Oklahoma State Regents for Higher Education confer upon each institution the authority to implement non-substantive changes to their programs. Non-substantive changes may be approved by the chief academic officer of the institution but must be reported to the State Regents in a timely manner. The following non-substantive changes have been approved by the appropriate faculty, academic units and deans, the Academic Programs Council or Graduate Council, and Senior Vice President and Provost. They are being forwarded to the Board of Regents for information only.

Administrative/Internal Program Changes
Recommended for Approval by the Academic Programs Council or Graduate Council
May 2025

New Accelerated and Dual Programs

POLYTECHNIC INSTITUTE

Bachelor of Science (in Applied Artificial Intelligence)/Master of Science (in Applied Artificial Intelligence) (RPC 515/532, MC ATBD/FTBD)

Requesting the addition of a new accelerated degree. The program requires 138 total hours, including 12 hours shared between the undergraduate and graduate degrees. Students must earn a grade of C or better in each course in the major.

Reason for request:

The primary objectives of a 4+1 program provide students with a competitive edge in the job market by equipping them with higher qualifications in a shorter period. By seamlessly integrating undergraduate and graduate coursework, these programs foster continuity in learning and allow students to build upon foundational knowledge gained during their bachelor's studies. Moreover, they enable students to save time and money by reducing the overall duration of their education while potentially benefiting from dual degree cost efficiencies. Ultimately, 4+1 programs cater to ambitious students looking to accelerate their career prospects and gain a deeper understanding of their field through advanced coursework and research opportunities.

Bachelor of Science (in Cybersecurity)/Master of Science (in Cybersecurity) (RPC 496/534, MC ATBD/FTBD)

Requesting the addition of a new accelerated degree. The program requires 138 total hours, including 12 hours shared between the undergraduate and graduate degrees. Students must earn a grade of C or better in each course in the major.

Reason for request:

The primary objectives of a 4+1 program provide students with a competitive edge in the job market by equipping them with higher qualifications in a shorter period. By seamlessly integrating undergraduate and graduate coursework, these programs foster continuity in learning and allow students to build upon foundational knowledge gained during their bachelor's studies. Moreover, they enable students to save time and money by reducing the overall duration of their education while potentially benefiting from dual degree cost efficiencies. Ultimately, 4+1 programs cater to ambitious students looking to accelerate their career prospects and gain a deeper understanding of their field through advanced coursework and research opportunities.

Bachelor of Science (in Cybersecurity)/Master of Science (in Cybersecurity Leadership) (RPC 496/533, MC ATBD/FTBD)

Requesting the addition of a new accelerated degree. The program requires 138 total hours, including 12 hours shared between the undergraduate and graduate degrees. Students must earn a grade of C or better in each course in the major.

Reason for request:

The primary objectives of a 4+1 program provide students with a competitive edge in the job market by equipping them with higher qualifications in a shorter period. By seamlessly integrating undergraduate and graduate coursework, these programs foster continuity in learning and allow students to build upon foundational knowledge gained during their bachelor's studies. Moreover, they enable students to save time and money by reducing the overall duration of their education while potentially benefiting from dual degree cost efficiencies. Ultimately, 4+1 programs cater to ambitious students looking to accelerate their career prospects and gain a deeper understanding of their field through advanced coursework and research opportunities.

Bachelor of Science (in Software Development and Integration)/Master of Science (in Software Development and Integration) (RPC 516/535, MC ATBD/FTBD)

Requesting the addition of a new accelerated degree. The program requires 138 total hours, including 12 hours shared between the undergraduate and graduate degrees. Students must earn a grade of C or better in each course in the major.

Reason for request:

The primary objectives of a 4+1 program provide students with a competitive edge in the job market by equipping them with higher qualifications in a shorter period. By seamlessly integrating undergraduate and graduate coursework, these programs foster continuity in learning and allow students to build upon foundational knowledge gained during their bachelor's studies. Moreover, they enable students to save time and money by reducing the overall duration of their education while potentially benefiting from dual degree cost efficiencies. Ultimately, 4+1 programs cater to ambitious students looking to accelerate their career prospects and gain a deeper understanding of their field through advanced coursework and research opportunities.

GALLOGLY COLLEGE OF ENGINEERING

Doctor of Philosophy (in Biomedical Engineering)/Doctor of Dental Surgery (RPC 354/HSC, MC FTBD)

Requesting the addition of a new accelerated dual graduate degree program with a Ph.D. in Biomedical Engineering on the Norman Campus and a Doctor of Dental Surgery on the OUHSC campus. The program requires 267.5 total hours, including 12 hours of shared coursework.

Reason for request:

The OU College of dentistry seeks to increase its research presence, both on the campus and throughout the region, by initiating a program whereby PhD qualified individuals would continue their research while enrolled in the College of Dentistry's Doctor of Dental Surgery program.

Currently, our college is widely known for the research it performs in material sciences, having received many prestigious grants and developing superior laboratory facilities. However, as that recognition has grown, it has become paramount that the resources we currently possess must develop further in order to provide continued growth at that level of research. And that growth must occur with dental scientists who possess both the academic and intellectual credentials to conduct both basic and translational research. The development and offering of the dual degree program will allow the College of Dentistry to accomplish both goals within a 7 to 10-year time frame.

Program Requirement Changes

DODGE FAMILY COLLEGE OF ARTS AND SCIENCES

Master of Arts (in Global Studies)/Master of Social Work (in Social Work) (RPC 227/211, MC F498-Q617/F840-Q281)

Course requirement change to the title and focus of SWK 5333. The new course title will be Understanding Social Determinants of Health. Total hours for the degree will not change.

Reason for request:

Changing title and focus of course to provide essential content to students. This is a required course that now has a new focus but will keep the same course number.

Master of Social Work (in Social Work)/Master of Public Health (in Health Promotion Sciences) (RPC 211/HSC, MC F849-Q553)

Course requirement change to the title and focus of SWK 5333. The new course title will be Understanding Social Determinants of Health. Total hours for the degree will not change.

Reason for request:

Changing title and focus of course to provide essential content to students. This is a required course that now has a new focus but will keep the same course number.

GALLOGLY COLLEGE OF ENGINEERING

Bachelor of Science (in Industrial and Systems Engineering)/Master of Science (in Data Science and Analytics) (RPC 129/406, MC A531/F267-Q340)

Course requirement changes to undergraduate requirements. This is a change in a math requirement for the Industrial Systems Engineering/Data Science and Analytics Master to remove the option of math elective and require Math 3333 as a requirement. Total hours for the degree will not change.

Reason for request:

This modification is for a removal of the math elective and to require Math 3333 as a required course.

WEITZENHOFFER COLLEGE OF FINE ARTS

Music, Minor (MC N715)

Course requirement changes. Remove MUTH 1522 and MUTH 1622 as requirements; add MUNM 2313 History of Jazz as alternate option to MUNM 1113 or MUSC 1312. Total hours for the minor will change from 26 to 22 hours.

Reason for request:

Updating requirements for the music minor program of study.

Administrative/Internal Program Changes
Recommended for Approval by the Academic Programs Council or Graduate Council
April 2025

New Accelerated Program

GIBBS COLLEGE OF ARCHITECTURE

Bachelor of Science (in Environmental Design)/Master of Science (in Construction Management) (RPC 074/243, MC ATBD/FTBD)

Requesting the addition of a new accelerated program with 134 total hours, including 18 hours shared between the undergraduate and graduate degrees. Students must have a minimum OU retention GPA of 3.25 and Major GPA of 3.5 to apply. Accelerated program students must retain an overall and term GPA of 3.25.

Reason for request:

Environmental Design students have expressed an interest in this accelerated program for a few years now. Additionally, we have one Environmental Design graduate apply to the MS in Construction Management program for Fall 2025.

Concentration Name Change

JEANNINE RAINBOLT COLLEGE OF EDUCATION

Education Administration, Doctor of Education (RPC 278, MC D318 R200)

Change to a concentration for the Curriculum/Supervision option. Change the Educational Leadership concentration (D318 R200) name to PK-12 Educational Leadership. Total hours for the degree will not change.

Reason for request:

Some applicants have been confused as to the difference between the two Online concentrations, only to ask to switch into the other after starting the program and realizing each track has a specific focus in the classroom (primary/secondary students in R200 and post-secondary adult learners in R333). This small change will help students align their academic and research interests with the program options earlier, to prevent changes to a limited-capacity cohort in the middle of a term.

Program Requirement Changes

DODGE FAMILY COLLEGE OF ARTS AND SCIENCES

Film and Media Studies, Minor (MC N429)

Course requirement changes. *Title changes to Core Requirements:* FMS 2013 is now "Film History and Theory to 1960." FMS 2023 is now "Film History and Theory, 1960 to Present." *Changes to Electives:* Renaming the department maintained 'Guided Elective' list to 'Interdisciplinary Major Electives' for added clarity. Limiting the number of credit hours taken in

Interdisciplinary Major Electives to 3 credit hours (previously unlimited, making it possible for students to fulfill all 12 hours of minor electives with non-FMS courses. JMC courses are already not allowed to be used as non-FMS Major Electives). Total hours for the minor will not change.

Reason for request:

The program requirement reflects related changes to the major program in Film and Media Studies. The department will also reduce the number of non-FMS interdisciplinary electives (formerly called 'Guided Electives' and previously unlimited) that students can take towards the minor in order to promote courses within its own department. This change also provides clarity and cohesion to student learning experiences within the minor program.

WEITZENHOFFER FAMILY COLLEGE OF FINE ARTS

Theatre, Minor (MC N859)

Course requirement changes to the electives. Adding three more courses as elective choices: CL C 3123 Ancient Drama in English Translation, ENGL 2233 Drama, and LTRS 3263 Drama, Society, Politics. Total hours for the minor will not change.

Reason for request:

We wanted to add more elective options for students based on current OU course offerings.

GAYLORD COLLEGE OF JOURNALISM AND MASS COMMUNICATION

Broadcast Meteorology, Minor (MC N126)

Course requirement changes. Remove JMC 3063 Intro to Broadcast Journalism and add JMC 3703 Backpack reporting. Total hours for the minor will not change.

Reason for request:

Due to Journalism major changes in major B610 to remove JMC 3063 and replace it with JMC 3703, this will also require an update of the minor (N126) requirements.

Administrative/Internal Program Changes
Recommended for Approval by the Academic Programs Council or Graduate Council
March 2025

Deletion of Dual Degree

PRICE COLLEGE OF BUSINESS

Master of Business Administration/Master of Arts (in German) (RPC 025/100, MC F140 Q271/F490 Q446)

Requesting the deletion of the dual accelerated degree between the M.B.A. and M.A. in German, effective for Spring 2025. No students are enrolled. Three graduate GERM courses will be deleted.

Reason for request:

We have not had any students enroll in this program for many years.

Program Requirement Changes

DODGE FAMILY COLLEGE OF ARTS AND SCIENCES

Bachelor of Arts (in Economics)/Master of Arts (in Economics) (RPC 047/048, MC A300/F300 Q431)

Course requirement changes to remove the MATH 2123 or MATH 2423 Calculus II requirement. Free elective added to keep total hours the same. Total hours for the accelerated degree remain the same.

Reason for request:

The department is requesting to modify our B.A degree program by removing Calculus II as a requirement.

Arabic, Minor (MC N032)

Course requirement changes to remove ARAB 3113 and ARAB 3223. Elective hours increased from 3 to 6 hours. Additionally, expanding the list of electives makes it easier for students to select courses. Total credit hours for the minor are reduced from 18 to 15 hours.

Reason for request:

The requested changes are necessary to address enrollment and retention challenges in the Arabic minor. The reduction of the required hours for the minor makes the program more attractive to students who might be otherwise discouraged due to coursework. Also, the range of course available for students to meet requirements for the minor are more flexible, which enhances interdisciplinary connections and broadens the minor's relevance across different fields. It is expected that those changes will make the program more visible, which enhances enrollment and retention, making the program more successful.

GAYLORD COLLEGE OF JOURNALISM AND MASS COMMUNICATION

Bachelor of Arts (in Creative Media Production)/Master of Arts (in Journalism and Mass Communication) (RPC 135/138, MC A256/F610 Q159)

Program requirement changes to update the Foreign Language or upper-division Western Civ college requirement. Change the title to Language or Humanities and change the requirement to "Choose one (0-3 hours) from: a language course at the intermediate level or demonstrated competency at that level OR Upper-division (3000-4000) level Humanities course must be from Artistic Forms, Western Civilization & Culture, or World Culture." Total hours for the degree will not change.

Reason for request:

To allow students more flexibility in major support requirements by opening the course selection to any Humanities course at the upper division level.

Bachelor of Arts (in Journalism Advertising)/Master of Arts (in Journalism and Mass Communication) (RPC 134/138, MC A006/F610 Q020)

Program requirement changes to update the Foreign Language or upper-division Western Civ college requirement. Change the title to Language or Humanities and change the requirement to “Choose one (0-3 hours) from: a language course at the intermediate level or demonstrated competency at that level OR Upper-division (3000-4000) level Humanities course must be from Artistic Forms, Western Civilization & Culture, or World Culture.” Total hours for the degree will not change.

Reason for request:

To allow students more flexibility in major support requirements by opening the course selection to any Humanities course at the upper division level.

Bachelor of Arts (in Journalism)/Master of Arts (in Journalism and Mass Communication) (RPC 137/138, MC A610/F610 Q394)

Program requirement changes to the Journalism option to update the Foreign Language or upper-division Western Civ college requirement. Change the title to Language or Humanities and change the requirement to “Choose one (0-3 hours) from: a language course at the intermediate level or demonstrated competency at that level OR Upper-division (3000-4000) level Humanities course must be from Artistic Forms, Western Civilization & Culture, or World Culture.” Total hours for the degree will not change.

Reason for request:

To allow students more flexibility in major support requirements by opening the course selection to any Humanities course at the upper division level.

Bachelor of Arts (in Journalism – Public Relations)/Master of Arts (in Journalism and Mass Communication) (RPC 137/138, MC A815/F610 Q563)

Program requirement changes to the Public Relations option to update the Foreign Language or upper-division Western Civ college requirement. Change the title to Language or Humanities and change the requirement to “Choose one (0-3 hours) from: a language course at the intermediate level or demonstrated competency at that level OR Upper-division (3000-4000) level Humanities course must be from Artistic Forms, Western Civilization & Culture, or World Culture.” Changes to the Public Relations option includes a course title change for JMC 4433/5433 to Sports Information. Total hours for the degree will not change.

Reason for request:

To allow students more flexibility in major support requirements by opening the course selection to any Humanities course at the upper division level.

Administrative/Internal Program Changes
Recommended for Approval by the Academic Programs Council or Graduate Council
October 2024

Program Modifications

DODGE FAMILY COLLEGE OF ARTS AND SCIENCES

Classical Greek, Minor (MC N491)

Program requirement changes. Moving the list of course options for the minor to a list "maintained by the department" in the catalog. Total credit hours for the minor will not change.

Reason for request:

This change will allow us to update course offerings in the future without a program modification for each change.

Editing and Publishing, Minor (MC N310)

Program requirement changes. Updating language under 'Language Skills' section to include option to complete requirement via satisfactory grade on the copyediting test administered in ENGL 4113. Removed inactive courses, or courses that have changed and are no longer appropriate for the minor. Added course options in both categories due to changes in course offerings in various departments. Changes to Interdisciplinary Methods (6 hours): Remove ENGL 2283; Add FMS 1113, HSTM/HIST/LIS/WGS 2033, and LIS 1013. Changes to Additional Upper-Division Coursework: Remove ENGL 4950, HIST 3573, JMC 3153, and JMC 4033; Add COMM 3643, COMM 4643, ENGL 3153, ENGL 3163, ENGL 4053, HIST 3523, HSTM 3493, JMC 3083, JMC 3343, JMC 3383, JMC 3393, JMC 3473, JMC 4383, LIS/HIST/HSTM/WGS 4073, and LIS 4633. Total credit hours for the minor will not change.

Reason for request:

Updating approved courses for the minor after changes in offerings from various departments to include more options for students and make it easier for students to complete the program. Prior to this change, students have encountered difficulty in enrolling in available courses on the checksheet due to limited/inconsistent offerings and/or prerequisite requirements.

Latin, Minor (MC N629)

Program requirement changes. Moving the list of course options for the minor to a list "maintained by the department" in the catalog. Total credit hours for the minor will not change.

Reason for request:

This change will allow us to update course offerings in the future without a program modification for each change.

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

**APPOINTMENT OF THE COLLEGE OF MEDICINE ADMISSIONS BOARD AND
INTERVIEW SUBCOMMITTEE – HSC**

The College of Medicine Policy #204 states the following:

The College of Medicine Admissions Board composition and conduct of business shall be in compliance with relevant and required Liaison Committee on Medical Education (LCME) accreditation standards dealing with medical school admissions policies and procedures.

The Admissions Board shall be made up of eleven (11) members. The Chair of the Admissions Board, a College of Medicine faculty member, is appointed by the admissions Board from a slate of candidates provided by the current Chair and Immediate-Past Chair. The other members of the Admissions Board are recommended by the Interview Subcommittee (with the exception of one member who is selected by the Committee on Committees) to the Admissions Board, who appoints the new at-large members. The Admissions Board members serve staggered 3-year terms. The Associate Dean for Admissions is an *ex officio*, non-voting member. Appointment of individuals to the Admissions Board is provided as information to the University of Oklahoma Board of Regents each year.

The Admissions Board is assisted in conducting its business by a subcommittee of interviewers. Subcommittee members conduct interviews and evaluate each applicant who is invited for an interview using a standard evaluation instrument. No one shall be granted acceptance to the College of Medicine without an interview.

The interview subcommittee of the Admissions Board is selected by sending a solicitation of interest annually via various methods to faculty and county and state medical associations. Appointment to the interviewer subcommittee is for a one-year term. There is no limit on the number of terms an individual may serve on the subcommittee.

ADMISSIONS BOARD and INTERVIEW SUBCOMMITTEE
2025-2026

ADMISSIONS BOARD

Brannon, Dale, M.D., Faculty, Radiology, Chair
Holter Chakrabarty, Jennifer, M.D., Faculty, Medicine (Immediate Past Chair)
Baker, Mary Zoe, MD., Faculty, Medicine
Deck, Jason, M.D., Faculty, Family Medicine - Tulsa
Franklin, Rachel, M.D., Faculty, Family Medicine
Jackson, Rob, Ph.D., Faculty, Cell Biology
Herren, Cherie, M.D., Faculty, Child Neurology
Jelley, Martina, M.D., Faculty, Medicine - Tulsa
Levin, Jarad, M.D., Faculty, Dermatology
Vandyck, Kofi, M.D., Faculty, Anesthesiology
Williams, Marvin, D.O., Faculty, Obstetrics and Gynecology
Baker, Sherri, M.D., Associate Dean for Admissions, Associate Professor of Pediatrics, ex officio

INTERVIEW SUBCOMMITTEE (167)**FULL-TIME FACULTY, PART-TIME FACULTY, AND VOLUNTEER FACULTY****OKC General Faculty**

Agrawal, Kshitij, M.D., Orthopedic Surgery
Ahmad, Mohiuddin, M.D., Cell Biology

Al-Juhaishi, Taha, M.D., Medicine
Alkoza, Maria, M.D., Internal Medicine,
Ardhanari, Mohanageetha, M.D., Pediatrics
Asad, Zain, M.D., Cardiology
Asadbeigi, Sepideh Nikki, M.D., Family Medicine
Aziz, Naila, M.D., Pediatrics
Baker, Mary Zoe, MD., Faculty, Medicine
Baranskaya, Irina, M.D., Psychiatry
Behere, Shashank, M.D., Pediatric Cardiology
Bien, Alexander, M.D., Otolaryngology
Biggs, Daniel, M.D., Anesthesiology
Blair, Celia, M.D., Trauma Surgery
Blair, Scott, D.O., Surgery
Booth, Kristina, M.D., Surgery
Brown, Ryan, M.D., Pediatrics
Chappel, Adria, M.D., Neurology
Chaudhary, Amna Mohyud Din, M.D., Psychiatry
Chaudry, Fawad, M.D., Internal Medicine
Chen, Elizabeth, M.D., Psychiatry
Chong, David, M.D., Orthopedic Surgery
Choudhry, Farooq, M.D., Radiology
Conner, Andrew, M.D., Neurosurgery
Delpirou Nouh, Claire, M.D., Neurology
DeMarzo, Danielle, M.D., Genetics
Doolittle, Rose, M.D., Pediatrics
Enchautegui Colon, Yazmin, M.D., Medical Genetics
Feldman, Michael, M.D., Neurosurgery
Franklin, Rachel, M.D., Family Medicine
Gentges, Joshua, D.O., Emergency Medicine
Goyal, Itivrita, M.D., Internal Medicine
Guthrie, Cecilia, M.D., Pediatrics
Henao, Jose, M.D., Internal Medicine
Herren, Cherie, M.D., Child neurology
Holman, Laura, M.D., Obstetrics and Gynecology
Holter Chakrabarty, Jennifer, M.D., Hematology
Jenks, Christopher, M.D., Pediatrics
Johnson, Barbara, M.D., Pediatrics
Lansinger, Yuri, M.D., Orthopedic Surgery
Lehman, Derek, M.D., Psychiatry
Levin, Jarad, M.D., Dermatology
Levin, Samuel, M.D., Pediatrics
Luyt, Kendall, M.D., Pediatrics
Magguilli, Michael, M.D., Pathology
McBride, Jeffrey, M.D., Dermatology
Mims, Mark, M.D., ENT
Moon, Mary, Ph.D., Cell Biology
Moreau, Annie, M.D., Ophthalmology
Owens, Thomas, M.D., Family Medicine
Page, Amanda, M.D., Pediatrics
Palle, Sirish Kumar, M.D., Pediatrics
Pogribna, Ulana, M.D., Pediatrics
Puffinbarger, William, M.D., Orthopedic Surgery
Punni, Emma, M.D., Endocrinology
Ramakrishnan, Kalyanakrishnan, M.D., Family Medicine

Ramanathan, Sathish, M.D., Anesthesiology
 Raval, Bhugav, M.D., Neurology
 Reshi, Rwoof, M.D., Internal Medicine
 Riaz, Muhammad, M.D., Pediatrics
 Rooms, Laura, M.D., Pediatrics
 Ryan, Hannah, M.D., Internal Medicine
 Sader, Nicholas, M.D., Neurosurgery
 Sadiq, Afia, M.D., Psychiatry
 Samkutty, Danny, M.D., Neurology
 Schwartz, Randall, M.D., General Pediatrics and Anesthesiology
 Shashack, Matthew, Ph.D., Clinical Chemistry
 Shettar, Shashank, M.D., Anesthesiology
 Soulages Arrese, Natalia, M.D., Pediatrics
 Summers, Jody, M.D., Cell Biology
 Suria, Halima, M.D., Internal Medicine/Hospitalist
 Thakkar, Pratibha, M.D., Neonatology
 Tompkins, John, M.D., Orthopedic Surgery
 Thompson, Kathy, M.D., Family Medicine
 Usiukiewicz, Shana, M.D., Medicine
 Van, David, M.D., Anesthesiology
 Vandyck, Kofi, M.D., Anesthesiology
 Varghese, Tony, M.D., Pediatrics
 Walsh, Christina, M.D., Pediatrics
 Williams, Marvin, M.D., OBGYN
 Wood, Frank, M.D., General Surgery
 Wu, Huimin, M.D., Internal Medicine Tulsa General Faculty
 Corbett, Audrey, M.D., Internal Medicine
 Deck, Jason, M.D., Family Medicine
 Gibson, Amanda, M.D., Internal Medicine
 Hoff, Stuart, M.D., Surgery
 Jackson, Rob, Ph.D., Faculty, Anatomy
 Jelley, Martina, M.D., Internal Medicine
 Karikari, Ama, M.D., Pediatrics
 Khorgami, Zhamak, M.D., General Surgery
 Mohamad Ali, Deborah, M.D., Pediatrics
 Nsa, Wato, M.D., Public Health/Epidemiology
 Reeder, Raye, M.D., Family Medicine
 Weisz, Mike, M.D., Internal Medicine
 Wen, Frances, Ph.D., Clinical Psychology

COMMUNITY-BASED REPRESENTATIVES (37)

Oklahoma City Community Represenatives (26)

Ali, Tauseef, M.D., Internal Medicine, Edmond
 Ayitey, Rosemary, M.D., Family Medicine, Edmond
 Davis, Joel, M.D., Orthopedic Surgery, Edmond
 Evans, Mark, M.D., Diagnostic Radiology, Nichols Hills
 Hassoun, Basel, M.D., Urology, Oklahoma City
 Hendrickson, Landon, M.D., Dermatology, Oklahoma City
 Hixson, Janice, M.D., Pediatrics, Oklahoma City
 Koons, Kelli, M.D., IM-Peds, Shawnee
 Krupiec, Craig, M.D., IM-PEDS, Edmond
 Kruska, Jarrett, M.D., Urology, Enid

Malakouti, Bahar, M.D., Neurology, Oklahoma City
 Mitchell, Lynn, M.D., Preventive Medicine/Occupational Medicine, Oklahoma City
 Muse, Gene, M.D., Orthopaedic Surgery, Oklahoma City
 Nguyen, Thy, M.D., Medical Oncology, Oklahoma City
 Northcutt, Jeff, M.D., Obstetrics and Gynecology, Ponca City
 Parekh, Mukesh, M.D., Gynecology, Oklahoma City
 Rahhal, Donald, M.D., OB-GYN, Oklahoma City
 Raju, Senthil, M.D., Hospitalist, Edmond
 Reed, Brandon, M.D., Psychiatry, Oklahoma City
 Rougas, Stacie, M.D., Dermatology, Oklahoma City
 Royce, Anna, M.D., Internal Medicine, Oklahoma City
 Sheikh, Saqib, M.D., Internal Medicine, Oklahoma City
 Soror, Noha, M.D., Medical Oncology, Oklahoma City
 Vaughn, Anthony, M.D., Neurology, Oklahoma City
 Wilks, Karen, M.D., Obstetrics and Gynecology, Oklahoma City
 Yeaman, Brian, M.D., Family Medicine, Norman

Tulsa Community Representatives (11)

Baldwin, Jonathan, M.D., Obstetrics and Gynecology, Muskogee
 Breedlove, M.D., Robert, M.D., Dermatology, Stillwater
 Bruns, Stephen, M.D., General Surgery, Tulsa
 D'souza, Sharon, M.D., Radiology, Tulsa
 Drummond, Allison, M.D., Ophthalmology, Stillwater
 Gibbs, Rachel, M.D., Gynecology, Tulsa
 Macha, Brian, M.D., Anesthesiology, Tulsa
 Mills, Terry, M.D., Family Medicine, Tulsa
 Smith, Kelsey, M.D., Family medicine, Stillwater
 Tedesco, John, M.D., General Surgery, Bixby
 Tingleaf, Clark, M.D., Urology, Owasso

STUDENTS

Oklahoma City Campus: (25)

Boone, Alison
 Brown, Kristen
 Calkins, Chase
 Carter, Brock
 Colby, Lara
 Davidson, Hayley
 Dolan, Rachel
 Ewbank, Hallum
 Harris, Danielle
 Hering, Kaitlin
 Hodgden, Julie
 Hoyt, Wilson
 Hui, Anthony
 Jernigan, Cameron
 Koenig, Brooks
 Lau, Hunter

Lecrone, Alexa
 Malone, John
 Moore, Vanessa
 Nguyen, Manh
 Pixley, Kaitlyn
 Shakir, Mariam
 Shepard, Lexie
 Ting, Michael
 Wilson, Peyton

Tulsa Campus: (6)

Dahnke, Christopher
 Loncarich, Carson
 Larsen, Samuel
 Safo, Danielle
 Sadler, Cory
 Taylor, Kirsti

This item 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:

- \$5,000,000 planned gift from an anonymous donor to support the *Lead On* Campaign and the University of Oklahoma.
- \$2,640,000 planned gift from an anonymous donor to benefit the Sam Noble Museum of Natural History.
- \$2,500,000 planned gift from an anonymous donor to benefit the Inspiring Champions Fund and the Division of Energy Management.
- \$2,000,000 planned gift from Mark McConnell to support the Mark McConnell Endowed Scholarship on the Norman campus.
- \$1,800,000 planned gift from Linda Lake Young to benefit the OU Food Pantry and the OU Alumni Association, along with supporting the creation of two new scholarships for study abroad opportunities in the Gaylord College of Journalism and the Dodge Family College of Arts and Sciences.
- \$1,750,000 planned gift from an anonymous donor to support the OU Softball program and the Jeannine Rainbolt College of Education.
- \$1,492,476 from Bryan Bean to support the Inspiring Champions Fund through OU Athletics.
- \$1,042,399 from Bradford & Wilson (Hoog V PetroQuest Energy, LLC) to benefit the Energy Law Fund.
- \$1,000,000 from the Founders of Doctors' Hospital Inc. to support the expansion of Stephenson Cancer Center to Tulsa.
- \$1,000,000 from an anonymous donor to support the OU Inspiring Champions Fund and Athletics Director's Discretionary Fund through OU Athletics.
- \$1,000,000 planned gift from an anonymous donor to benefit the Sam Noble Museum of Natural History.
- \$1,000,000 planned gift from an anonymous donor to benefit an endowed scholarship through the Gallogly College of Engineering Aerospace and Mechanical Engineering department.
- \$1,000,000 planned gift from an anonymous donor to establish funds to support students across the Norman and Health Sciences Center campuses.
- \$1,000,000 from The Price Family Foundation, to support the new Director of Employer Relations position within the Price College Career Center. This is the second such recent and significant gift from the foundation to support Price College's Career Center, as it was of utmost importance to the college's namesake, Michael F. Price.

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

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 anticipated purchases from OU Educational Services, Inc (OUES). As approved by the Board at its January 2024 meeting, work previously performed by Elsmere Education, Inc. (Elsmere), a private corporation, transitioned to OUES, a not-for-profit organization. OUES provides student recruitment, project management, coordination of

marketing services, and course development support for various academic departments that offer online adult degree completion and graduate-level programs. These programs are self-supporting and the related costs to OUES are funded from the revenue of online programs.

This item reports estimated fiscal year 2025 activity of \$29,000,000. Activity for fiscal year 2026 is estimated to be \$31,000,000.

Funding derives from several departmental accounts that use the contract.

This item 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 2026 with an estimated annual expenditure of \$1,206,391. 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.

Housing Facilities	
Fire Alarm Inspections	\$ 528,387
Sprinkler Inspections	\$ 65,836
Kitchen Hood & Extinguisher Inspections	\$ 32,806
Total	\$ 627,029

Non-Housing Facilities	
Fire Alarm Inspections	\$ 264,430
Sprinkler Inspections	\$ 304,380
Security Monitoring	\$ 10,152
Kitchen Hood Inspections	\$ 400
Total	\$ 579,362

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

ATHLETICS 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 a contract award that will permit the Athletic Department to obtain Air Charter services, with suppliers providing services for athletic team travel for fiscal year 2026. Groups transported include but are not limited to students, student athletes, band members, faculty/staff/coaches, and University guests. The current fiscal year 2025 spend through April 2025 is \$3,412,944.82.

The contract is based on a competitive solicitation for air charter services. The Agreement's first term begins on July 1, 2025, and continues until June 30, 2026. The University has the option to renew each July 1 for nine (9) additional one-year periods.

Funding has been identified, is available and budgeted within the Athletics Department operating account.

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

CONCESSIONS AND CATERING SERVICES FOR ATHLETIC EVENTS – NC

Board of Regents Policy 6.4.1.1 requires that each agreement involving annual revenues of \$125,000 or more be submitted to the Board of Regents. This item submits the University's Management Agreement (the "Agreement") with Levy Oklahoma, Inc., ("Levy") for concession and catering services for athletic events. The Agreement's first term began on July 1, 2025, and continues until June 30, 2026. The University has the option to renew each July 1 for eight (8) additional one-year periods.

This item reports anticipated purchases for concessions at athletic events, catering services for premium area ticket holder gameday meals for football, basketball events, softball, baseball, officials' meals, gameday media meals, and nutritional meals for teams for the fiscal year 2026. The previous current fiscal year 2025 spend through April 2025 is \$4,411,402.88.

The contract is based on two previous competitive solicitations for concessions and for nutritional meals for teams. 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 item was reported for information only. No action was required.

QUARTERLY REPORT OF PURCHASES – ALL

Section 4.11.7 of the Board of Regents Manual requires that certain purchases "must be reported to the Board of Regents at least quarterly." The report for December 1, 2024 to March 30, 2025, is attached hereto as Exhibit M. This report includes a synopsis of contracts entered to acquire goods and services by category and funding source. This data does not include

purchasing card purchases or travel costs because such purchases do not fall within University Procurement. Additionally, these do not include certain small-dollar purchases made through the University purchasing platforms like office supplies, lab supplies, and standard IT equipment.

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

This item 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, 2025, and *Statements of Changes in Net Position* for the three months then ended are attached hereto as Exhibit N. The statements are unaudited and are presented for management use only.

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

ALL UNIVERSITIES

EXECUTIVE SESSION

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

- a. Confidential communications between the Board and its attorney(s) concerning pending or potential research, information technology, or financial investigation(s) and/or pending or potential investigations and/or claims regarding negligence, unjust enrichment, real estate operations, property claims, information technology claims, 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 strategic plans, financial, athletics, student, and personnel matters and issues regarding Rogers State University, Cameron University, The University of Oklahoma, the University of Oklahoma Health Sciences Center, and/or The University of Oklahoma-Tulsa.
 - Review, discuss, and/or consider the application of recent federal, state, local, and administrative laws and regulations and executive orders relating to pending and/or anticipated litigation matters, pending investigations, and potential and/or pending legal risks.
- 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 Administrative Personnel Actions, the Academic Personnel Actions, 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. Discussion of assessment of potential vulnerability of governmental facilities, information technology and security systems, and facilities clearances as authorized under 25 O.S. §§ 307(B)(11)(b) and (11)(e)(7) and 51 O.S. § 24A.28(A)(2).
- f. 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, and 63 O.S. § 3224(D), including the following:
 - Review, discuss, and/or consider adoption, modification, and/or rejection of strategic plans, financial, athletics, student, 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, and/or The University of Oklahoma-Tulsa.
- g. Discussion of confidential information pertaining to donors and The University of Oklahoma Foundation, Inc. investments, or prospective donors, under 25 O.S. § 307(B)(7) and 51 O.S. § 24A.16a.
- h. 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.
- i. 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.
- j. 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. *Affiliated FM Insurance Company a/s/o OU Medicine, Inc. d/b/a OU Health*, Case No. CJ-2024-7169 in the District Court for Oklahoma County, Oklahoma;
2. *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 for Tulsa County (transferred to Cleveland County on February 13, 2023; Cleveland County case number CJ-2023-235);
3. *Battle v. Nat'l Collegiate Athletics Ass'n*, Case No. 1:23-cv-00101 in the United States District Court for the Northern District of West Virginia;
4. *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;
5. *B.E.R.T., et al. v. University et al.*, Case Nos. 24-6139, 24-6140 & 24-6141 in the 10th Circuit Court of Appeals;
6. *B.E.R.T., et al. v. University et al.*, Case No. CQ-122472 in the Supreme Court of the State of Oklahoma;
7. *Carter v. Nat'l Collegiate Athletics Ass'n*, Case No. 4:23-cv-06325 in the United States District Court for the Northern District of California.
8. *Colon v. Nat'l Collegiate Athletics Ass'n*, Case No. 1:23-cv-00425 in the United States District Court for the Eastern District of California;
9. *Davis v. State of Oklahoma, ex rel., The Board of Regents of the University of Oklahoma, et al.*, Case No. 25-cv-0142 in the United States District Court for the Western District of Oklahoma;
10. *Do No Harm v. the University of Oklahoma*, OCR Case No. 07222113 before the United States Department of Education Office for Civil Rights;
11. *Estate of Montae IMBT Johnson*, Case No. PR-21-00851-1 in Probate Court, Dallas County Texas;
12. *Fontenot v. Nat'l Collegiate Athletics Ass'n*, Case No. 1:23-cv-03076 in the United States District Court for the District of Colorado;
13. *Foreman v. University of Oklahoma*, OCR Case No. 07232159 before the United States Department of Education Office for Civil Rights;
14. *Gaines v. Nat'l Collegiate Athletic Ass'n*, Case No. 1:24-cv-01109, in the United States District Court for the Northern District of Georgia;
15. *Garg v. University*, Case No. CJ-2018-628 in the District Court for Cleveland County, Oklahoma;
16. *Hartel v. The Board of Regents of the University of Oklahoma, et al.*, Case No. 25-cv-00404 in the United States District Court for the Western District of Oklahoma;

17. *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;
18. *Hubbard v. Nat'l Collegiate Athletics Ass'n*, Case No. 4:23-cv-01593 in the United States District Court for the Northern District of California;
19. *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;
20. *In the Matter of the Estate of Joe Briley*, Case No. PB-2023-232 in the District Court for Comanche County, Oklahoma;
21. *Johnson, et al. v. The University of Oklahoma et al.*, Case No. CIV-24-495 in the United States District Court for the Western District of Oklahoma;
22. *Jointer v. University of Oklahoma*, OCR Case No. 07222092 before the United States Department of Education Office for Civil Rights;
23. *Lewis v. Regents of the University of Oklahoma*, Case No. CJ-2022-1018, in the District Court for Cleveland County, Oklahoma;
24. *Madden v. Barreiro, M.D., et al.*, Case No. CJ-2024-4044 in the District Court for Oklahoma County, Oklahoma;
25. *Melton v. University, et al.*, Case No. CJ-2021-423 in the District Court for Cleveland County, Oklahoma;
26. *Middleman v. OU Medicine, Inc., d/b/a OU Health and The University of Oklahoma Health Sciences Center*, Case No. 5:24-cv-00985 in this United States District Court for the Western District of Oklahoma;
27. *Mize v. State of Oklahoma ex rel. Board of Regents of the University of Oklahoma*, Case No. CJ-2024-1205 in the District Court for Cleveland County, Oklahoma;
28. *Newton v. University of Oklahoma*, OCR Case No. 07252029 before the United States Department of Education Office for Civil Rights;
29. *Olupitan v. State of Oklahoma ex rel., the Board of Regents of the University of Oklahoma*, Case No. CIV-24-349 in the United States District Court for the Western District of Oklahoma;
30. *Olupitan v. State of Oklahoma ex rel., the Board of Regents of the University of Oklahoma*, Case No. 25-6055 in the United States Court of Appeals for the Tenth Circuit;
31. *Pavia v. Nat'l Collegiate Athletics Ass'n*, Case No. 3:24-cv-01336 in the United States District Court for the Middle District of Tennessee;
32. *Pendleton v. the University of Oklahoma*, EEOC Charge No. 564-2025-0015 before the Equal Employment Opportunity Commission;

33. *Scruggs v. State of Oklahoma ex rel. The Board of Regents of the University of Oklahoma, et al.*, Case No. 5:24-cv-00933 in the United States District Court for the Western District of Oklahoma;
34. *Shaw v. University Village Apartments*, OCRE Case No. CR-24-0119 before the Oklahoma Attorney General Office of Civil Rights Enforcement;
35. *Smart v. Nat'l Collegiate Athletics Ass'n*, Case No. 2:22-cv-02125 in the United States District Court for the Eastern District of California;
36. *State of Ohio v. Nat'l Collegiate Athletics Ass'n*, Case No. 1:23-cv-00100 in the United States District Court for the Northern District of West Virginia;
37. *State of Oklahoma v. Davis*, Case No. CM-2021-1311 in the District Court for Cleveland County, Oklahoma;
38. *State of Oklahoma ex rel. Board of Regents of the University of Oklahoma v. AIG Specialty Insurance Company, et al.*, (Natural Gas) Case No. CJ-2024-690 in the District Court for Cleveland County, Oklahoma;
39. *State of Tennessee v. Nat'l Collegiate Athletics Ass'n*, Case No. 3:24-cv-00033 in the United States District Court for the District of Tennessee;
40. *Sturtevant v. the University of Oklahoma*, OCR Case No. 07242281 before the United States Department of Education Office for Civil Rights;
41. *Swain v. OU Medicine, Inc., et al.*, Case No. CJ-2024-7334 in the District Court for Oklahoma County, Oklahoma;
42. *The Sustainable Journalism Foundation. et al., v. Board of Regents*, Case No. CV-2021-1770 in the District Court for Cleveland County, Oklahoma;
43. *The Sustainable Journalism Foundation. et al., v. Board of Regents*, Case No. SD-122808 in the Supreme Court of the State of Oklahoma;
44. *Trimble v. Optimist Club of Norman, Oklahoma, et al.*, Case No. CJ-2025-485 in the District Court for Cleveland County, Oklahoma;
45. *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;
46. *Vo v. OU Health, et al.*, EEOC Charge No. 564-2025-00014 before the United States Equal Employment Opportunity Commission; and

ATTACHMENT A

Individuals include:

- Member(s) of the Board of Regents of the University of Oklahoma
- President, The University of Oklahoma
- Vice President and General Counsel of the University and to the Board of Regents
- Vice President for Executive Affairs

- Executive Secretary of the University of Oklahoma Board of Regents
- Interim President, Cameron University
- President-Designate, Cameron University
- President, Rogers State University
- Chief Audit Executive
- Senior Vice President and Provost, Norman Campus
- Senior Vice President and Provost, HSC
- Vice President and Chief Financial Officer
- Vice President, OU Tulsa
- OU Director of the Polytechnic Institute-Tulsa
- Vice President for Intercollegiate Athletics Programs and Director of Athletics
- Vice President for Marketing and Communications
- Vice President for Human Resources
- Vice President for Campus Operations
- Vice President for Enrollment Management
- Vice President for Executive Affairs
- Vice President for Research and Partnerships
- Vice President for Access and Opportunity
- Vice President for University Advancement
- Vice President for Student Affairs
- Vice President of Administration and Finance, Health Sciences
- Vice Provost for Health Sciences
- Senior Associate Vice President for Research
- Institutional Equity Officer
- Chief Government Affairs Officer
- Chief Strategy Officer
- Risk Officer
- Executive Deputy Athletics Director
- Deputy Athletics Director(s)
- Deputy General Counsel, Norman Campus
- Deputy General Counsel, HSC
- Vice President of Administration and Finance, Rogers State University
- President of The University of Oklahoma Foundation, Inc.

Chair Holloway, stated, “On the advice of counsel, disclosure of communications related to the matters noted in the executive session item of the agenda will seriously impair the ability of the University to process or investigate such matters in the public interest,” and then asked for a motion to enter executive session. Regent Nagel moved the Board enter executive session as listed on the Executive Session agenda item, above. The following voted yes on the motion: Nagel, Stevenson, Ross, Braught, Waits, and Williams. The Chair declared the motion unanimously approved.

The Board then moved to the Conference Center Board Room at 10:19 a.m. for the executive session. Regent Nagel exited the room at 11:58 a.m.

The Board returned to the Pavilion, the Chair stated that no votes were taken in executive session, no items not listed on the agenda for discussion were discussed, and she asked for a motion to end the executive session. Regent Stevenson moved to exit the executive session at 5:21 p.m. The following voted yes on the motion: Regents Stevenson, Ross, Braught, Waits, and Williams. The Chair declared the motion unanimously approved.

There being no further business, the meeting adjourned for the day at 5:22 p.m.

The meeting was called to order in the Conference Center Pavilion of the Noble Research Institute, Ardmore, Oklahoma, at 8:01 a.m., on June 13, 2025, with Regents Holloway, Stevenson, Ross, Braught, Waits, and Williams in attendance.

Chair Holloway opened the meeting, stated, "On the advice of counsel, disclosure of communications related to the matters noted in the executive session item of the agenda will seriously impair the ability of the University to process or investigate such matters in the public interest," and then asked for a motion to enter executive session. Regent Waits moved the Board enter executive session as listed on the Executive Session agenda item above. The following voted yes on the motion: Stevenson, Ross, Braught, Waits, and Williams. The Chair declared the motion unanimously approved.

The Board then moved to the Conference Center Board Room for the executive session.

The Board returned to the Pavilion, the Chair stated that no votes were taken in executive session, no items not listed on the agenda for discussion were discussed, and she asked for a motion to end the executive session. Regent Waits moved to exit the executive session at 10:14 a.m. The following voted yes on the motion: Regents Stevenson, Braught, Waits, and Williams. The Chair declared the motion unanimously approved.

CAMERON UNIVERSITY

REPORT OF THE INTERIM PRESIDENT OF THE UNIVERSITY

Thank you very much. It is difficult for me to go as fast as I want to because I have so many things I want to say. First, I would like to thank the Regents for giving me this opportunity. I knew some of you from afar, others I knew closely, or had worked with in the past. It has been a real pleasure not to be unknown. Regent Stevenson and I had a meeting about a year or so before he became Vice Chair of the Board, little did I know I would have an opportunity to accept his invitation to serve Cameron in this capacity. Last August, after my first public meeting, I spoke at the Chamber of Commerce Education Luncheon and I said my favorite Will Rogers quote "Even if you are on the right track, you will get run over if you just sit there." I repeated the same words at the Faculty and Staff Meeting a week later. I have said it over and over; I was not hired to be a babysitter at Cameron. We were on the right track, but we were not going to stay there. We needed to move forward and be ready for the new President whenever they arrive. I believe we at least got started on that mission. We are trying to get the Cameron name out there as much as possible. For summer 2025, full-time enrolled students are up 3.11% over last summer. Comparing the fall numbers as of June 6th of this year with June 6th of last year, we are still down some students, but we typically pick up more as we move toward the start of the semester.

During graduation, we had a total of 727 individuals apply for 803 degrees, with 410 students walking at commencement in May. Regent Braught shared greetings from the Board of Regents. For the first time, four Lawton Public School seniors participated in our graduation before they participated in their high school graduations. Those four students had taken enough hours to earn associate's degrees before they earned their high school diplomas. We hope this trend continues. We had sixty-five graduate degrees awarded with forty-seven of those students being hooded during commencement. Eight cadets from Cameron's Reserve Officer Training Corps were commissioned as Second Lieutenants in the U.S. Army on graduation day.

When I arrived last summer, we had vacancies for the Dean of Students and the Senior Director of Enrollment Management. The Dean of Students was filled in February with an internal selection, and the Regents approved that at the March meeting. With your permission, in January, I reposted the Senior Director of Enrollment Management as the Vice President of Enrollment Management. This week, we received a signed offer letter, which should be one of the personnel matters at the next Board meeting. She will start on July 14th and is coming from Georgia.

The State Regents for Higher Education, thank you, Chancellor Burrage, have agreed to continue a concurrent enrollment partnership with Lawton Public Schools. This program allows up to thirty sophomores to enroll in concurrent classes. This year, they are expanding the policy exception to Duncan Public School to allow up to thirty of their sophomores to enroll in concurrent hours.

Higher Education Day and Research Day at the State Capitol were held together this past April. Research Day at the Capitol is an initiative by the State Regents of Higher Education and the Oklahoma Established Program to Stimulate Competitive Research, a program from the National Science Foundation. On Research Day, twenty-five college students are selected to present posters and oral presentations. Of those twenty-five, two were Cameron students. Leilani Hunter, a chemistry major from Lawton, won second place among all regional, community, and tribal colleges and universities for her research project covering the medicinal healing effects of certain herbal teas.

I mentioned to you all in the executive session that Dr. Dakota Kaus, our Director at Cameron's branch in Duncan, received the Rising Star Award from the Duncan Chamber of Commerce. Unfortunately, we are losing her to Duncan Public Schools; she is going to be an elementary school principal. She has done a great job. Hyunsoon Whang, Professor in Art, Music, and Theater Arts, won the Distinguished Teacher of the Year Award from the Oklahoma Music Teachers Association. She is the fifteenth recipient of this award. Dr. Krystal Brue, Professor of Management and Chair of the Department of Business at Cameron, won the 2025 Teaching Excellence Award given by the Accreditation Council for Business Schools and Programs for Region 6, which includes Arkansas, Louisiana, New Mexico, Oklahoma, and Texas.

We continue to have Wi-Fi issues on campus, but our fiber optic is in the ground, and the vendor's team is pulling the physical fiber into campus buildings. This is a slow process because it must be pulled into an array of network closets in each building and on each floor of each building. Once the fiber is pulled, the vendor then begins the process of terminating the old system and the installation of fiber patch panels. Then Cameron's IT team will begin connecting the fiber to new switches and moving the internal network to those switches. Cameron has 2,800 switches. The CETES Conference Center is almost done with the renovations to add new engineering classrooms and labs. We have been waiting for over four weeks for the State Fire Marshall to come out for their final inspection and approval. The Aggie Recreation Center swimming pool was re-plastered, and we are starting to replace the windows and skylights. Recent rain has continued to cause problems on campus; we have buildings that continue to flood from the ceiling leaks and the ground. One of the worst areas is the library; new drains and a sump basin were installed around the exterior perimeter of the library. The landscaping has been reshaped to help reduce the runoff and prevent pooling as much as possible. We feel good about that. University Theater will receive a new HVAC system, pending your approval of the agenda item today. We will repurpose one or two of the existing chillers into the Aggie Rec Center. We are also replacing the windows on the north side of the theater

building to improve insulation and efficiency. A new large boiler was installed to serve Shepler Towers. Now that students have left campus and are not living in the dorms, it is working and online. The small boiler is now offline and being serviced to ensure both will be up and running when students are back on campus. Signage across campus has been replaced and updated, and landscaping improvements are underway. We look forward to your opinion of our campus when you come for the September Board Meeting. The President's Suite and the Executive Board Room are being refurbished. OCAMP funds for fiscal year 2025 helped pay for many of these projects, not including the updates to the President's Office, to the tune of a little over \$3 million. Funds for fiscal year 2026, thanks to a lot of work from the State Regents Office, will not be the annual \$850,000 that was anticipated, but Cameron should receive a little over \$4 million for deferred maintenance projects and to address other backlogged needs that we have on campus. We recently received a request from the University of Tulsa to collaborate with them on a research project that involves defense systems with the U.S. Army. Tulsa is very active in the cybersecurity area, and they recognized our relationship with Fort Sill. They were not aware of how close our relationship is with the Fires Innovation Science Technology Accelerator in Lawton (FISTA). We are hopeful that the collaboration will come to fruition.

We are not requesting an increase in student tuition or mandatory fees for fiscal year 2026. The allocation from the State Regents for Cameron for this fiscal year and next is about \$18.9 million. It is virtually the same as last year. Concurrent enrollment reimbursement numbers are about a year behind, but Cameron's increase was about \$127,000 a year ago. We continue to budget on 95% of actual student credit hours to give ourselves room for fluctuation when students add and drop courses. One of our biggest budgetary goals for this year is to retain the services offered through the Student Enrichment Center, which focuses on student persistence and completion rates. The seven advisors in the Student Enrichment Center use different protocols than their counterparts in academic or financial aid advising. The initial five-year grant that funded the Student Enrichment Center expires in the fall. By reducing the number of advisors down to five, we believe we can absorb the costs and retain the functions of the Student Enrichment Center. Retaining the Center was the number one request from students and the Student Government Association. Our operating revenue for this fiscal year is up 1.8% over last year and our operating expenses are down 3.1%. Those are trending in the right direction.

I attended a luncheon with the Community Advisory Board in Duncan. The representative from Halliburton asked why they were paying for their employees' ongoing education at other Universities, when Cameron is right here. I thought, "he gets it"; not only is he a good board member, but he understands his role on that Board. Dean Jennifer Dennis, Dr. Krystal Brue, and Director, Dr. Dakota Kaus attended a lunch and learn event at the Halliburton Technology Center with about twenty-five employees. Halliburton is already working with them to set up another lunch and learn at the Halliburton Manufacturing Center.

We have been onboarding with Dr. Hunt every two weeks since his appointment in March. His onboarding will continue tonight with the Lawton Fort Sill Chamber of Commerce Banquet, then with the Faculty Retirees Lunch and the Cameron Council on June 23rd.

Our student athlete's cumulative GPA this year was 3.28. All thirteen sports teams achieved a 3.0 GPA or higher this spring. Last semester, we had one team that was one grade away from being a 3.0. During Giving Day, athletics raised 62% of the total amount raised, and they had 69% of the donors from Giving Day for Cameron.

Women's Golf qualified for the NCAA South Central Region Tournament for the first time in program history. Softball finished in 6th place and qualified for the Lone Star Conference playoffs. Men's Tennis qualified for the Lone Star Conference playoffs. Men's Golf improved from 11th to 5th place in the Lone Star Conference. The Women's Tennis team won the South-Central Region doubles championship. Men's Cross Country had the Newcomer of the Year for the Lone Star Conference. At one point during the season, the baseball National Hitter of the Week was a Cameron Aggie. We had three Softball, two Tennis, and two Women's Tennis players make the Lone Star Conference first team. Softball, Men's Golf, Baseball, Tennis, Track and Field, and Women's Basketball had representatives on the Lone Star Conference second all-conference team. Baseball and Basketball had third-team all-conference members, and Women's Golf, Men's Tennis, and both Basketball teams had honorable mentions. The Lone Star Conference all-freshman team included a softball Aggie. We have a great Athletic Director developing a great culture, and we have three new coaches coming to campus next fall. I think we will see continued improvement as we go forward.

On Monday, June 3rd, we welcomed Leadership Oklahoma and their Youth Leadership Oklahoma program to campus. This is a one-week program of about fifty high school seniors who travel around the state and get acquainted with different parts of Oklahoma. They started with Physical Training at Fort Sill at 5 a.m. and came into Lawton on Monday night. When they arrived at Cameron, we gave them ice cream as they got off the bus. The Dean of Students, the Vice President of University Advancement, and I had an opportunity to visit with them. We talked about our Plus Scholarships, enrollment, and class sizes. After that conversation, we asked for questions. One student asked me after my year as interim, what one word I would use to describe Cameron. My one word was personal. Our classroom sizes allow you to have a personal relationship with your professors and other department staff. If you do not show up, someone is going to ask you about it. I want the parents of our students to know we take it personally when we have an opportunity to take care of and educate their students.

This has been an incredible learning experience for me this year. I am grateful for the chance to participate for three more months and transition into a role where my name is not signed on everything, but yours is Dr. Hunt. I would not trade this one year for anything I have ever done. Thank you all for that chance.

Chair Holloway stated: Thank you for that report. And we appreciate that you are staying on as special advisor to President Hunt for a period, so it is not goodbye quite yet. President Hunt, welcome. We look forward to coming to Lawton in September and getting to see all that you've accomplished in your first two and a half months on the job.

President Hunt responded: I am thrilled and thankful to all of you for this opportunity. My family is thrilled to be back home in Oklahoma. We are proud to be part of the Cameron family, and we cannot wait to welcome you in September. I just want to say a special thank you to President Askins. She has been so kind, helpful, and supportive. I promise everyone at Cameron University is better with a brighter future because of her leadership. Thank you, President Askins.

FISCAL YEAR 2026 BUDGET – CU

Cameron University has a well-established process of meeting with all department supervisors to assist the President and executive council in the development of the institution's budget. They provide advice related to all aspects of the University's fiscal and budgetary issues.

The budget for fiscal year 2026 reflects an increase in revenues from fiscal year 2025. The increase is due primarily to the increase in concurrent enrollment.

BUDGET OVERVIEW:

Total projected revenues for FY 2026 are \$43,326,253 and are composed of the following sources:

Source	Amount	% of total	% Change
State appropriations	\$18,900,377	43.6%	-.1%
Tuition and fees	23,219,095	53.6%	.1%
Other income and endowments	687,211	1.6%	.1%
Other grants, contracts, & reimbursements	519,570	1.2%	0.0%
Total Revenue	<u>\$43,326,253</u>		

Total projected expenses for FY 2026 are \$43,326,253 and are composed of the following activities:

Activity	Amount	% of total	% Change
Instruction	\$18,077,229	41.7%	-1.6%
Research	101,000	.2%	0.0%
Public Service	302,715	.7%	-.4%
Academic Support	2,418,054	5.6%	1.9%
Student Services	5,466,386	12.6%	4.7%
Institutional support	4,877,431	11.3%	3.0%
Operation and maintenance of plant	6,958,438	16.1%	-1.0%
Scholarships and fellowships	5,125,000	11.8%	1.0%
Total Expenses	<u>\$43,326,253</u>		

Total projected expenses increased \$119,502. The increase is attributed primarily to increases in mandatory costs.

Interim President Askins recommended the Board of Regents approve the Operating Budget for Fiscal Year 2026 as presented.

Regent Braught moved approval of the recommendation. The following voted yes on the motion: Regents Nagel, Stevenson, Ross, Braught, and Waits. The Chair declared the motion unanimously approved. Regent Williams was out of the room for the presentation of all Cameron agenda items.

TUITION AND FEE RATES FOR ACADEMIC YEAR 2025-2026 – 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).

Cameron University is requesting no increase to resident tuition rates for academic year 2025-2026 for resident and nonresident students at the undergraduate level as well as the graduate level

UNDERGRADUATE TUITION RATES

(Nonresident students pay both resident and nonresident tuition)

<u>Proposed AY 25-26 Resident Tuition Per Credit Hour</u>	<u>Annual Undergraduate Tuition and Mandatory Fees 30 Credit Hours – 2 Semesters</u>
\$180.50	\$7,095.00
<u>Proposed AY 25-26 Nonresident Tuition Per Credit Hour</u>	<u>Annual Undergraduate Tuition and Mandatory Fees 30 Credit Hours – 2 Semesters</u>
\$314.00	\$16,515.00

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 \$207.00 per credit hour for students entering Fall 2025, Spring 2026 or Summer 2026. 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)

<u>Proposed AY 25-26 Resident Tuition Per Credit Hour</u>	<u>Annual Undergraduate Tuition and Mandatory Fees 30 Credit Hours – 2 Semesters</u>
\$207.00	\$7,890.00

GRADUATE TUITION RATES*(Nonresident students pay both resident and nonresident tuition)*

Proposed AY 25-26 Resident Tuition <u>Per Credit Hour</u>	Annual Graduate Tuition and Mandatory Fees <u>24 Credit Hours – 2 Semesters</u>
\$223.00	\$6,696.00
Proposed AY 25-26 Nonresident Tuition <u>Per Credit Hour</u>	Annual Graduate Tuition and Mandatory Fees <u>24 Credit Hours – 2 Semesters</u>
\$373.00	\$15,648.00

MBA AND MSOL ON-LINE RATES

Proposed AY 25-26 Resident Tuition <u>Per Credit Hour</u>	Annual Graduate Tuition and Mandatory Fees <u>24 Credit Hours – 2 Semesters</u>
\$345.00	\$8,280.00
Proposed AY 25-26 Nonresident Tuition <u>Per Credit Hour</u>	Annual Graduate Tuition and Mandatory Fees <u>24 Credit Hours – 2 Semesters</u>
\$105.00	\$10,800.00

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	12.00
Student Activity*	15.00
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 2025.

Interim President Askins recommended the Board of Regents approve the proposed tuition and fee rates for academic year 2025-2026.

Regent Braught moved approval of the recommendation. The following voted yes on the motion: Regents Nagel, Stevenson, Ross, Braught, and Waits. The Chair declared the motion unanimously approved. Regent Williams was out of the room for the presentation of all Cameron agenda items.

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: B.A. in Art

PROPOSED CHANGE: Program requirement changes

COMMENTS: Total hours for the major core will increase from 26 to 35. Total hours of major electives will decrease from 21 to 9. Total hours required for the major will decrease from 47 to 44. Total hours for the degree will not change. Additional funds are not requested. The requested changes will restructure and streamline the program and provide students with foundational coursework across multiple areas crucial to the discipline.

2. PROGRAM: B.A. in Music

PROPOSED CHANGE: Program requirement changes

COMMENTS: One new three-credit hour course will be added to the major core. One existing course will decrease from three credit hours to two. Total hours for the major will increase from 38 to 40, but total hours for the degree will not change. The requested changes will address assessment data suggesting that students will benefit from a longer sequence of music history courses. No additional funds are requested.

3. PROGRAM: B.F.A. in Art

PROPOSED CHANGE: Option additions

COMMENTS: Two new options, in Graphic Design/Printmaking and Printmaking/Painting, will be added to the program. The requested additions will allow students to declare options with a designated primary and secondary discipline in the field.

PROPOSED CHANGE: Option name changes

COMMENTS: The current four program options in Graphic Design, Printmaking, Painting, and Sculpture will be renamed Graphic Design/Painting, Printmaking/Graphic Design, Painting/Graphic Design, and Painting/Printmaking, respectively. The requested name changes will allow students to declare options with a designated primary and secondary discipline in the field.

PROPOSED CHANGE: Program requirement changes

COMMENTS: Total hours for the major core will increase from 32 to 47. Total hours required for each option will decrease from 36 to 21. Total hours required for the major and degree will not change. Additional funds are not requested. The requested changes will restructure and streamline the program and provide students with foundational coursework across multiple areas crucial to the discipline.

4. PROGRAM: B.M. in Music

PROPOSED CHANGE: Program requirement changes

COMMENTS: One new three-credit hour course will be added to the major core. Three courses will decrease from three credit hours to two. Total hours for the major and degree will not change. The requested changes will address assessment data suggesting that students will benefit from a longer sequence of music history courses. No additional funds are requested.

5. PROGRAM: B.M.E. in Music Education

PROPOSED CHANGE: Program requirement changes

COMMENTS: One new three-credit hour course will be added to the major core. Three courses will decrease from three credit hours to two. Total hours for the major and degree will not change. The requested changes will address assessment data suggesting that students will benefit from a longer sequence of music history courses. No additional funds are requested.

6. PROGRAM: B.S. in Elementary Education

PROPOSED CHANGE: Addition of online delivery

COMMENTS: Student demand for online programs at Cameron University continues to increase. Offering this program in an online format in addition to the traditional, face-to-face format will afford the opportunity to advance this degree program and increase opportunities for degree completion to students across the region and state. The addition of the online program will allow students greater flexibility in taking courses as well as increase transferability among programs in the state. One hundred percent online delivery will not adversely affect program rigor and quality given the faculty members' extensive knowledge and experience with distance education methods and their dedication to acquiring advanced skill sets in using online technologies. By moving the program fully online, students will have a better opportunity to finish their degrees in their chosen format, improving their chances for economic and career goal success, and helping to address the teacher shortage in the state. Total hours required for the major and degree will not change. No additional funds are requested.

7. PROGRAM: B.S. in Sociology

PROPOSED CHANGE: Program requirement change

COMMENTS: Total hours in the major core will decrease from 18 to 15, and one course will be removed from the requirements. Total hours for both options will increase from 21 to 24. For the Human Services option, total hours of required courses will decrease from 15 to 12, and total hours of electives will increase from 6 to 12. Two courses will be removed from the option. Total hours required for the major and degree will not change. No additional funds are requested.

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

Regent Nagel moved approval of the recommendation. The following voted yes on the motion: Regents Nagel, Stevenson, Ross, Braught, and Waits. The Chair declared the motion unanimously approved. Regent Williams was out of the room for the presentation of all Cameron agenda items.

REVISIONS TO UNIVERSITY ADMISSION STANDARDS – CU

Cameron has reviewed its admissions standards in response to recent OSRHE policy revisions. The following criteria are the recommended admissions standards for Cameron University.

Baccalaureate Degrees, Associate in Science Degrees, and Associate in Arts Degrees.

Minimum admissions requirements for recent high school graduates are:

- Graduate of an accredited high school or possess a GED, HiSet, or TASC.
- Meet the following performance requirements:
 - minimum composite ACT of 19 or SAT of 990, OR
 - rank in the top 50 percent of high school graduating class OR
 - have an unweighted high school (4 years) grade point average of at least 2.7 OR
 - have a 2.7 unweighted high school GPA in 15 units of core curricular courses
- Meet the minimum high school curricular requirements:
 - 4 years of English (grammar, composition, literature),
 - 3 years of mathematics (Algebra I, Algebra II, geometry, trigonometry, math analysis, pre-calculus, statistics and probability (must have completed geometry and Algebra II, calculus, and Advanced Placement statistics)
 - 3 years of lab science biology, chemistry, physics, or any lab science certified by the school district) (may not include general science),
 - 3 years of history and citizenship skills (including 1 year of American History and
 - 2 additional years from the subjects of history, economics, geography, government, non-western culture), 2 years of other (additional subject previously mentioned or selected from computer science, foreign language, or any Advanced Placement course, psychology, sociology).

Graduates of unaccredited high schools or home study programs.

Minimum admissions requirements for recent graduates of unaccredited high schools or home study programs:

- Must satisfy admissions requirements by taking the ACT or SAT and achieving a minimum ACT score of 19 or SAT of 990
- Unaccredited high school graduates rank in the top 50 percent of high school graduating class
OR
- Have an unweighted high school (4 years) grade point average of at least 2.7
OR
- Have a 2.7 unweighted high school GPA in 15 units of core curricular courses satisfying the curricular requirements as certified by the school, or for home study - the parent.

Individuals meeting these criteria are eligible for admission to baccalaureate, associate in science, or associate in arts degrees.

Associate in Applied Science Degrees and Certificates.

Minimum admissions requirements for recent high school graduates are:

- Graduate of an accredited/unaccredited high school or possess a GED, HiSet, or TASC.

Students lacking curricular and/or performance requirements may be required to take corequisite courses. These courses should be completed within the first 24 semester hours attempted, with a grade of "C" or higher. To transfer to an associate in science, associate in arts, or baccalaureate degree program, the student must formally apply by submitting a Change of Degree Program form and meet both the curricular and/or performance admission standards. (retention GPA of 2.0 and cleared all corequisite level courses).

SPECIAL NON-DEGREE SEEKING STUDENT ADMISSION

A student who does not plan to pursue a degree may enroll in no more than 12 credit hours without submitting academic credentials or meeting the academic curricular or performance requirements. Non-degree-seeking students may not enroll in areas of English, math, history, government, or science without showing proficiency in those areas. Retention standards will be enforced. Enrollment beyond 12 hours will require formal admission to the University.

ALTERNATIVE ADMISSION

This admission category is for those individuals who do not meet the performance or curricular requirements, but (1) have a reasonable chance for academic success, (2) have unusual talent or ability in art, drama, music, sports, and the like, or (3) are educationally or economically disadvantaged and show promise of being able to succeed in a program or curriculum at Cameron. Students applying for admission under this section will be admitted through associate degree standards. To transition to baccalaureate degree programs, students must successfully address all curricular and performance deficiencies and successfully complete twenty-four collegiate credit hours.

ADULT ADMISSION

Students who are 21 years of age or older or active duty military who have graduated from high school, have a GED, HiSet, or TASC, or who is a non-high school graduate whose class has graduated are eligible for admission to Cameron. Any student admitted through the Adult Admissions category must demonstrate college readiness through defined initial course placement, placement assessments or by successful completion of corequisite level courses before entering baccalaureate, associate in science, or associate in arts degree programs.

OPPORTUNITY ADMISSION

Students who have not graduated from high school but whose final composite standard score on the ACT demonstrates the probability of success in college-level work may apply for full enrollment at Cameron. Admission will be based on the test scores, evaluation of the student's level of maturity and ability to function in the adult college environment, and whether the experience will be in the best interest of the student intellectually and socially. The Director of Admissions, the University President's designee, will determine admissibility.

TRANSFER STUDENTS

A transfer student is defined as an undergraduate student with six or more attempted credit hours, excluding corequisite level credit hours and/or hours earned through concurrent high school enrollment.

Transfer students from other accredited colleges and universities who are legal residents of Oklahoma may transfer to Cameron University under the following conditions:

- Transfer students who have attempted 24 or more college credit hours will be required to submit official transcripts from all colleges attended and must have a retention GPA of 2.0 or higher.

Transfer Probation. Students who do not meet the academic criteria including curricular requirements as stated above under the transfer categories, but who have not been formally suspended, may be admitted as "transfer probation" students. If GPA is less than 2.0, the student will be admitted as a "transfer probation" student. Students seeking admission in this category must meet with an Admissions Coordinator regarding procedures and enrollment conditions. Transfer students with fewer than 24 attempted hours of college credit will also need to submit an official high school transcript or GED/HiSET/TASC transcript and meet high school performance and curricular requirements, as outlined in the high school curricular requirements, and/or show proficiency through college-level coursework. ACT and SAT scores are optional but can be used for admission.

Any student who has attended another university other than Cameron University must submit official transcripts from ALL colleges attended. An undergraduate student with more than six attempted semester hours is considered a transfer student.

TRANSFER CREDIT POLICY AND PROCEDURES

The amount of credit granted to applicants for admission as transfer students depends upon the nature and quality of the applicant's previous work. Transfer credit is evaluated according to the academic requirements of the university and the following provisions:

Credits earned at colleges and universities accredited by the Higher Learning Commission (HLC) will be accepted for transfer at full value, excluding continuing education. Students must also meet the following requirements:

- Student must be in good academic standing at the transfer institution, and
- Student must have made satisfactory progress (an average grade of “C” or better or met CU’s retention standards, whichever is higher) at the transfer institution.

Credits earned at degree-granting institutions accredited by organizations other than HLC and recognized by the U.S. Department of Education will be reviewed on a course-by-course basis and may be accepted in transfer if appropriate to a student’s degree program and validated by a designee at CU. Students must also meet the following requirements:

- Student must be in good academic standing at the transfer institution, and
- Student must have made satisfactory progress (an average grade of “C” or better or met CU’s retention standards, whichever is higher) at the transfer institution.

Credits earned at degree-granting institutions not accredited by organizations recognized by the U.S. Department of Education will be reviewed on a course-by-course basis and may be accepted in transfer if appropriate to a student’s degree program and validated by a designee at CU. Students must also meet the following requirements:

- Student must be in good academic standing at the transfer institution,
AND
- Student must have made satisfactory progress (an average grade of “C” or better or met CU’s retention standards, whichever is higher) at the transfer institution,
AND
- Student must complete at least 12 semester hours at CU with a 2.00 grade point average (“C”) or better before transfer work will be transcribed.

Interim President Askins recommended the Board of Regents approve revisions to the Cameron University admission requirements.

Regent Braught moved approval of the recommendation. The following voted yes on the motion: Regents Nagel, Stevenson, Ross, Braught, and Waits. The Chair declared the motion unanimously approved. Regent Williams was out of the room for the presentation of all Cameron agenda items.

POLICY REVISION – PRESERVATION OF THE PEACEFUL ENVIRONMENT – CU

The Preservation of the Peaceful Environment Policy is being revised to reflect current procedures, which are silent on the issuing authority for a Notice to Vacate. In addition, the Policy is being revised to remove the Notice to Vacate form from Board of Regents approval level. This will allow Cameron to modify Notice to Vacate forms to reflect its campus operations. The revised policy is attached hereto as Exhibit O.

Interim President Askins recommended the Board of Regents approve revisions to Regents' Policy 5.2 regarding administrative trespass warnings.

Regent Braught moved approval of the recommendation. The following voted yes on the motion: Regents Nagel, Stevenson, Ross, Braught, and Waits. The Chair declared the motion unanimously approved. Regent Williams was out of the room for the presentation of all Cameron agenda items.

POLICY REVISION – INSTITUTIONAL EQUITY OFFICE – CU

Revisions are needed to comply with (i) Executive Order 14173 Ending Illegal Discrimination and Restoring Merit-Based Opportunity ("EO 14173"), which revoked Executive Order 11246 addressing affirmative action requirements of federal contractors, and (ii) Executive Order 14168 Defending Women from Gender Ideology Extremism and Restoring Biological Truth to the Federal Government, which states that the definition of sex under federal law refers to "an individual's immutable biological classification as either male or female."

Consistent with BOR Policy 3.2.3, the Institutional Equity Office made interim amendments to BOR Policy 3.2.1 to adjust the University's Statement on Affirmative Action and to BOR Policy 3.2.2—Affirmative Action Plan to ensure compliance with EO 14173.

Additional changes are needed to ensure the University's Non-Discrimination statement is consistent with the referenced executive orders. The amended policies are attached hereto as Exhibit P.

Interim President Askins recommended the Board of Regents approve amendments to the Board of Regents Institutional Equity Office Policies to ensure compliance with recent executive orders.

Regent Braught moved approval of the recommendation. The following voted yes on the motion: Regents Nagel, Stevenson, Ross, Braught, and Waits. The Chair declared the motion unanimously approved. Regent Williams was out of the room for the presentation of all Cameron agenda items.

CAMPUS MASTER PLAN OF CAPITAL PROJECTS – CU

The Long-Range Capital Plan for Fiscal Years 2025-2029, approved by the Board of Regents in June 2024, contained 17 projects at a total estimated cost of \$37,027,000. As required, the plan was submitted in June 2024 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

Elevator Replacement – This project involves the replacement of five elevators in various buildings on campus with an estimated cost of \$1,200,000.00.

Project Modifications

HVAC Upgrades – A portion of this project has been publicly bid and cost has been adjusted to \$3,700,000.00.

Deleted Projects

CETES Facility Modifications project to be completed by June 30, 2025

Attached hereto as Exhibit Q is an updated Campus Master Plan of Capital Projects that reflects Board actions and project completions from May 2026 through May 2030. Cameron University has 17 capital projects with a total estimated cost of \$38,727,000.

Interim President Askins 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 Nagel, Stevenson, Ross, Braught, and Waits. The Chair declared the motion unanimously approved. Regent Williams was out of the room for the presentation of all Cameron agenda items.

CONTRACT FOR THEATRE HVAC PROJECT – CU

Originally constructed in 1979, the Theatre Building houses the Cameron Theatre, Studio Theatre, dressing rooms, classrooms and rehearsal space. The existing units were installed during construction and are currently forty-six (46) years old. This project includes installation of ten new roof-mounted, air-cooled, vertical airflow, electric cooling, gas heating package units. The new system will increase efficiency and climate control.

Request for Proposals for this project was advertised for bid on April 6, 2025. Bids were received from three of the fourteen (14) firms that requested and received bid packages. The bids were evaluated by the following representatives of the University:

Mick Coponiti, Vice President for Business and Finance
John Young, Director, Physical Facilities
Laura Kane, Purchasing Agent

It is recommended that a contract be awarded to Air Conditioning Service, Inc, Oklahoma City, Oklahoma, the firm representing the best and lowest bid at \$1,288,000. The next lowest bid was from Davis Air Conditioning, Inc., Lawton, Oklahoma for \$1,425,000.

Funding for the project has been identified, is available, and budgeted from the University's OCAMP funds

Interim President Askins recommended the Board of Regents authorize the President or her designee to award and execute a contract for the installation of a ten (10) roof-mounted HVAC unit system for the Theatre Building to Air Conditioning Service, Inc., the low bidder, for \$1,288,000.

Regent Braught moved approval of the recommendation. The following voted yes on the motion: Regents Nagel, Stevenson, Ross, Braught, and Waits. The Chair declared the motion unanimously approved. Regent Williams was out of the room for the presentation of all Cameron agenda items.

AWARDING OF CONTRACT FOR CUSTODIAL SERVICES – CU

The current contract with AHI Facility Services, Dallas, Texas, was approved at the May 2020 meeting. A new request for proposal for Custodial Services was issued on March 12, 2025.

Advertising announcing the RFP was published and sent to nine firms that had expressed interest in bidding the project.

A mandatory pre-proposal meeting was held on April 3, 2024, with five companies attending the meeting. Companies were given the opportunity to visit the various buildings and ask questions concerning the bid documents. Proposals were accepted on March 24, 2025.

Companies were notified that the lowest proposal would not be the only consideration for awarding the contract. Other factors such as capacity to perform, similar size and type of clients, and verification of references would be considered.

Four proposals were timely submitted with the incumbent submitting the lowest bid. It was determined that AHI Facility Services, Dallas, Texas had submitted the lowest bid and by analysis of their past five years of service that they had submitted the lowest best bid. Following are the bid tabulations for year one of the proposals:

ABM Education Services, LLC, Sugar Land, TX	\$1,916,786.00
AHI Facility Services, Inc, Dallas, TX	\$1,073,821.00
HES Facilities Management, Knoxville, TN	\$1,453,139.73
Marcis & Associates, Inc, Spring, TX	\$1,379,818.76

Interim President Askins recommended the Board of Regents to:

- I. Authorize the President or her designee to negotiate and execute a contract with AHI Facility Services, Inc., Dallas, Texas, for custodial services on the Lawton and Duncan campuses for a period of one year beginning July 1, 2025, with annual negotiated renewals for a maximum of five years;
- II. Authorize the President or her 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

III. Report back to the Board of Regents, actions taken under authority granted by this Board action.

Regent Stevenson moved approval of the recommendation. The following voted yes on the motion: Regents Nagel, Stevenson, Ross, Braught, and Waits. The Chair declared the motion unanimously approved. Regent Williams was out of the room for the presentation of all Cameron agenda items.

ACADEMIC AND ADMINISTRATIVE PERSONNEL ACTIONS –CU

CHANGE(S):

Askins, Jari, title changed from Interim President to Special Advisor to the President; salary, stipends, and benefits remain the same, on a 12-month basis; full time, temporary position; effective June 30, 2025 thru October 1, 2025.

Hunt, C. Shane, President of the University; effective date changed to June 30, 2025.

RESIGNATION(S):

Boss, Stephanie, Professor, Department of Sports and Exercise Science, effective May 14, 2025.

Finney-Miller, Emily, Assistant Professor, Department of Education, effective August 1, 2025.

Kaus, Dakota, Director, Duncan Campus, effective July 1, 2025.

Parks, Cory, Assistant Professor, Department of Agriculture, Biology and Heath Sciences, effective May 14, 2025.

RETIREMENT(S):

Johnson Jr., Albert, Vice President for University Advancement, July 3, 2025.

Interim President Askins recommended the Board of Regents approve the personnel actions listed.

Regent Braught moved approval of the recommendation. The following voted yes on the motion: Regents Nagel, Stevenson, Ross, Braught, and Waits. The Chair declared the motion unanimously approved. Regent Williams was out of the room for the presentation of all Cameron agenda items.

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**
- **CURRICULUM CHANGES**
- **ON-CALL ARCHITECTS REPORT**
- **QUARTERLY REPORT OF PURCHASES**
- **QUARTERLY FINANCIAL ANALYSIS**

NONSUBSTANTIVE PROGRAM CHANGES – CU

The Oklahoma State Regents for Higher Education confer upon each institution the authority to approve modifications that are non-substantive, but require the changes to be communicated to them for information. 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.

1. PROGRAM: B.S. in Organizational Leadership

PROPOSED CHANGE: Other Degree Program Modification

COMMENTS: For the Criminal Justice option, four existing courses will be added as electives to fulfill requirements. Total hours required for the option, major, and degree will not change. Additional funds are not requested.

2. PROGRAM: Minor in Geography

PROPOSED CHANGE: Deletion

COMMENTS: Due to lack of student demand, there are no longer enough Geography courses offered to sustain the minor, and there are no plans to offer more courses in the future. One student remains in the minor and will be allowed to complete it. No funds are available for reallocation.

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

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 dean and department chairs, and the Curriculum Committee or Graduate Council.

		<u>COURSE ADDITIONS</u>
MUSC	3533	Music History III: Romantic-Contemporary

COURSE DELETIONS
MATH 1001 Technology for Mathematics

COURSE MODIFICATIONS

<u>Prefix/Number</u>	<u>Title</u>	<u>Comments</u>
ACCT 4213	Auditing	Change in prerequisites and description
EDUC 3612	Classroom Management	Change in co-requisites and description
ENGL 0152	Supplemental Writing Instruction	Change in title and description
MATH 0103	Beginning Algebra	Change in prerequisites and description
MATH 0142	Supplemental Survey of Math Instruction	Change in prerequisites, title, and description
MATH 0152	Supplemental College Algebra Instruction	Change in prerequisites, title, and description
MATH 0162	Supplemental Functions and Modeling Instruction	Change in prerequisites, title, and description
MATH 1413	Survey of Mathematics	Change in prerequisites and description
MATH 1463	Functions and Modeling	Change in prerequisites and description
MATH 1513	College Algebra	Change in prerequisites and description
MUSC 3313	Harmony & Structure III	Change in number, credit hours, and contact hours
MUSC 3333	Harmony & Structure IV	Change in prerequisites, number, credit hours, contact hours, and description
MUSC 3513	Music History I	Change in title, content, and description
MUSC 3523	Music History II	Change in title, content, and description
MUSC 4343	Arranging	Change in prerequisites, number, credit hours, contact hours, and description
PSY 5000	Introductory Seminar	Change in CIP Code
STAT 0152	Supplemental Introduction to Statistics Instruction	Change in prerequisites, title, and description
STAT 1513	Introduction to Statistics	Change in prerequisites and description

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

ON-CALL ARCHITECTS AND ENGINEERS QUARTERLY REPORT – CU

In March 2024, the Board of Regents authorized a group of architectural and engineering firms to provide professional on-call services. Work completed during the third quarter of fiscal year 2025 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>
Larson Design Group, Inc.	January 19, 2024	Architectural & Engineering Services–CETES Renovation	0.00

**CUMULATIVE TOTAL PROFESSIONAL
ARCHITECTURAL AND ENGINEERING FEES FOR WORK
COMPLETED BY ON-CALLS THROUGH THE THIRD QUARTER
OF FISCAL YEAR 2024-2025**

<u>Firm Name</u>	<u>Total Fees</u>
Larson Design Group, Inc.	66,878.94

This item 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, 2025 are as follows:

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

Item	Description	Campus-Department	Vendor	Award Amount	Explanation/Justification
1.	Renovation	Physical Facilities	WW Builders Inc	\$690,200.00	Renovation of CETES Conference Center
2.	Maintenance	Campus wide	TK Elevator Corporation	\$98,746.84	Maintenance of elevators
3.	Furniture	Library	Scott Rice Co Inc	\$142,967.81	Purchase of new furniture for Library
4.	Maintenance	Physical Facilities	Clayco Industries Inc	\$246,357.25	Replacement of roof on Communications building
5.	Maintenance	Physical Facilities	Clayco Industries Inc	\$496,920.83	Replacement of roof on Theatre building

Item	Description	Campus-Department	Vendor	Award Amount	Explanation/Justification
6.	Maintenance	Physical Facilities	Clayco Industries Inc	\$414,350.94	Replacement of roof on Art building
7.	Maintenance	Physical Facilities	Clayco Industries Inc	\$545,468.52	Replacement of roof on Music building
8.	Maintenance	Physical Facilities	Patco Electrical Services Inc	\$135,256.19	Replacement of transformer

SOLE SOURCE PROCUREMENTS IN EXCESS OF \$50,000

There were no Sole Source Procurements for the period of January 1, 2025 through March 31, 2025.

This item 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, 2025 and 2024, and Statements of Revenues, Expenses and Changes in Net Position for the nine months then ended are attached hereto as Exhibit R. The statements are unaudited and are presented for management use only.

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

ROGERS STATE UNIVERSITY

REPORT OF THE PRESIDENT OF THE UNIVERSITY

I appreciate the opportunity to be here and to get to know each of you a bit more in-depth. This has been a very rewarding week. Thank you to the Regents for the work and passion you put into this process. You are here because you care deeply about what goes on at the University of Oklahoma, Cameron University, and Rogers State University. I look forward to working with you going forward. I also want to say thank you to Mackenzie Wilfong, and the Regents' office staff, who led the search that brought in Dr. Hunt and me. Mackenzie has handled everything as professionally as possible and since my appointment has been an outstanding resource for helping me prepare and navigate all the changes coming my way. I cannot thank Dr. Rasor enough; he served in a difficult role as the Interim President for the last year. He has done an amazing job of maintaining and continuing to move the University forward. Many of his accomplishments are highlighted in the most recent issue of the State of the Hill we provided to you earlier.

Enrollment is trending in the right direction; we are up 7.2% from last year. Concurrent enrollment is up, as is first-time freshmen enrollment. The returning students are lagging a little bit, but looking at past trends, our students will work in the summer, pay off any remaining bursar balances, and then enroll late. We are hopeful that the number will bounce back. We will not

have tuition or fee increases this year. We are focused on keeping things affordable and accessible. We are going to continue to put effort into recruiting by working with our partners at K-12 schools, career tech, and other universities.

Our CyberCat team or Cyber League team has been extremely successful. They compete against 510 other universities and ended the year ranked sixty-seventh, which is the highest ranking for any school in Oklahoma. The University of Tulsa was the next highest ranked Oklahoma school, and they came in ninety-ninth. It is amazing to see what they have accomplished with AI, e-sports, and cybersecurity. They are hosting a cybersecurity camp this week, and I am excited to see where this leads. It is an exciting opportunity to engage with our students and hopefully will lead some of the high school students to attend Rogers State in the future.

Our Bachelor of Science in Elementary Education was approved at the end of last month. With the teacher shortage facing our state, as an educator I am happy we will be able to contribute more strongly. This is a program we can build from. We are thankful and excited for the opportunity.

We have several changes happening in the structure of the University. Not only with me coming in, but we also have two new deans coming to campus. In the past, we only had one Dean, but we think having two deans will allow us to take care of our students and our faculty at a higher level. Our existing dean, Dr. Susan Willis is moving to a new role as Vice President for Academic Affairs. We are also welcoming a new Associate Vice President for Academic Affairs and a new Student Success Director. She started last week and has brought great energy with her. With that, I will end my report. I am happy to answer any questions before we move forward with the agenda.

FISCAL YEAR 2026 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 2026 reflects an increase in revenues from fiscal year 2025. The increase is due primarily to anticipated increases in credit hour enrollment.

BUDGET OVERVIEW:

Total projected revenues for FY 2026 are \$40,858,549 including cash required to balance the budget and are composed of the following:

Source	Amount	% of total	% Change
State appropriations	\$15,546,038	38.1%	0.7%
Tuition and fees	20,905,681	51.2%	1.2%
Other grants, contracts, & reimbursements	730,850	1.8%	7.8%
Total Revenue	<u>\$37,182,569</u>		
Cash to balance budget	<u>3,675,980</u>	8.9%	3.0%
	<u><u>40,858,549</u></u>		

Total projected expenses for FY 2026 are \$40,858,549 and are composed of the following:

Activity	Amount	% of total	% Change
Instruction	\$14,840,262	36.4%	5.9%
Public Service	336,501	0.8%	0.6%
Academic Support	2,905,061	7.1%	1.3%
Student Services	4,839,051	11.8%	-0.4%
Institutional support	4,901,367	12.0%	6.8%
Operation and maintenance of plant	5,536,307	13.6%	-7.1%
Scholarships and fellowships	7,500,000	18.4%	-3.0%
Total Expenses	<u>\$ 40,858,549</u>		

Total projected expenses increased \$504,944. The increase is attributed primarily to increases in mandatory costs and a contingent compensation plan.

President Raleigh recommended the Board of Regents approve the Operating Budget for Fiscal Year 2026 as presented.

Regent Ross moved approval of the recommendation. The following voted yes on the motion: Regents Nagel, Stevenson, Ross, Braught, and Waits. The Chair declared the motion unanimously approved. Regent Williams was out of the room for the presentation this item.

TUITION AND FEE RATES FOR ACADEMIC YEAR 2025-2026 – RSU

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 and mandatory fees (fees for items not covered by tuition and which all students pay as a condition of enrollment at the institution).

Rogers State University proposes no change to tuition and mandatory fee rates for academic year 2025-2026.

UNDERGRADUATE TUITION RATES

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

Proposed AY25-26 Resident Tuition Per Credit Hour	Annual Undergraduate Tuition and Mandatory Fees 30 Credit Hours – 2 Semesters
<u>\$172.00</u>	<u>\$8,070</u>
Proposed AY25-26 Non-resident Tuition Per Credit Hour	Annual Undergraduate Tuition and Mandatory Fees 30 Credit Hours – 2 Semesters
<u>\$278.00</u>	<u>\$16,410</u>

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 AY25-26 Resident Tuition and Fees For 12+ hours	Annual Undergraduate Tuition and Mandatory Fees 30 Credit Hours – 2 Semesters
<u>\$3,875.00</u>	<u>\$7,750.00</u>
Proposed AY25-26 Non-resident Tuition and Fees for 12+ hours	Annual Undergraduate Tuition and Mandatory Fees 30 Credit Hours – 2 Semesters
<u>\$4,170.00</u>	<u>\$16,090</u>

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 \$197.00 per credit hour for students entering Fall 2024, Spring 2025, and Summer 2025. In comparison, the resident undergraduate guaranteed tuition rate for the 2023-2024 academic year was \$192.00 per credit hour.

UNDERGRADUATE GUARANTEED TUITION RATE

(Available to first time students only)

Proposed AY25-26 Resident Tuition Per Credit Hour	Annual Undergraduate Tuition and Mandatory Fees 30 Credit Hours – 2 Semesters
<u>\$197.00</u>	<u>\$8,820.00</u>

GRADUATE TUITION RATES

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

Proposed AY25-26 Resident Tuition Per Credit Hour	Annual Undergraduate Tuition and Mandatory Fees 24 Credit Hours – 2 Semesters
<u>\$172.00</u>	<u>\$6,456.00</u>

Proposed AY25-26
Non-resident Tuition
Per Credit Hour

\$278.00

Annual Undergraduate
Tuition and Mandatory Fees
24 Credit Hours – 2 Semesters

\$13,128.00

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 2025.

President Raleigh recommended the Board of Regents approve the proposed tuition and fee rates for the academic year 2025-2026.

Regent Waits moved approval of the recommendation. The following voted yes on the motion: Regents Nagel, Stevenson, Ross, Braught, and Waits. The Chair declared the motion unanimously approved. Regent Williams was out of the room for the presentation this item.

SUBSTANTIVE PROGRAM CHANGES – RSU

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

- I. NEW PROGRAM
 - Department of Psychology & Sociology
 - Master of Arts in Psychology

PROPOSED:

Required Hours for Degree: 33		
Program Core Courses (21)		
PSY 5011*	Introduction to Graduate Studies	1
PSY 5023* OR CC 5763 OR CC 5213	Social Influences in Psychology Social and Cultural Foundations Ethnicity and Culture in the Counseling Field	3
PSY 5033*	Introduction to Research in Psychology	3
PSY 5043* OR CC 5263	Human Development Across the Life Span Life and Developmental Stages	3
PSY 5053*	Statistics for Social Sciences:	3
PSY 5063*	Personality Development	3
PSY 5073*	Educational Psychology	3
PSY 5600*	Thesis or Creative Component	1-2
ELECTIVES (12)		
PSY 5113*	Ethics	3
PSY 5123* OR CC 5153	Advanced Psychopathology Clinical Psychopathology	3
PSY 5133*	Cognitive Psychology	3
PSY 5143* OR CC 5113	Systems of Psychotherapy Counseling Theory	3
PSY 5153* OR CC 5783	The Study of Addictions Addictions and Family Systems Counseling	3
PSY 5163*	Psychology of Health and Wellness	3
PSY 5173*	Motivation in Educational Contexts	0
PSY 5183*	Needs Assessment and Program Evaluation	3
PSY 5233*	Quantitative Research Methods (Prerequisite PSY 5033 and PSY 5053)	3
PSY 5243*	Qualitative Research Methods (Prerequisite PSY 5033)	3
CC 5743	Career and Lifestyle Development	3
PSY 5253*	Industrial and Organizational Psychology	3

*new courses

COMMENTS:

Oklahoma currently has a severe shortage of qualified mental health professionals. This program is designed to meet that need by providing students as well as working professionals with career advancement opportunities through completion of an online Master of Arts degree in Psychology. The most recent report by the Oklahoma Employment Security Commission lists a variety of mental health related critical needs in the Oklahoma job market. In addition to substance abuse and mental health counseling positions, other top 100 critical jobs including childhood and school counseling, social work, career counselors, and human resource management are also fields in which a Master's degree in Psychology can contribute. Rogers State University has a strong track record of producing high quality Bachelor's degree students to fill these critical positions. This program would extend our capability into producing high quality Master's level students for these needed positions.

The purpose of this program is to provide a high-quality, rigorous, accessible, and affordable online option for a Master's degree in Psychology to help alleviate the need for well-trained mental health professionals in northeastern Oklahoma and beyond. Currently we have over 220 majors in Psychology or Counseling, many of which go directly into a related field of work upon graduation. A significant portion of our graduates also go on to graduate work either immediately after graduation with their BS, or within the first 2-5 years of working in a mental health related field. This program would be highly attractive to those students. Further, as an online program this MA would be available to students already working full-time in mental health or related fields. Often, career advancement in social service agencies or mental health provider organizations requires a Master's degree, and this program would make such a degree available to local residents of Northeastern Oklahoma and beyond.

II. NEW PROGRAM

School of Nursing and Health Professions
Associate of Science in Pre-Nursing

PROPOSED:

Degree Program requirements

The associate of science in pre-nursing consists of the general education curriculum and the supporting science and pre-nursing courses. In support of the mission of the University, the school, and the department, the degree seeks to develop a student with a broad and diverse background in science and general education.	Mathematics- 3 <i>select from the following:</i>
	*MATH 1413 Introduction to Statistics
	MATH 1423 Functions and Modeling
	MATH 1503 Mathematics for Critical Thinking
	MATH 1513 College Algebra
	MATH 1613 Trigonometry
	MATH 1715 Pre-Calculus
	MATH 2264 Analytical Geometry & Calculus I
REQUIRED HOURS- 63	
	Humanities- 6 <i>select from the following:</i>
UNIV 1152 The University Experience- 2	ART (HUM) 1113 Art Appreciation
	COMM (HUM) 2413 Theatre Appreciation
Communications- 9	ENGL 2613 Introduction to Literature
ENGL 1113 Composition I	HUM 2113 Humanities I
ENGL 1213 Composition II	HUM 2223 Humanities II
SPCH 1113 Speech Communication	HUM 2893 Cinema
	MUSC (HUM) 2573 Music Appreciation
Social and Behavioral Sciences- 9	PHIL 1113 Introduction to Philosophy
History- 3 <i>select from the following:</i>	
HIST 2483 American History to 1877 or	Global Study- 3 <i>select from the following:</i>
HIST 2493 American History since 1877	BIOL 3101 Plants and Civilization
POLS 1113 American Federal Government- 3	BIOL 3203 Bioethics
Social Science- 3	ECON 3003 Intl Economic Issues and Policies
ECON 2113 Principles of Macroeconomics	GEOG 2243 Human Geography
ECON 2123 Principles of Microeconomics	GERM 1113 Beginning German
*PSY 1113 Introduction to Psychology	HIST 2013 World Civilization I
SOC 1113 Introduction to Sociology	HIST 2023 World Civilization II
	HUM 3633 Comparative Religion
SCIENCE AND MATHEMATICS- 11	LANG 1113 Foundation of World Languages

Physical Science- 4	MGMT 3033 Conflict Resolut: I'm Always Right
<i>Select from the following:</i>	NAMS 1143 Native Americans of North Amer.
*CHEM 1104 Principles of Chemistry	NAMS 2503 Cherokee I
CHEM 1315 General Chemistry	PHIL 1313 Values and Ethics
GEOL 1014 Earth Science	POLS 3053 International Relations
GEOL 1114 Physical Geology	SOC 3213 Minority Groups
GEOL 1124 Physical Geography	SPAN 1113 Beginning Spanish I
GEOL 1224 Historical Geology	
GEOL 2124 Astronomy	GENERAL EDUCATION ELECTIVE - 3
PHYS 1014 General Physical Science	<i>Select three additional hours from the courses listed above and not previously selected.</i>
PHYS 1114 General Physics I	
	Program Requirements- 20
Biological Science- 4 <i>select from the following:</i>	BIOL 2124 Microbiology
BIOL 1114 General Biology	BIOL 2284 Human Anatomy
BIOL 1134 Intro to Environmental Science	BIOL 3204 Physiology
*BIOL General Cellular Biology	NUTR 1113 Introduction to Nutrition
	PSY 3033 Developmental Psychology
	NURS 2112 Introduction to Nursing
	TOTAL CREDIT HOURS- 63

COMMENTS:

RSU has 538 nursing majors. This includes about 300 who are admitted to some level of the program and another approximately 250 who are pre-nursing declared majors and working on program prerequisites. By offering a pre-nursing associate in science (AS) degree, it provides an intermediate milestone and tangible degree for students who may not be accepted into the competitive, upper division nursing program; or for students who are unsuccessful in the upper division bachelor's coursework for nursing. Finally, this pre-Nursing AS will align us with two-year colleges. Many transfer students earn the pre-nursing AS and they receive an additional ranking point for having an earned AS—this ranking point benefits them in being accepted into the competitive, upper division nursing program. This is an inequity to RSU students.

The purpose of the program is to provide a stackable degree for our nursing majors. Since the bachelor's degree programs for these majors is very rigorous, some students get started and find that they need a break in their college career—this allows them to earn an intermediate degree upon which they can build later, or immediately. The proposed AS pre-nursing uses 63 credit hours that are required as prerequisites for the nursing BSN. Thus, every course taken on the proposed AS degree plan applies to the BSN.

III. DEPARTMENT: Biology

PROGRAM: Bachelor of Science in Biology-Option: Medical Lab Science 3+1

PROGRAM REQUIREMENT CHANGES: Option Addition

COMMENTS: The first three years of this program are on campus and the 4th year will be completed at a hospital. The Medical Laboratory Science degree is awarded only after completion of a one-year clinical hospital training program. While fulfilling the three-year coursework requirements at RSU is necessary, it does NOT guarantee acceptance into one of the Oklahoma Consortium of Clinical Laboratory Science Affiliates (OCCLSA) hospitals. Acceptance into a hospital program through the OCCLSA is highly competitive.

Option Requirements

*MLS Program courses (30 hours)

Clinical Microbiology	MLS 4117	7
Clinical Chemistry I	MLS 4125	5
Clinical Hematology	MLS 4236	6
Clinical Immunology/Immunohematology	MLS 4246	6
Clinical Chemistry II	MLS 4325	5
Topics in Medical Technology	MLS 4351	1

Total Hours: 121

*The Medical Laboratory Science degree is awarded only after completion of a one-year clinical hospital training program. While fulfilling the three-year coursework requirements at RSU is necessary, it does NOT guarantee acceptance into one of the Oklahoma Consortium of Clinical Laboratory Science Affiliates (OCCLSA) hospitals. Acceptance into a hospital program through the OCCLSA is highly competitive.

IV. DEPARTMENT: Biology

PROGRAM: Bachelor of Science in Biology

PROGRAM REQUIREMENT CHANGES:

Change the credit hours given for Human Anatomy from 5 (BIOL 2285) to 4 (BIOL 2284). and increase the electives by 1 credit hour to maintain the overall total program hours.

COMMENTS: Other regional universities in Oklahoma offer an equivalent course with four-credit hours so this change will be better for transfer equivalencies. In addition, the BS-biology Med/Mol option students have a high number of required credit hours, with limited elective hours. The nursing and allied health programs also require this course and will benefit for the same reasons.

V. DEPARTMENT: Nursing & Health Professions

PROGRAM: Nursing

PROGRAM REQUIREMENT CHANGES:

The change in credit hours given for Human Anatomy from 5 (BIOL 2285) to 4 (BIOL 2284) will reduce the total credit hours will by one (121 hours).

COMMENTS: Other regional universities in Oklahoma offer an equivalent course with four-credit hours so this change will be better for transfer equivalencies. In addition, the Nursing degree program has a high number of total credit (122). This reduction allows a decrease in total hours to 121.

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

Regent Braught moved approval of the recommendation. The following voted yes on the motion: Regents Nagel, Stevenson, Ross, Braught, and Waits. The Chair declared the motion unanimously approved. Regent Williams was out of the room for the presentation this item.

POLICY REVISION – PRESERVATION OF THE PEACEFUL ENVIRONMENT – RSU

The Preservation of the Peaceful Environment Policy is being revised to reflect current procedures, which are silent on the issuing authority for a Notice to Vacate. In addition, the Policy is being revised to remove the Notice to Vacate form from Board of Regents approval level. This will allow RSU to modify Notice to Vacate forms to reflect its campus operations. The amended policy is attached hereto as Exhibit O.

President Raleigh recommended the Board of Regents approve revisions to Regents Policy 5.2 regarding administrative trespass warnings.

Regent Braught moved approval of the recommendation. The following voted yes on the motion: Regents Nagel, Stevenson, Ross, Braught, and Waits. The Chair declared the motion unanimously approved. Regent Williams was out of the room for the presentation this item.

POLICY REVISION – INSTITUTIONAL EQUITY OFFICE POLICIES – RSU

Revisions are needed to comply with (i) Executive Order 14173 Ending Illegal Discrimination and Restoring Merit-Based Opportunity (“EO 14173”), which revoked Executive Order 11246 addressing affirmative action requirements of federal contractors, and (ii) Executive Order 14168 Defending Women from Gender Ideology Extremism and Restoring Biological Truth to the Federal Government, which states that the definition of sex under federal law refers to “an individual’s immutable biological classification as either male or female.”

Consistent with BOR Policy 3.2.3, the Institutional Equity Office made interim amendments to BOR Policy 3.2.1 to adjust the University’s Statement on Affirmative Action and to BOR Policy 3.2.2—Affirmative Action Plan to ensure compliance with EO 14173.

Additional changes are needed to ensure the University’s Non-Discrimination statement is consistent with the referenced executive orders. The revised policies are attached hereto as Exhibit P.

President Raleigh recommended the Board of Regents approve amendments to the Board of Regents Institutional Equity Office Policies to ensure compliance with recent executive orders.

Regent Braught moved approval of the recommendation. The following voted yes on the motion: Regents Nagel, Stevenson, Ross, Braught, and Waits. The Chair declared the motion unanimously approved. Regent Williams was out of the room for the presentation this item.

CAMPUS MASTER PLAN OF CAPITAL PROJECTS – RSU

Board of Regents approval is requested for the Fiscal Year 2026 Campus Master Plan of Capital Projects which reflects Rogers State University’s 20 capital projects with a total estimated cost of \$162,470,000.

Rogers State University
Campus Master Plan of Capital Projects

Project	Project Number	Estimated Cost
Auditorium Renovation & Addition	461-1501	\$ 25,800,000
Campus Beautification & Landscaping	461-1503	\$ 1,600,000
Classroom/Laboratory Building	461-1504	\$ 13,520,000
Communication Building	461-1505	\$ 14,450,000
Fieldhouse Renovation/New Recreation/Wellness Center	461-1506	\$ 12,000,000
Fine Arts Annex Remodel	461-1507	\$ 1,700,000
Furniture, Fixtures, & Equipment	461-1508	\$ 1,800,000
Infrastructure Improvements	461-1511	\$ 2,000,000
Loshbaugh Hall Renovation & Center for Science and Technology Building	461-1512	\$ 30,000,000
Multipurpose Center	461-1513	\$ 22,300,000
Police Building	461-1514	\$ 2,500,000
Renovations & Repairs	461-1515	\$ 11,000,000
Security Improvements	461-1516	\$ 1,000,000
Streets, Sidewalks and Parking Lots	461-1517	\$ 5,360,000
Soccer Complex Seating & Press Box Addition	461-1519	\$ 2,640,000
Technology & Equipment Improvements	461-1521	\$ 2,500,000
Vehicles	461-1523	\$ 1,300,000
Welcome Center	461-1524	\$ 3,000,000
HVAC Chillers to supplement geothermal system	461-1525	\$ 2,000,000
Student housing renovations and repairs	461-1526	\$ 6,000,000
Total		\$162,470,000

President Raleigh recommended the Board of Regents approve the Campus Master Plan of Capital Projects.

Regent Braught moved approval of the recommendation. The following voted yes on the motion: Regents Nagel, Stevenson, Ross, Braught, and Waits. The Chair declared the motion unanimously approved. Regent Williams was out of the room for the presentation this item.

RATIFICATION – CENTER FOR SCIENCE AND TECHNOLOGY PRE-CONSTRUCTION SERVICES – RSU

The current laboratory/classroom building, Loshbaugh Hall, on the Claremore campus is over 60 years old and is no longer adequate to deliver the needed learning components. Renovation of the laboratory space is not fiscally practical. In order to deliver the required learning outcomes, a new facility is required. The current building will be repurposed primarily as faculty offices.

The Board has previously given approval to negotiate and execute a contract with Parkhill as architectural consultant to provide planning and professional services for the Center for Science and Technology. A construction manager is needed to assist the University in providing preconstruction services.

In accordance with Title 61, a request for qualifications was sent to the construction management firms that are currently registered with the Construction and Properties Department/Division of Capital Assets Management of the State Office of Management and Enterprise Service, and a committee was formed to evaluate the responses received from 11 firms. The committee was composed of the following:

Dr. Mark Rasor, Interim President
 Michael Allgood, Assistant Vice President for Administration and Finance/Controller
 Dr. Susan Willis, Interim Vice President for Academic Affairs
 Steve Valencia, Vice President for Development
 George Proctor, Assistant Director, Physical Plant

The committee chose to interview three construction management teams and ranked them using the following rubric:

	Flintco	Crossland	Manhattan
Commitment to Budget	22	16	17
Experience of key employees on the project	22	20	19
References	25	25	25
Resources of the Firm	23	23	23
STEM Experience	25	22	22
Value added services	22	16	14
Totals	139	122	120

Interim approval was given by the Chair, Vice Chair, and Finance and Audit Committee Chair for the Preconstruction Agreement in the amount of \$30,576.

Funding for the project has been identified and is available and budgeted from OSHRE issued Master Real Property Lease bonds, University sources, and gifts to the RSU Foundation.

President Raleigh recommended the Board of Regents ratify the interim approval given per the Board Bylaws to execute a preconstruction contract with Flintco, for design assistance for the Center for Science and Technology on the Claremore campus in the amount of \$30,576.

Regent Waits moved approval of the recommendation. The following voted yes on the motion: Regents Nagel, Stevenson, Ross, Braught, and Waits. The Chair declared the motion unanimously approved. Regent Williams was out of the room for the presentation this item.

CONTRACT FOR HVAC REPLACEMENT IN HEALTH SCIENCES AND DOWNS HALL – RSU

The Health Sciences/Downs Hall HVAC system needs replacement. This building houses most of the Nursing and Allied Health academic programs, the School of Graduate Studies, and some housing units. The project will replace up to 54 HVAC units.

A detailed RFQ was published, and five bids were received. The low bidder has withdrawn their bid. The second low bid is from Waughs Heat and Air for \$443,622. The University has checked references for the vendor and is confident in their ability to complete the project.

Funding for the project has been identified from deferred maintenance funds appropriated by the state legislature.

President Raleigh recommended the Board of Regents authorize the President or his designee to execute a contract with Waughs Heat and Air to replace up to 54 HVAC units in Health Sciences and Downs Hall on the Claremore campus in an amount of \$443,622.

Regent Stevenson moved approval of the recommendation. The following voted yes on the motion: Regents Nagel, Stevenson, Ross, Braught, and Waits. The Chair declared the motion unanimously approved. Regent Williams was out of the room for the presentation this item.

CONTRACT FOR BUSHYHEAD PARKING LOT REPLACEMENT – RSU

The Bushyhead parking lot, one of the central parking lots on campus, is in a state of disrepair and is beyond patching. Beck Design completed design for a complete replacement, including some improvements to safety and traffic flow.

A detailed RFQ was published, and ten quotes were received. The low bid was from Iron Pipe LLC for \$325,946. The University is confident in their ability to complete the project.

Funding for the project has been identified from deferred maintenance funds appropriated by the state legislature.

President Raleigh recommended the Board of Regents authorize the President or his designee to execute a contract with Iron Pipe, LLC, to replace the Bushyhead parking lot on the Claremore campus in an amount of \$325,946.

Regent Stevenson moved approval of the recommendation. The following voted yes on the motion: Regents Nagel, Stevenson, Ross, Braught, and Waits. The Chair declared the motion unanimously approved. Regent Williams was out of the room for the presentation this item.

CONTRACT IMPROVEMENTS TO THE SIM LAB AND A CLASSROOM IN HEALTH SCIENCES – RSU

This project, designed by Beck Designs, will include several upgrades and replacements to HVAC systems to reduce noise, as well as upgrades to lighting, and other renovations to improve the observation room.

A detailed RFQ was published, and eight bids were received. The low bid was from Magnum Construction for \$261,800. The University has considerable experience with the vendor and is confident in their ability to complete the project.

Funding for the project has been identified from ARPA funds which must be expended by 12-31-2025.

President Raleigh recommended the Board of Regents authorize the President or his designee to execute a contract with Magnum Construction to provide various upgrades to the SIM lab and one classroom in Health Sciences on the Claremore campus in an amount of \$261,800.

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

CONTRACT FOR SUPPLEMENTAL CHILLERS TO BE ADDED TO THE GEOTHERMAL LOOP – RSU

The University relies on a geothermal well field system to heat and cool many of its buildings. During extreme but frequent hot weather events, the system loses its capacity to function effectively. Professional Engineering Consultants (PEC) has recommended adding six small chillers to create a hybrid system and take some of the load off the geothermal well field system.

A detailed RFQ was published, and two quotes were received. The low bid was from McIntosh for \$1,715,198. The University is confident in their ability to complete the project.

Funding for the project has been identified from deferred maintenance funds appropriated by the state legislature.

President Raleigh recommended the Board of Regents authorize the President or his designee to execute a contract with McIntosh to install six (6) chillers to supplement the cooling capacity of the geothermal system on the Claremore campus in an amount of \$1,715,198.

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

ACADEMIC AND ADMINISTRATIVE PERSONNEL ACTION(S) – RSU

APPOINTMENT(S):

Andrews, Brian, Ph.D., Dean of College of Arts & Sciences, full-time, twelve-month, tenure-track appointment, annualized rate of \$105,500, effective July 1, 2025.

Habig, Stewart, Ph.D., Assistant Professor of English, full-time, ten-month, tenure track appointment, salary of \$50,000, effective August 1, 2025.

Jackson, Todd, Ph.D., Associate Vice President for Academic Affairs, full-time, twelve-month appointment, annualized rate of \$176,841, effective July 1, 2025.

Linn, Gary, Ph.D., Dean of College of Professional Studies, Associate Professor, full-time, twelve-month, tenure track, annualized rate of \$120,000, effective July 1, 2025.

O'Malley, Lori, Ed.D., Department Head of Psychology & Sociology, Associate Professor, full-time, twelve-month, tenured, annualized rate of \$66,867.90, effective July 1, 2025

Roper, Victoria, Instructor of Biology, full-time, ten-month, non-tenure-track, salary of \$44,000, effective August 1, 2025.

Tarkhani, Hogr, Ph.D., Assistant Professor of Political Science, ten-month, tenure-track, salary of \$49,000, effective August 1, 2025.

Willis, Susan, Ph.D., Provost and Vice President for Academic Affairs, full-time, twelve-month appointment, annualized salary of \$167,903, effective March 11, 2025.

RESIGNATION(S):

Grabowski, Francis, Ph.D., Professor, Department of English & Humanities, effective July 31, 2025.

RETIREMENT(S):

Bowen, Jerry, Ph.D., Professor of Biology, named Professor Emeritus, effective July 31, 2025.

Millikin, Mary, Ph.D., Associate Vice President of Academic Affairs, named Associate Vice President Emeritus, effective June 30, 2025.

President Raleigh recommended approval of the personnel actions listed.

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

FOR INFORMATION ONLY ITEMS

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

- **NON-SUBSTANTIVE PROGRAM CHANGES**
- **ON-CALL ARCHITECTS AND ENGINEERS QUARTERLY REPORT**
- **QUARTERLY REPORT OF PURCHASES**
- **QUARTERLY FINANCIAL ANALYSIS**

NON-SUBSTANTIVE PROGRAM CHANGES – RSU

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

I. DEPARTMENT: Nursing & Health Professions

PROGRAM: Allied Health

PROGRAM REQUIREMENT CHANGES:

Change the credit hours given for Human Anatomy from 5 (BIOL 2285) to 4 (BIOL 2284) and increase the electives by 1 credit hour. Total hours will not change.

COMMENTS: Other regional universities in Oklahoma offer an equivalent course with four-credit hours so this change will be better for transfer equivalencies. In addition, Allied Health students have a high number of required credit hours, with limited elective hours.

II. DEPARTMENT: Biology

PROGRAM: Minor in Biology

PROGRAM REQUIREMENT CHANGES:

In the OUBOR meeting on 9-13-24, two microbiology courses were combined into BIOL 3214 Microbiology. The BS and AS in Biology programs were modified to reflect the change. However, the Minor in Biology was not submitted at that time.

COMMENTS: The BS and AS Biology curricula were updated at the 9-13-24 OUBOR meeting, but the Minor in Biology was not submitted for change. This item is to correct that oversight.

III. DEPARTMENT: Technology and Justice Studies

PROGRAM: Bachelor of Technology in Applied Technology

PROGRAM REQUIREMENT CHANGES:

In the Cybersecurity & Information Assurance option and Information Technology and National Security Studies option, the new course IT4453 Ethical Hacking course must be added as part of the Technical Specialty section.

COMMENTS: In support of current five-year Education Partnership Agreement with the National Security Agency (NSA) and aligned with future efforts with the Intelligence Community Centers for Academic Excellence (IC-CAE) request one (1) new course be added to RSU's current offerings. After teaching this course as SP 3950 for one semester, it was determined that the learners found this course invaluable to their holistic understanding of Cybersecurity. With the learners' new knowledge of offensive cyberspace operations, they are better prepared to defend against adversarial attacks either for governmental agencies or industry counterparts. This course can be completed as part of individual learners' technical specialty requirement

IV. DEPARTMENT: All

PROGRAM: General Education

PROGRAM REQUIREMENT CHANGES:

Revise the definition of Global Studies and change the name to Global and Civic Studies.

Definition: Courses that focus on global and civic studies, combining interdisciplinary study of global cultures and issues with the understanding of civic responsibilities and rights at local, national, international levels. These courses seek to examine how individuals and societies engage with both global challenges and the principles of democratic citizenship, social justice, ethics, and public participation. Courses in this area are designed to foster informed, active citizens who are aware of their role in addressing global problems and shaping their institutions and communities.

COMMENTS: This change allows the inclusion of new course, CS 1233 Foundations of Digital Literacy and Ethical AI, to address AI in general education.

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

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.

Firm Name	Date Initiated	Work Performed	Fee
<u>For the Claremore Campus:</u>			
Certified Commercial Restoration, LLC	March 6, 2025	UVB Dorm water remediation	\$27,292.24

This item 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 the purchase obligations at least quarterly.

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

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

QUARTERLY REPORT OF PURCHASES – ALL
January 1, 2025 through March 31, 2025

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

Item	Description	Department	Vendor	Award Amount	Explanation/Justification
1	Land Improvement	Physical Plant	Glover & Assoc.Inc	\$208,589.79	Radio Tower lot
2	Bond Series 205A		OSRHE	\$244,832.00	Bond Debt
3	Security Cameras	Residential Life	JBAK Consulting LLC	\$140,808.00	Update Security Cameras
4	Software	ACS	Jenzabar Inc	\$230,094.00	Annual Subscription Renewal
5	Deferred Maintenance	Physical Plant	Jackson Mechanical Services, Inc.	\$283,007.00	UVC
6	Admin. Mgmt	Administration	University of Oklahoma Control	\$127,570.00	University Regents Office
7	Scoreboards	Athletics	Nevco Sports, LLC	\$53,038.25	New Scoreboards
8	Airfare/Japan	Student Activity	Bank of America	\$50,000.00	Travel Experience

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

None to report.

This item 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, 2025, and Statements of Revenues, Expenses and Changes in Net Position for the nine months then ended are attached hereto as Exhibit S. The statements are unaudited and are presented for management use only.

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

ALL UNIVERSITIES

REPORT OF THE CHANCELLOR OF THE OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION, SEAN BURRAGE

Thank you, Chair Holloway, and it truly is great to be back amongst friends. This group is very special to me. I have worked with all of you over the last five years, and it has been a pleasure. I have learned so much from all of you and from my time at OU. Before I get started, I want to say that we are at the Noble Research Institute today, and the President and Chief Executive Officer of the Noble Research Institute is Steven Rhines. We both attended a funeral yesterday. We both grew up in Antlers, and he was my best friend in high school. He wanted to convey to you all that he wished he could be here and is happy to host you all today.

I am so happy with the work of this Board. You out kicked your coverage in the hiring of the two new Presidents. I have known Dr. Raleigh for 20 years. We worked together when I was a state senator, and he was one of my superintendents. He is exactly what we need; thank you all and I know that a lot of the credit goes to the Board, but I know the Regents' Office led those searches which saved the system hundreds of thousands of dollars, and you did well; the Board did well. I left OU around the first of November, I had a month where I was the Chancellor-elect, and then on December 1, I took over. Since then, I have been to all but four colleges and universities in Oklahoma. I am still missing Murray State, Carl Albert, Northwestern, and Panhandle State. I have been everywhere, and I would like to offer some perspective now that I wear a different hat. OU and OSU have one-third of the undergraduate enrollment in the state of Oklahoma. Another third goes to all the regional universities combined, which would include Cameron and Rogers State. The last third goes to community colleges. I have found that people do not realize it is bigger than just one system. I have also noticed that there are two things people, especially legislatures, like to talk about when it comes to higher education, concurrent enrollment and the Oklahoma's Promise scholarship program for low-income families. Everybody is a fan of concurrent enrollment, and everybody likes Oklahoma's Promise. The impact of these programs on OU, Cameron, and Rogers State is great. Especially Oklahoma's Promise because it does not discriminate where students go to school or how much the tuition is. With the establishment of the Crimson Commitment, OU and the OU Foundation have stepped in to cover fees. Concurrent enrollment has a different relationship with OU because students can come in with somewhere between twenty-four and thirty-two hours of credit, and that is revenue you will not make. I am sure this also impacts Cameron and Rogers State to a certain extent.

In Oklahoma, we know that if you have a college degree, on average, you are going to make \$20,000 a year more for the rest of your life. That is an economic impact of, on average, at least a million dollars throughout a person's life. Beyond individual earnings, we must address workforce development and career placement. We now know that by 2031, three out of every four jobs in the U.S. will require some kind of education beyond high school. Over 40% of jobs will require a bachelor's degree or higher. Trade schools and career techs are essential, but many jobs will require a college degree. In December, I traveled to Korea and Japan with the Oklahoma Department of Commerce and Governor Stitt. When we got to South Korea, we learned that Governor Stitt was the 13th governor to be in South Korea in 2024 promoting their state. When we went to Japan, we were hosted by Rahm Emanuel, then the United States Ambassador to Japan. We learned that Governor Stitt was the thirty-ninth governor to be in Japan in three years. On average, that is thirteen visits per year. I can promise you that those governors are not over there promoting Oklahoma. They are promoting their states. I say all this to make the point that in Oklahoma, 28.7% of our citizens hold a bachelor's degree or higher. That is the seventh lowest in the country; the national average is 36.2%. When someone is thinking about coming to the United States, these rankings matter. It makes a difference. We must get more people to go get college degrees. You are doing that with Oklahoma's Promise, Pell Grants, and financial aid. We have also seen some positive shifts over the last few years. Ninety percent of our undergraduate students are enrolled in programs aligned with Oklahoma's top one hundred critical occupations. Over the last few years, STEM degrees are up by two percent, nursing degrees are up seven percent, health professionals have increased 5.2%, and teacher education programs are up seven percent. We are especially proud of the increase in teacher education, because it has been in decline over the last twenty years.

We need to grow the state, grow the economy, and we know that 94% of the Oklahoma residents who earn an associate degree or bachelor's degree are still here working after one year. Seventy percent of them are here after five years. Sixty percent of non-residents, primarily from Texas, at OU go to school here, pay out-of-state tuition, at least partially, and then 60% of them are still here one year after graduating. When we start talking about growing the state, growing the economy, our colleges and universities are a great way to do that. Trade schools and career techs are important, but they are usually working with existing Oklahoma residents. This year, 53% of the incoming freshman class at OU was from out of state, and next year that is expected to increase to sixty percent. Yet we still have a record number of Oklahomans coming to OU. Three or four months ago, we saw for the first time that more people are moving from Texas to Oklahoma than from Oklahoma to Texas.

We have all been hearing about enrollment cliffs, changing demographics, and the lower numbers of high school graduates in the United States. It is going to hit Oklahoma less hard than other states. Between now and 2030 we may lose, depending on certain factors, about 7% of our high school graduates, while other states are bracing for closer to 15%. We are seeing more first-generation college students and more adult learners coming back to two- and four-year programs. These students have different needs; especially from a budgetary standpoint. The legislature has made some investments in higher

education in the last several years, particularly for deferred maintenance. Inflation has caused costs to rise, making keeping tuition as low as possible, and keeping financial aid accessible is more important than ever.

There is increasing skepticism about the value of a college degree in today's world. Statistics still show college graduates make more money, and it increases job opportunities, but we will have to continue to fight that skepticism. We know it is worth it, and we must make sure that people understand that. The State Regents for Higher Education have a plan that they implemented a few years ago to produce workforce-ready graduates, grow the student pipeline, increase student success, and improve efficiency. Within that plan, we have reevaluated the funding formula that was unchanged for the last thirty years. We have also started to look at enrollment, retention, graduation, and then graduation into the workforce critical areas. These changes are trickier because everyone has a different idea of what they should look like, but we have started the process and discussion. We are implementing a new academic program review focused on low-producing programs. I have told the college presidents that we are doing this to help them, and I mean that. We are going to start making them either justify or make plans to eliminate low-producing programs. We hope that will help financially and with accountability. We are working to strengthen the fiscal transparency and accountability of our institutions. OU has committees and resources dedicated to financial transparency and decision making, but many of the smaller colleges and universities do not have the staff to do the same. We have started collecting institutional data for every college and university in the state. We now have a ten-year snapshot of enrollment, tuition, fees, retention rates, and the percentage of instruction happening online. We want their Regents to see this data and before they come to us for a tuition increase, we will confirm their Regents have this data.

This legislative session, we got \$12.5 million to help offset rising property insurance costs, and \$2 million for a new scholarship program called Rising Scholar Awards. This program makes sure those students who score between 33 to 36 on the ACT, if they need a little extra money to stay in Oklahoma for school, have access to those resources. We also received \$3 million for a tutoring initiative and \$10 million to support STEM and cybersecurity initiatives at Cameron. The most significant allotment for the entire system this year was about \$50 million for deferred maintenance for all colleges. Cameron will get \$4.8 million, and Rogers State will get \$4.6 million. This is more money than I have ever seen provided for deferred maintenance.

When I talk about things I have done that I am proud of, one of them is the work I did at OU and then recommending that Hollye Hunt be hired. She in turn helped Jeff Peters get hired as Vice President of Government Affairs. Dustin Hilliary, the Chair of the Budget Committee, has been active with President Harroz to keep OU at the forefront of the conversation. They made a lot of headway, and we will see the benefits next year after the budget is announced. I received a call from Speaker of the House Kyle Hilbert; he knew we would be a little disappointed because we were so close. He gave me his pledge that he would work with us to make the case for sustained recurring

dollars in higher education. I want to say once again, the further I get away from my time at OU, the more I appreciate each day I had and the people I got to work with. The opportunity that President Harroz gave me, especially at that point in my life, I will never forget.

I also want to recognize someone who put in a lot for OU before he even worked there. Vice President for Government Affairs, Jeff Peters. Last summer, Jeff was selected to receive the 2024 Distinguished Service Award for Higher Education. As recognition for his strong support for the Oklahoma's Promise program during the 2024 legislative session when he was Chief of Staff to President Pro Tem Greg Treat. Jeff's support of Oklahoma's Promise is deeply personal; as a former recipient of the scholarship himself, he used that opportunity to earn his bachelor's degree from OU in 2009. When we think about these programs and who they are helping, we do not need to look further than right here. He spoke to students at Oklahoma's Promise Day, and we are grateful to Jeff for sharing his story. I know you will not regret giving him this opportunity. At this time, I would like to present the Distinguished Service Award to Jeff Peters.

I want to thank the Regents for your leadership; I know you all have been tasked with a big job. While I know you all wanted it, it is a daunting amount of work, and I admire your dedication. The last thing I want to say is, I loved my time at OU, I loved my time at Southeastern, but I am in the right place for me right now.

Chair Holloway thanked the Chancellor for his remarks, the Noble Research Institute and CEO Stephen Rhines for their generous hospitality and wonderful facility, queried whether there was new business, and declared the meeting adjourned at 11:16 a.m.

Mackenzie Wilfong, J.D.
Executive Director of the
Board of Regents

FY25 Projections and FY26 Proposed Budget

(\$ in thousands)

EXHIBIT A

EXHIBIT A

	FY 2025		Projected Actuals Annualized	FY 2026 Proposed Budget	FY2026 Budget Comments/Assumptions
	Original Budget	YTD Actuals (Jul. - Mar.)			
Operating Revenues					
Student tuition and fees (net of scholarship allowances)*	406,000	391,204	393,000	404,000	3% main campus tuition and fees (\$8M), 5% Law tuition and fees (948K), OU Online (\$2.3M)
Federal grants and contracts	177,000	120,732	161,000	153,000	5% reduction in federal grants to account for new award uncertainty
State grants and contracts	80,000	99,632	127,000	118,000	Slight reduction to account for new award uncertainty
Private grants and contracts	11,000	4,195	6,000	6,000	No significant revenue changes
Sales and services of auxiliary enterprises:					
Housing and food service revenues	84,000	77,607	93,000	101,000	Increases in Housing rates (3%), meal plan rates (3%), and opening of McCasland Hall
Net athletic revenues	106,000	73,666	103,000	165,000	Increased conference distributions (\$46M), ticket sales (\$3M), and misc./media revenue (\$12.7M)
Other	38,000	27,485	37,000	37,000	No significant revenue changes
Other revenues	40,000	42,432	60,000	62,000	3% inflationary growth
Total operating revenues	942,000	836,953	980,000	1,046,000	
Operating Expenses					
Compensation and benefits	668,000	515,496	671,000	689,000	3% merit raise program (\$14M), partially offset by grant-related adjustments (-\$3M)
Contractual services	200,000	162,381	227,000	219,000	3% inflationary adjustment, offset by changes in research activity and OUEs expenses
Supplies and materials	68,000	48,906	67,000	69,000	3% inflationary growth, plus change in research expenditure activity
Depreciation	91,000	73,338	98,000	99,000	Slight increase due to additions of McCasland Hall, Jacobson Hall project, and Athletics projects.
Utilities	45,000	30,857	42,000	43,000	Electrical rate increases, partially offset by ongoing efficiency efforts
Communications	6,000	4,158	5,000	5,000	3% inflationary growth, offset by change in research expenditure activity
Scholarships*	56,000	24,342	17,000	22,000	Additional athlete scholarships (\$2.5M) and OSRHE funded College of Education tutoring scholarships (\$2M)
Travel	33,000	23,123	34,000	35,000	3% inflationary growth
Other expense	65,000	43,857	61,000	60,000	Slight decrease due to research expenditure activity
Total operating expenses	1,232,000	926,458	1,222,000	1,241,000	
Operating loss	(290,000)	(89,505)	(242,000)	(195,000)	
Nonoperating Revenues and (Expenses)					
State appropriations	144,000	111,847	145,000	148,000	Additional funding for College of Education tutoring program (\$3M)
State on-behalf payments	18,000	14,187	20,000	21,000	State OTRS contribution on behalf of OU, consistent with compensation trend
Federal grants and contracts	36,000	44,155	42,000	43,000	Slight increase in Pell Grants associated with enrollment growth.
State grants and contracts	20,000	21,241	24,000	26,000	Slight increase in state financial aid associated with enrollment growth
Private gifts	70,000	37,000	83,000	70,000	Estimated decrease associated with reduced drawdowns from OUF for Athletics
Interest on indebtedness	(40,000)	(34,390)	(40,000)	(38,000)	Decreased interest payments on existing issuances.
Investment income/loss	10,000	18,320	22,000	21,000	Return on Regents' Fund investments, with modest returns
Gain/(loss) on disposal of assets	-	(1,117)	(1,000)	(1,000)	Includes equipment disposal and demolition of Cate Center 3
Endowment income	24,000	25,562	37,000	37,000	OSRHE matching funds and reimbursements from endowed OUF funds
Net nonoperating revenues and (expenses)	282,000	236,805	332,000	327,000	
Income before other revenues, (expenses), gains, or (losses)	(8,000)	147,300	90,000	132,000	
Other Revenue, Expenses, Gains or Losses					
State appropriations for capital projects	-	13,500	18,000	13,000	Reduction of \$5M in capital support for engineering
Private gifts for capital assets	19,600	12,658	16,000	33,000	Capital draws of donor funds for athletics projects
State school land funds	12,000	9,714	12,000	12,000	Draw of Section 13 funds from the Land Commission
On-behalf payments for OCIA capital leases	5,000	3,579	5,000	5,000	Consistent with prior year
Additions to permanent endowments	-	2,492	3,000	1,000	Includes \$1M in estimated bequests associated with fundraising efforts
Total other revenue, (expenses), gains, or (losses)	36,600	41,943	54,000	64,000	
Change in Net Position	28,600	189,243	144,000	196,000	

* Reported Net Tuition and Fees and Scholarship Expense amounts for Projected FY25 and FY26 include the effect the new tuition and scholarship allowance guidance promulgated by NACUBO for FY25.

University of Oklahoma - Tulsa Campus (Norman Programs)

Attachment 1

Proposed FY 2026 Operating Budget

EXHIBIT A

EXHIBIT A

	Actual FY 2024	Projected FY 2025	Budget FY 2026
Operating Revenues			
Student Tuition (net of waivers)	2,279,290	2,685,376	2,850,000
Student Fees	1,052,450	1,399,457	1,600,000
Research Centers	676,062	571,832	1,019,199
Other Revenues	88,486	119,504	577,118
Total operating revenues	4,096,288	4,776,169	6,046,317
Operating Expenses			
College of Architecture	245,643	317,924	91,330
College of Arts & Sciences	2,847,367	2,648,616	2,600,052
College of Business	59,174	73,295	75,318
College of Education	2,597,520	2,569,378	2,778,236
College of Engineering	1,110,339	860,264	673,506
Polytechnic Institute	1,770,373	2,725,667	4,787,997
Student Affairs	89,321	68,452	132,660
University Libraries	87,205	155,855	229,221
Administration ^A	2,361,191	2,135,666	2,504,855
Total operating expenses	11,168,133	11,555,116	13,873,175
Operating loss	(7,071,845)	(6,778,947)	(7,826,858)
Nonoperating Revenues and (Expenses)			
State Appropriations	3,625,660	3,625,660	3,625,660
Norman Campus Transfer	116,683	116,683	116,683
HSC/College of Medicine Transfer	400,000	400,000	400,000
Private Gifts	596,429	618,437	230,000
Endowment Income	451,595	972,909	685,393
Net nonoperating revenues	5,190,367	5,733,689	5,057,736
Change in Net Position^B	(1,881,478)	(1,045,258)	(2,769,122)

^A Administration includes the OU Tulsa areas of President, Provost, Marketing & Communications, and Access & Opportunity.

^B FY24 actual and projected FY25 & FY26 deficits related to Polytechnic expansion. Funding will be covered from cash revenues allocated with the receipt of \$10M in one time State support in FY23.

University of Oklahoma - Tulsa Campus
Operating Expense Budget

EXHIBIT A

	College of Architecture	College of Arts & Sciences	College of Business	College of Education	College of Engineering	Polytechnic Institute	Student Affairs	University Libraries	Administration	Total FY26 Budget
Operating Expenses										
Compensation - Faculty	75,811	1,671,491	-	988,354	428,131	2,040,501	-	112,800	45,500	5,362,588
Fringe Benefits - Faculty	6,742	483,044	-	321,623	84,703	634,596	-	10,716	4,323	1,545,747
Compensation - Staff	-	237,166	57,451	863,841	45,509	376,261	-	-	1,018,672	2,598,900
Fringe Benefits - Staff	-	73,758	17,867	217,840	9,348	105,448	-	-	316,807	741,068
Communications	-	-	-	15,000	-	-	-	-	5,000	20,000
Contractual Services	-	21,600	-	20,000	-	-	-	-	2,500	44,100
Supplies and Materials	4,200	10,000	-	40,000	35,300	77,000	-	22,000	19,000	207,500
Travel	-	6,250	-	58,000	2,000	130,000	-	-	23,000	219,250
Utilities	1,600	16,000	-	16,000	15,000	10,000	-	-	13,040	71,640
Other	2,977	80,743	-	237,578	53,515	1,414,191	132,660	83,705	1,057,013	3,062,382
Total operating expenses	91,330	2,600,052	75,318	2,778,236	673,506	4,787,997	132,660	229,221	2,504,855	13,873,175

University of Oklahoma
College of Law
Proposed FY 2026 Operating Budget

EXHIBIT A**EXHIBIT A**

	Actual FY 2024	Projected FY2025	Budget FY 2026
Operating Revenues			
Student Tuition (net of waivers)	15,536,993	15,211,728	14,872,813
Mandatory Student Fees	3,296,587	3,104,994	3,160,636
Program Specific Fees	201,489	116,698	98,720
Other	384,832	171,211	640,640
Total operating revenues	19,419,900	18,604,630	18,772,809
Operating Expenses			
Compensation - Faculty	8,204,098	8,067,031	8,147,876
Fringe Benefits - Faculty	2,073,398	1,987,864	2,249,067
Compensation - Staff	3,459,991	3,226,387	3,421,057
Fringe Benefits - Staff	960,950	861,300	892,212
Contractual Services	5,223,490	5,595,027	4,670,580
Supplies and Materials	697,004	611,898	623,313
Utilities	453,797	467,011	405,580
Communications	125,323	134,629	111,855
Scholarships	1,484,387	1,502,718	1,400,000
Travel	700,250	576,570	626,729
Other	2,349,047	1,821,130	2,100,480
Total operating expenses	25,731,736	24,851,565	24,648,749
Operating loss	(6,311,836)	(6,246,935)	(5,875,940)
Nonoperating Revenues and (Expenses)			
State Appropriations	5,081,232	5,160,979	5,160,920
Endowment Income	485,917	401,242	526,651
Private Gifts	1,688,881	1,685,714	1,485,669
Net nonoperating revenues and (expenses)	7,256,030	7,247,935	7,173,240
Change in Net Position	944,194	1,001,000	1,297,300

Oklahoma Geological Survey

EXHIBIT A

Proposed FY 2026 Operating Budget

	Actual FY 2024	Projected FY2025	Budget FY 2026
Operating Revenues*			
Sponsored Research Initiative	24,445	25,996	28,000
Sales & Services	250,714	301,568	363,000
Total operating revenues	275,159	327,564	391,000
Operating Expenses			
Compensation - Faculty	862,220	912,919	1,147,863
Fringe Benefits - Faculty	265,407	258,805	339,718
Compensation - Staff	754,847	789,395	757,964
Fringe Benefits - Staff	229,271	220,822	228,014
Contractual Services	251,498	180,286	140,000
Supplies and Materials	28,758	37,270	65,000
Communications	83,232	89,757	85,000
Travel	47,960	43,242	92,500
Other	271,162	220,491	244,500
Total operating expenses	2,794,354	2,752,988	3,100,559
Operating loss	(2,519,195)	(2,425,423)	(2,709,559)
Nonoperating Revenues and (Expenses)			
State Appropriations	2,664,464	2,689,046	2,709,559
Net nonoperating revenues and (expenses)	2,664,464	2,689,046	2,709,559
Change in Net Position	145,269	263,623	-

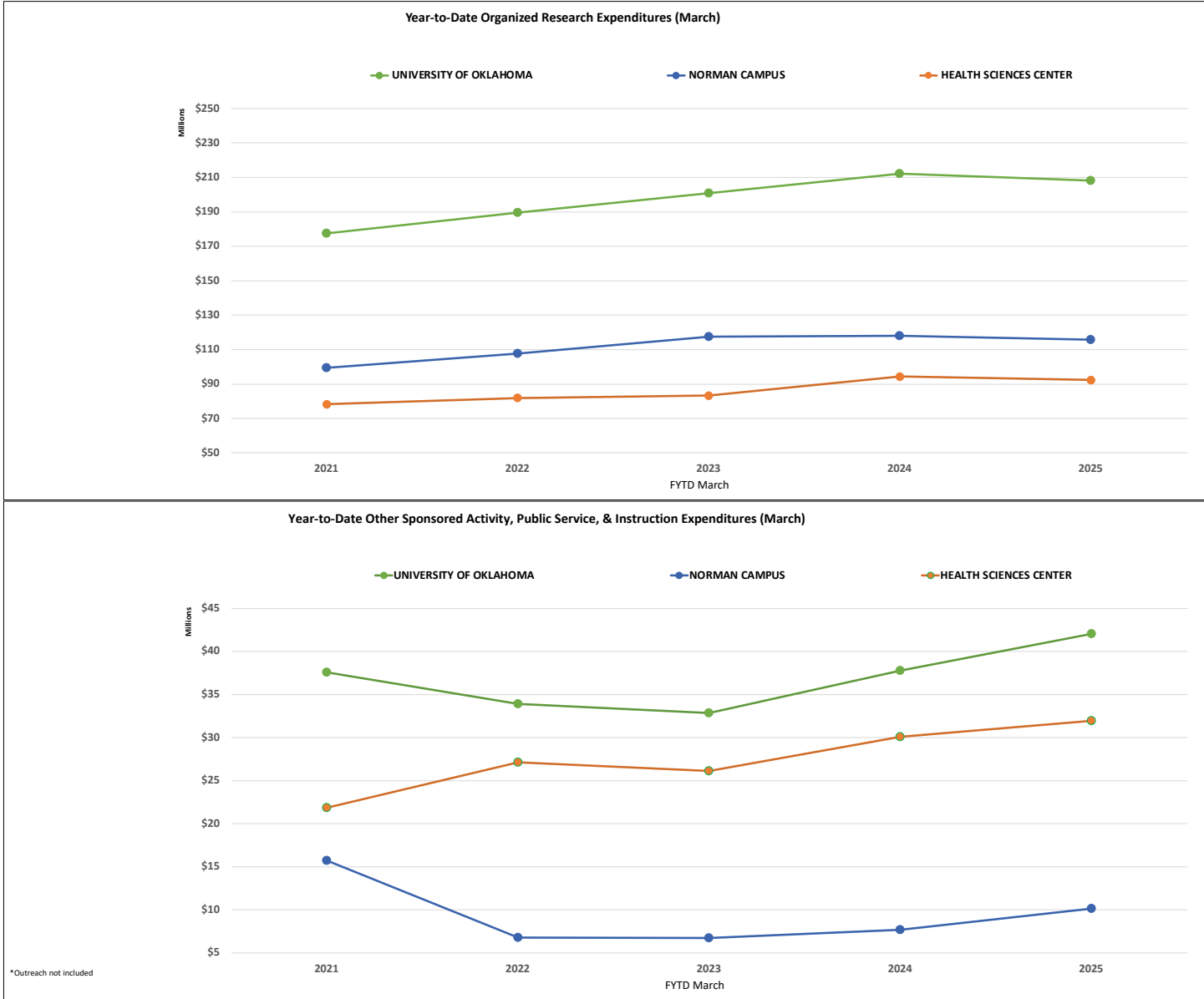
EXHIBIT A

*Above figures exclude grant revenue and related expenses. FY24 grant revenue and expense totaled \$646,785

University of Oklahoma - HSC
FY25 Projections and FY26 Proposed Budget
(\$ in thousands)

	FY 2025		FY 2026		
	Original Budget	YTD Actuals Jul - Mar	Projected Actuals Annualized	Proposed Budget	
Operating Revenues					FY 2026 Budget Comments/Assumptions
Student tuition and fees (net of scholarship allowances)	79,000	72,409	79,000	84,000	Enrollment & tuition increases in professional programs (\$4.1M), targeted fees (\$0.6M)
Patient care	66,000	39,501	53,000	53,000	Continuation of lower managed Medicaid revenue in Tulsa, consistent with FY25.
Pharmaceutical sales	65,000	49,912	67,000	67,000	No significant revenue changes
Federal grants and contracts	118,000	92,090	123,000	107,000	Active monitoring updates regarding potential changes to Facilities & Administrative (F&A).
State grants and contracts	96,000	74,548	99,000	99,000	Continued receipt of University Hospitals Authority and Trust (UHAT) funds (\$55M); no changes expected
Private grants and contracts	260,000	188,278	251,000	281,000	OU Health to provide variable mission support (\$26M) and increase in academic enrichment funding (\$5M)
Sales and services of educational activities	2,000	1,522	2,000	2,000	Dental Student Clinics; no significant revenue changes
Sales and services of auxiliary enterprises:					
Steam and Chill	12,000	7,527	10,000	10,000	Rate increases paid by third-party customers consistent with costs incurred.
Other	40,000	27,927	37,000	37,000	No significant revenue changes
Other revenues	11,000	10,966	15,000	15,000	No significant revenue changes
Total operating revenues	749,000	564,680	736,000	755,000	
Operating Expenses					
Compensation and benefits	607,000	456,149	608,000	610,000	Merit raise program \$15M; targeted faculty and staff increases \$1.7M
Contractual services	101,000	79,334	106,000	107,000	3% inflationary growth
Supplies and materials	90,000	66,357	88,000	89,000	3% inflationary growth
Depreciation	32,000	25,007	33,000	34,000	Slight increase as capital projects are completed
Utilities	21,000	13,499	18,000	19,000	3% inflationary growth
Communication	5,000	3,636	5,000	5,000	3% inflationary growth
Scholarships	4,000	3,198	4,000	4,000	3% increase scholarships/waivers
Other expense	33,000	22,792	30,000	30,000	Slight increase expected
Total operating expenses	893,000	689,972	892,000	898,000	
Operating loss	(144,000)	(105,292)	(156,000)	(143,000)	
Nonoperating Revenues and (Expenses)					
State appropriations	85,000	64,127	85,000	85,000	No significant change expected
State on-behalf payments	11,000	8,507	11,000	11,000	No significant changes expected
Private gifts	12,000	6,922	9,000	9,000	No significant change expected
Interest on indebtedness	(8,000)	(7,184)	(8,000)	(9,000)	Increase due to recent bond issuance to update research-related activities
Investment income/loss	21,000	20,197	27,000	25,000	Slight decrease due to marginal declines in cash held with State Treasury.
Endowment income	21,000	17,364	23,000	23,000	OSRHE matching funds and reimbursement from endowed OUF funds
Net nonoperating revenues and (expenses)	142,000	109,933	147,000	144,000	
Income before other revenues, (expenses), gains, or (lo):	(2,000)	4,641	(9,000)	1,000	
Other Revenue, Expenses, Gains or Losses					
State appropriations for capital projects	5,000	3,182	5,000	5,000	Consistent with prior year
State school land funds	1,000	1,280	1,000	3,000	Small increase in Section 13 funding for OKC
Total other revenue, (expenses), gains, or (losses)	6,000	4,462	6,000	8,000	
Change in Net Position	4,000	9,103	(3,000)	9,000	

UNIVERSITY OF OKLAHOMA EXPENDITURES



ORGANIZED RESEARCH	FYTD March 2025	%CHANGE	FYTD March 2024
UNIVERSITY OF OKLAHOMA	\$ 207,971,815	-2.0%	\$ 212,137,707
NORMAN CAMPUS	\$ 115,783,228	-1.8%	\$ 117,866,098
HEALTH SCIENCES CENTER	\$ 92,188,587	-2.2%	\$ 94,271,609
OSA, PS, and INSTRUCTION	FYTD March 2025	%CHANGE	FYTD March 2024
UNIVERSITY OF OKLAHOMA	\$ 42,050,179	11.3%	\$ 37,768,683
NORMAN CAMPUS	\$ 10,126,214	31.5%	\$ 7,700,473
HEALTH SCIENCES CENTER	\$ 31,923,965	6.2%	\$ 30,068,210

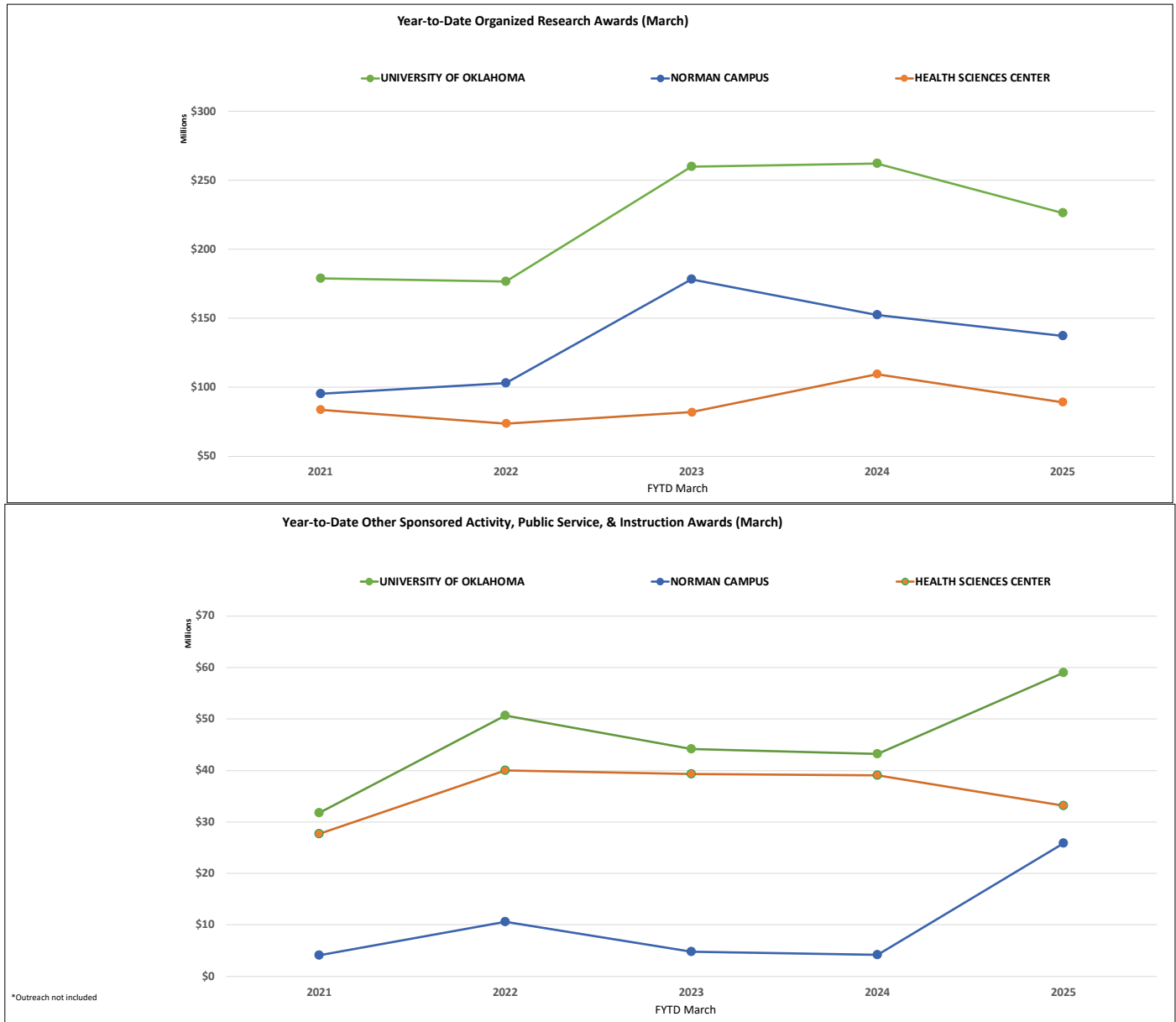
This data is from May 5, 2025, and may be subject to change.

EXPENDITURES

EXPENDITURES

EXPENDITURES

UNIVERSITY OF OKLAHOMA AWARDS



ORGANIZED RESEARCH	FYTD March 2025	%CHANGE	FYTD March 2024
UNIVERSITY OF OKLAHOMA	\$ 226,256,593	-13.7%	\$ 262,106,437
NORMAN CAMPUS	\$ 137,116,462	-10.1%	\$ 152,539,026
HEALTH SCIENCES CENTER	\$ 89,140,131	-18.6%	\$ 109,567,411
OSA, PS, and INSTRUCTION	FYTD March 2025	%CHANGE	FYTD March 2024
UNIVERSITY OF OKLAHOMA	\$ 59,000,763	36.6%	\$ 43,203,680
NORMAN CAMPUS	\$ 25,833,627	522.1%	\$ 4,152,673
HEALTH SCIENCES CENTER	\$ 33,167,136	-15.1%	\$ 39,051,007

This data is from May 5, 2025, and may be subject to change.

NORMAN AND HEALTH SCIENCES CENTER CAMPUSES
June 2025

AWD #	AGENCY	TITLE	VALUE RECEIVED	TOTAL ANTICIPATED VALUE	ACTIVITY TYPE	TOTAL PERIOD	PI (Dept.)
20009786	U.S. Department of Transportation, Federal Aviation Administration DOT-FAA	038-2025 Air Traffic Control Tower grant	\$5,000,000	\$5,000,000	Other Sponsored	47 mo.	Lance Lamkin (Airport Admn Office)
20010046	U.S. Department of Transportation, Federal Aviation Administration DOT-FAA	Radar Altimeter Research	\$5,000,000	\$5,000,000	Organized Research	26 mo.	Justin Metcalf (Electrical & Computer Engineer)
20009784	U.S. Department of Transportation, Federal Aviation Administration DOT-FAA	FCT Tower Grant #37	\$2,000,000	\$2,000,000	Other Sponsored	47 mo.	Lance Lamkin (Airport Admn Office)
20180873	National Heart, Lung and Blood Institute	Strong Heart Study - Coordinating Center	\$1,945,352	\$1,945,352	Organized Research	12 mo.	Ying Zhang (Biostatistics & Epidemiology)
20009892	Universidad Nacional de San Agustin IN-UNSA	UNSA Institute for Global Change and Human Health Research - Phase 2	\$1,775,582	\$4,099,641	Organized Research	36 mo.	Timothy Filley (Geography&Envir Sustainability)
20009813	Oklahoma Department of Aerospace & Aeronautics OK-DAA	Two 100x100 Hangar project	\$1,764,088	\$1,764,088	Other Sponsored	23 mo.	Lance Lamkin (Airport Admn Office)
20250202	AbbVie	SCRI-MULTI86-M19-345	\$1,459,806	\$1,459,806	Organized Research	9 mo.	Naoko Takebe (Stephenson Cancer Center)
20009899	U.S. Dept. of Commerce, National Oceanic and Atmospheric Administration DOC-NOA	Demonstrating Applications for Science and Engineering Using the Horus Phased Array Weather Radar	\$1,377,265	\$2,320,079	Organized Research	11 mo.	Robert Palmer (Meteorology)
20250177	Office of the Director, NIH	PRIME-OK	\$1,260,980	\$1,260,980	Organized Research	13 mo.	Zsolt Jozsef Nagykaldi (Family & Preventive Medicine)
20181113	National Cancer Institute	A Lead Academic Participating Site in Oklahoma for the D	\$1,163,038	\$1,163,038	Organized Research	12 mo.	Kathleen Moore (Stephenson Cancer Center)
20009926	Sooner Neuron SNEU	Task Order 001_Mod: Award	\$1,149,103	\$9,564,557	Organized Research	14 mo.	Mark Yeary (Electrical & Computer Engineer)
11 Total			\$23,895,214	\$35,577,540			

THE UNIVERSITY OF OKLAHOMA

June 2025

SUMMARY OF RESEARCH ACTIVITIES AT OU FOR FY2025

New awards: Sponsored research awards for FYTD March 2025 decreased by \$35.8M (-13.7%) from the same period in 2024. On the Norman campus, research awards decreased by \$15.4M (-10.1%) from FY2024. FYTD March 2025 Health Sciences Center campus research awards decreased by \$20.4M (-18.6%) from the previous fiscal year.

Expenditures: The total research expenditures for the fiscal year-to-date (FYTD) as of March 2025 decreased by \$4.2M (-2.0%) from the same period in 2024. For the Norman campus, research expenditures increased by \$2.1M (-1.8%). FY2025 research expenditures on the Health Sciences Center campus decreased by \$2.1M (-2.2%) compared to FY2024.

The following are significant grants and activities organized into thematic research areas from April 2025.

Cancer

In March 2025, Kathleen Moore, MD, Professor, Department of Obstetrics & Gynecology, Section of Gynecologic Oncology, College of Medicine; Associate Director of Clinical Research, Stephenson Cancer Center, and Director, Oklahoma TSET Phase 1 Program was awarded a \$1,163,038 supplement from the National Cancer Institute, National Institutes of Health, for “A Lead Academic Participating Site in Oklahoma for the Design and Conduct of NCTN Clinical Trials.” NCTN is the nation’s largest oncology clinical trials organization, and it annually ranks among the top of all cancer centers for the number of patients participating in NCTN treatment trials. As a Lead Academic Participating Site in the National Clinical Trials Network (NCTN), the Stephenson Cancer Center directly contributes to the design and conduct of NCTN clinical trials for newly developed therapies, including multi-modality treatments, combinations of novel agents, Precision Medicine screening, and advanced imaging approaches. The overall goal is to improve cancer patient outcomes and reduce the burden of cancer for all populations, with an emphasis on underserved populations in Oklahoma.

In March 2025, the National Institute on Drug Abuse, National Institutes of Health issued a supplement to Mark Doescher, MD, Professor, Department of Family & Preventive Medicine, College of Medicine in the amount of \$450,450 for the “Oklahoma Tribal, Rural, Urban Cancer Screening Trial Access Hub.” The overarching goal for the OK TRUST ACCESS Hub UG1 is to enhance capacity for increasing cancer screening trials accrual and participation among tribal, rural and urban populations across Oklahoma. OK TRUST is designed to enroll large numbers of participants from tribal, rural, and low-income urban populations, which have disproportionately high cancer rates but low participation in clinical trials at the national level. Given the historical distrust between American Indian communities and academic researchers, it is notable that several Tribes and American Indian-serving clinical facilities are participating in this project, which collects biospecimen data. Funds from this Administrative Supplement will address critical aspects of the Vanguard Study, namely two additional Cancer Screening Research Coordinators, venipuncture biospecimen collection, and diagnostic testing.

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Clinical Trials - Cancer

Naoko Takebe, MD, PhD, Professor in the Department of Medicine, Section Chief of Solid Tumor Oncology, Associate Director of Clinical Research at the Stephenson Cancer Center, and Nancy Johnston Records Chair in Oncology, College of Medicine leads the \$1,459,806 trial entitled “A Phase 1 First-in-Human, Multi-Center, Open Label Dose-Escalation Study to Determine the Safety, Tolerability, Pharmacokinetics and RP2D of Livmoniplimab (ABBV-151) as a Single Agent and in Combination with Budigalimab (ABBV-181) in Subjects with Locally Advanced or Metastatic Solid Tumors” at OUHSC. Sponsored by Abbvie, Inc. and beginning at OUHSC in February 2025, the purpose of this study is to see if the study drug is safe and able to treat subjects who have certain types of cancers, including solid tumors, pancreatic cancer, urothelial cancer (UC), hepatocellular carcinoma (HCC), Head and neck squamous cell carcinoma (HNSCC), microsatellite stable colorectal cancer (MSS-CRC), non-small cell lung cancer (NSCLC) and ovarian granulosa (OG) cell tumor. This study will help determine what dose level of livmoniplimab is safe, tolerable and effective when given either alone or when combined with budigalimab.

In March 2025, OUHSC became a clinical trial site for “A Phase 2 Study Evaluating the Efficacy and Safety of TORL-1-23 in Women with Advanced Platinum-Resistant Epithelial Ovarian Cancer (Including Primary Peritoneal and Fallopian Tube Cancers Expressing Claudin 6)”, led by Kathleen Moore, MD, Professor, Department of Obstetrics & Gynecology, Section of Gynecologic Oncology, College of Medicine; Associate Director of Clinical Research, Stephenson Cancer Center, and Director, Oklahoma TSET Phase 1 Program. Claudin-6 (CLDN6) is a protein found in the barriers between cells and is usually present only during early development of the cell. Abnormal presence of CLDN6 is seen in numerous cancers, whereas little to no CLDN6 is found in normal, healthy tissues. This high expression of CLDN6 in cancer cells relative to healthy cells suggests that CLDN6 is an ideal target for development of drugs that selectively act against cancer cells. TORL-1-23 is a targeted antibody drug conjugate (ADC) that binds strongly to CLDN6 and does not bind to other claudin-like proteins that are related to CLDN6. Data from a currently active Phase 1 study of TORL-1-23 in participants with advanced cancer showed that TORL-1-23 is generally well-tolerated by these participants and may be effective against tumors that contain CLDN6. Therefore, this Phase 2 study will further examine the safety and effectiveness of TORL-1-23 in women with platinum-resistant ovarian cancer that have CLDN6. TORL BioTherapeutics LLC sponsors this clinical trial in the amount of \$644,062.

Clinical Trials - Diabetes/Metabolic and Vascular Disease

Sponsored by Bon Secours Mercy Health St. Vincent Medical Center and adding OUHSC as a clinical trial site in March 2025, the PICASSO (Proximal Internal Carotid Artery Acute Stroke Secondary to Tandem or Local Occlusion Thrombectomy Trial) study is led at OUHSC by Hakeem Shakir, MD, Assistant Professor, Department of Neurosurgery, College of Medicine. The primary objective of this trial funded in the amount of \$275,900 is to establish the efficacy of intra-arterial (IA) mechanical thrombectomy (MT) with extracranial proximal carotid artery acute stenting versus non-stenting approaches in patients with acute ischemic stroke (AIS) from intracranial vessel occlusion (IVO) in the anterior circulation and have a proximal carotid occlusive disease (occlusion or severe stenosis). In other words, the purpose of this study is to determine which treatment approach helps patients the most when recovering from their stroke.

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Right now, there are two main approaches used by doctors: putting a stent or inflating a balloon at the blockage/narrowing of the artery in the neck.

Health and Environment

The University of Oklahoma and the Universidad Nacional de San Agustín of Arequipa, Peru, have expanded the Arequipa Global Change and Human Health Institute, a research and capacity-building partnership jointly led by OU's Institute for Resilient Environmental and Energy Systems and UNSA's Office of the Vice Rector for Research. With new support and an additional \$4.1 million in funding, the institute is expanding its operations to deepen faculty collaboration, establish advanced research infrastructure and deliver science-based solutions for urgent health and environmental stressors.

Journalism

The University of Oklahoma Gaylord College of Journalism and Mass Communication has been recognized as the top media program in the country, according to the 2025 Broadcast Education Association school rankings. The rankings are compiled from the outcomes of the previous five years of the Broadcast Education Association's Festival of Media Arts results, which represent more than 7,000 juried student works from nearly 200 schools. Gaylord's spot as the No. 1 program represents an evaluation of the quality and consistency of students' creative works produced and compared to those at other institutions.

Recognitions

Two University of Oklahoma researchers, Rodney Tweten, Ph.D., and Jizhong "Joe" Zhou, Ph.D., have been elected to the prestigious National Academy of Sciences, one of the highest honors a scientist can receive. OU is the only university in Oklahoma with representation in the organization, and this marks the first time two OU faculty members have been elected in the same year.

For a third consecutive year, the University of Oklahoma has been ranked in the Top 100 U.S. Universities Granted U.S. Utility Patents by the National Academy of Inventors. OU continues to be the only university in Oklahoma to be recognized, highlighting its commitment to innovation and corporate partnerships.

Two University of Oklahoma students, Brooke Rogachuk and Liam Thompson, have been named 2025 Goldwater Scholars for excellence in natural science, engineering and mathematics. They are the 66th and 67th Goldwater Scholars from OU since the award was established in 1986.

For the third time in a row, an OU student has earned the nation's top public service honor. Anna Hyslop, an honors student double majoring in economics and global energy, environment and resources, has been named a 2025 Truman Scholar by the Harry S. Truman Scholarship Foundation. Last week, President Harroz surprised Anna with the news and a celebratory cookie cake presented by the OU mascot, Boomer.

THE UNIVERSITY OF OKLAHOMA

June 2025

OU anthropology Professor Paul Spicer has been named a fellow of the American Association for the Advancement of Science, the world's largest multidisciplinary scientific society. Spicer, who also serves as co-director of the Center for Applied Social Research, is one of 471 scientists and engineers recognized for outstanding scientific and societal contributions across 24 disciplines. He is the only recipient from Oklahoma and one of just 10 Fellows in the Section on Societal Impacts of Science and Engineering awarded in 2024.

Tobacco Use and Cessation

In May 2025, Emily Hébert, PhD, was the recipient of a new five-year \$3,121,668 R01 grant from the National Institute on Drug Abuse, National Institutes of Health, entitled "Using Real Time Data to Examine the Impact of Product Characteristics on Young Adult ENDS Use." Innovative, real-time and real-world methods, measures, and assessments are critically needed to better understand the impact of electronic nicotine delivery systems (ENDS) product characteristics on ENDS use behaviors and abuse liability. This project will provide crucial evidence needed to improve measurement and surveillance efforts, and inform specific FDA regulation on ENDS product characteristics such as flavors, device types, and nicotine concentrations. The research team focuses on young adults ages 18-25 as a priority population, as ENDS use in the U.S. is highest among this age group and lifelong patterns of tobacco use are established during young adulthood.

Vision/Neuroscience

The National Eye Institute, National Institutes of Health awarded a competing continuation to Julia Busik, PhD, Professor and Chair, Department of Biochemistry & Physiology, College of Medicine in May 2025. This one-year, \$422,886 award will study "Anti-ceramide immunotherapy for diabetic retinopathy." Despite recent advances using pharmacotherapy that greatly expanded treatment options for diabetic retinopathy, the cure for this blinding complication is not yet achieved. The research team has identified activation of ASM, the enzyme converting sphingomyelin into ceramide, as a key element affecting both diabetes-induced vascular damage and bone marrow derived circulating angiogenic cell mediated repair of retinal vasculature. This project will test therapeutic potential of functional inhibition of ceramide signaling using anti-ceramide immunotherapy.

REVISED
REQUIREMENTS FOR THE BACHELOR OF SCIENCE IN NURSING (TRADITIONAL)
FRAN AND EARL ZIEGLER COLLEGE OF NURSING
THE UNIVERSITY OF OKLAHOMA HEALTH SCIENCES CENTER

EXHIBIT C

For Students Entering the Oklahoma State System For Higher Education: Summer 2026 through Spring 2027	Minimum Credit Hours and Grade Point Averages Total Hours for Degree – <u>120</u> Major Hours – 60	Bachelor of Science in Nursing (TRADITIONAL) 1203A, 2203A, 3203A, 4203A
ADMISSIONS REQUIREMENTS ¹ Completion of a minimum of 60 credit hours of prerequisite or graduation requirement coursework. Cumulative grade point average of 2.5 on a 4.0 scale. Average science (Chemistry, Human Anatomy, Human Physiology, Microbiology) GPA of 2.5 on a scale of 4.0. A grade of “C” or better in all prerequisite or graduation requirement courses is required. A grade of “C” or better is required for all NURS coursework (60 hours). Three of the four required sciences (Chemistry, Human Anatomy, Human Physiology, Microbiology) and 30 hours of degree prerequisites must be completed at the time of application. Visit Nursing for more information about application requirements and dates.		
GENERAL EDUCATION CORE AREAS AND PREREQUISITE REQUIREMENTS (Minimum of 60 hours, as specified below) CORE AREA I: SYMBOLIC AND ORAL COMMUNICATION (9-15 hours) ENGL 1113 PRINCIPLES OF ENGLISH COMPOSITION I ENGL 1213 PRINCIPLES OF ENGLISH COMPOSITION II Language (0-6 hours) ² : This requirement can be satisfied by successfully completing two semesters of the same language at the college level. It also may be satisfied by successfully completing two years of the same language in high school or by demonstrating an equivalent level of competence on an assessment test. General Education Mathematics (3 hours) ³ CORE AREA II: NATURAL SCIENCE (10 hours) CHEM 1305 OR FUNDAMENTALS OF GENERAL CHEMISTRY CHEM 1315 GENERAL CHEMISTRY MBIO 2815 INTRODUCTION TO MICROBIOLOGY SCIENCE PREREQUISITES (0-4 hours) for HUMAN ANATOMY AND HUMAN PHYSIOLOGY ⁴ BIOL 1114/1121 OR INTRODUCTORY ZOOLOGY AND LAB BIOL 1124 INTRODUCTORY BIOLOGY: MOLECULE/CELL/PHYS HUMAN ANATOMY AND HUMAN PHYSIOLOGY (8-9 hours) ⁵ BIOL 2255 OR HUMAN ANATOMY BIOL 2234 INTRODUCTION TO HUMAN ANATOMY BIOL 2124 OR HUMAN PHYSIOLOGY BIOL 3103/3101 PRINCIPLES OF PHYSIOLOGY AND LAB CORE AREA III: SOCIAL SCIENCE (6 hours) PSC 1113 AMERICAN FEDERAL GOVERNMENT General Education Social Science (3 hours) ⁶ CORE AREA IV: ARTS AND HUMANITIES (12 hours) Artistic Forms: 1 course, 3 hours Western Culture: 2 courses, 6 hours (one course must be HIST 1483 or HIST 1493) World Culture: 1 course, 3 hours CORE AREA V: FIRST YEAR EXPERIENCE (3 hours) ⁷ Core V: 1 course, 3 hours CORE AREA VI: UPPER DIVISION (minimum of 3 hours) ⁸ In addition to the First Year Experience, at least one course used to satisfy the general education requirements must be at the upper division level (3000-4000) and outside of the student’s major coursework. <u>Students must complete additional elective credit hours sufficient to bring total prerequisite credit hours to a minimum of 60 total prerequisite and Core V/VI hours (Varied hours)⁹</u>		BSN (TRADITIONAL) CURRICULUM REQUIREMENTS NURS 3023 Clinical Nursing I NURS 3033 Human Experience in Health & Common Illness NURS 3043 Health Assessment NURS 3054 Psychosocial Nursing NURS 3073 Introduction to Professional Nursing NURS 3083 Pharmacology in Nursing NURS 3114 Clinical Nursing II NURS 3134 Human Experience in Acute & Chronic Illness I NURS 3162 Human Experience of Disability NURS 4034 Human Experience in Acute & Chronic Illness II NURS 4054 Clinical Nursing III NURS 4063 Nursing Research NURS 4123 Leadership in Nursing Practice NURS 4124 Clinical Nursing IV NURS 4143 Community Focused Nursing NURS 4144 Family Focused Nursing NURS 4163 Contemporary Professional Nursing NURS 4213 Human Experience in Acute & Chronic Illness III

¹ The cumulative GPA and science GPA (Chemistry, Human Anatomy, Human Physiology, Microbiology) will be calculated according to the policies and procedures of the University of Oklahoma Health Sciences: [OUHSC Student Handbook](#). Applicants' cumulative GPAs will be calculated according to the college's application system at the time of application. The cumulative GPA and science GPA of 2.5 are required to be met at the time of application and at the time of enrollment. At enrollment, the GPA must meet the 2.5 minimum incorporating all final grades and transcripts. If after reviewing the qualifications for the nursing program you are unsure of whether you meet them, please contact nursing@ouhsc.edu. We are here to help and support you as you pursue a career in the health sciences.

² For the foreign language requirement, if taken in high school, coursework must be a passing grade; if taken in college, student must earn a grade of C or higher.

³ Statistics is highly recommended for pursuing nursing graduate coursework.

⁴ BIOL 1114/1121 OR BIOL 1124 are prerequisites to BIOL 2124, 2234, 2255, 3103/3101 at the University of Oklahoma. If Human Anatomy and Human Physiology were completed without these prerequisites, other approved coursework can be used to satisfy the 60 minimum hour requirements in place of BIOL 1114/1121 OR BIOL 1124.

⁵ For Human Anatomy and Human Physiology, standalone and survey courses cannot be mixed; applicants must complete Human Anatomy and Physiology I and II OR standalone Human Anatomy and Physiology.

⁶ Psychology is highly recommended for pursuing nursing graduate coursework.

⁷ Core Area V may be completed as either a prerequisite or graduation requirement.

⁸ Core Area VI may be completed as either a prerequisite or graduation requirement.

⁹ Students with a bachelor's degree from a regionally accredited U.S. institution meet Core Areas I-VI. Students with an associate degree from a regionally accredited, public institution in Oklahoma meet Core Areas I-V. Course substitutions used to satisfy General Education requirements must be listed as General Education on the University of Oklahoma Transfer Equivalencies Database (TED). Courses not on the TED must go through the course petition process at OU and be reviewed for course equivalency and General Education. Students must follow all General Education and graduation requirements of the University of Oklahoma.

REVISED
REQUIREMENTS FOR THE BACHELOR OF SCIENCE IN NURSING (ACCELERATED)
FRAN AND EARL ZIEGLER COLLEGE OF NURSING
THE UNIVERSITY OF OKLAHOMA HEALTH SCIENCES CENTER

EXHIBIT C

For Students Entering the Oklahoma State System For Higher Education: Summer 2026 through Spring 2027	Minimum Credit Hours and Grade Point Averages Total Hours for Degree – 120 Major Hours – 60	Bachelor of Science in Nursing (ACCELERATED) 1203B, 2203B, 3203B, 4203B
ADMISSIONS REQUIREMENTS¹ Completion of a minimum of 60 credit hours of prerequisite or graduation requirement coursework. Cumulative grade point average of 2.5 on a 4.0 scale. Average science (Chemistry, Human Anatomy, Human Physiology, Microbiology) GPA of 2.5 on a scale of 4.0. A grade of “C” or better in all prerequisite or graduation requirement courses is required. A grade of “C” or better is required for all NURS coursework (60 hours). Three of the four required sciences (Chemistry, Human Anatomy, Human Physiology, Microbiology) and 30 hours of degree prerequisites must be completed at the time of application. Visit Nursing for more information about application requirements and dates.		
GENERAL EDUCATION CORE AREAS AND PREREQUISITE REQUIREMENTS (Minimum of 60 hours, as specified below) CORE AREA I: SYMBOLIC AND ORAL COMMUNICATION (9-15 hours) ENGL 1113 PRINCIPLES OF ENGLISH COMPOSITION I ENGL 1213 PRINCIPLES OF ENGLISH COMPOSITION II Language (0-6 hours)²: This requirement can be satisfied by successfully completing two semesters of the same language at the college level. It also may be satisfied by successfully completing two years of the same language in high school or by demonstrating an equivalent level of competence on an assessment test. General Education Mathematics (3 hours)³ CORE AREA II: NATURAL SCIENCE (10 hours) CHEM 1305 OR FUNDAMENTALS OF GENERAL CHEMISTRY CHEM 1315 GENERAL CHEMISTRY MBIO 2815 INTRODUCTION TO MICROBIOLOGY SCIENCE PREREQUISITES (0-4 hours) for HUMAN ANATOMY AND HUMAN PHYSIOLOGY⁴ BIOL 1114/1121 OR INTRODUCTORY ZOOLOGY AND LAB BIOL 1124 INTRODUCTORY BIOLOGY: MOLECULE/CELL/PHYS HUMAN ANATOMY AND HUMAN PHYSIOLOGY (8-9 hours)⁵ BIOL 2255 OR HUMAN ANATOMY BIOL 2234 INTRODUCTION TO HUMAN ANATOMY BIOL 2124 OR HUMAN PHYSIOLOGY BIOL 3103/3101 PRINCIPLES OF PHYSIOLOGY AND LAB CORE AREA III: SOCIAL SCIENCE (6 hours) PSC 1113 AMERICAN FEDERAL GOVERNMENT General Education Social Science (3 hours)⁶ CORE AREA IV: ARTS AND HUMANITIES (12 hours) Artistic Forms: 1 course, 3 hours Western Culture: 2 courses, 6 hours (one course must be HIST 1483 or HIST 1493) World Culture: 1 course, 3 hours CORE AREA V: FIRST YEAR EXPERIENCE (3 hours)⁷ Core V: 1 course, 3 hours CORE AREA VI: UPPER DIVISION (minimum of 3 hours)⁸ In addition to the First Year Experience, at least one course used to satisfy the general education requirements must be at the upper division level (3000-4000) and outside of the student’s major coursework. Students must complete additional elective credit hours sufficient to bring total prerequisite credit hours to a minimum of 60 total prerequisite and Core V/VI hours (Varied hours)⁹ BSN (ACCELERATED) CURRICULUM REQUIREMENTS NURS 3023 Clinical Nursing I NURS 3033 Human Experience in Health & Common Illness NURS 3043 Health Assessment NURS 3054 Psychosocial Nursing NURS 3073 Introduction to Professional Nursing NURS 3083 Pharmacology in Nursing NURS 3114 Clinical Nursing II NURS 3134 Human Experience in Acute & Chronic Illness I NURS 3162 Human Experience of Disability NURS 4034 Human Experience in Acute & Chronic Illness II NURS 4054 Clinical Nursing III NURS 4063 Nursing Research NURS 4123 Leadership in Nursing Practice NURS 4124 Clinical Nursing IV NURS 4143 Community Focused Nursing NURS 4144 Family Focused Nursing NURS 4163 Contemporary Professional Nursing NURS 4213 Human Experience in Acute & Chronic Illness III		

¹ For the ABSN, prior to enrollment, a bachelor's degree from a regionally accredited U.S. institution is required to be earned by the enrollment deadlines set by the University of Oklahoma Health Sciences. The cumulative GPA and science GPA (Chemistry, Human Anatomy, Human Physiology, Microbiology) will be calculated according to the policies and procedures of the University of Oklahoma Health Sciences: [OUHSC Student Handbook](#). Applicants' cumulative GPAs will be calculated according to the college's application system at the time of application. The cumulative GPA and science GPA of 2.5 are required to be met at the time of application and at the time of enrollment. At enrollment, the GPA must meet the 2.5 minimum incorporating all final grades and transcripts. If after reviewing the qualifications for the nursing program you are unsure of whether you meet them, please contact nursing@ouhsc.edu. We are here to help and support you as you pursue a career in the health sciences.

² For the foreign language requirement, if taken in high school, coursework must be a passing grade; if taken in college, student must earn a grade of C or higher.

³ Statistics is highly recommended for pursuing nursing graduate coursework.

⁴ BIOL 1114/1121 OR BIOL 1124 are prerequisites to BIOL 2124, 2234, 2255, 3103/3101 at the University of Oklahoma. If Human Anatomy and Human Physiology were completed without these prerequisites, other approved coursework can be used to satisfy the 60 minimum hour requirements in place of BIOL 1114/1121 OR BIOL 1124.

⁵ For Human Anatomy and Human Physiology, standalone and survey courses cannot be mixed; applicants must complete Human Anatomy and Physiology I and II OR standalone Human Anatomy and Physiology.

⁶ Psychology is highly recommended for pursuing nursing graduate coursework.

⁷ Core Area V may be completed as either a prerequisite or graduation requirement.

⁸ Core Area VI may be completed as either a prerequisite or graduation requirement.

⁹ Students with a bachelor's degree from a regionally accredited U.S. institution meet Core Areas I-VI. Students with an associate degree from a regionally accredited, public institution in Oklahoma meet Core Areas I-V. Course substitutions used to satisfy General Education requirements must be listed as General Education on the University of Oklahoma Transfer Equivalencies Database (TED). Courses not on the TED must go through the course petition process at OU and be reviewed for course equivalency and General Education. Students must follow all General Education and graduation requirements of the University of Oklahoma.

REVISED
REQUIREMENTS FOR THE BACHELOR OF SCIENCE IN NURSING (RN-BSN)
FRAN AND EARL ZIEGLER COLLEGE OF NURSING
THE UNIVERSITY OF OKLAHOMA HEALTH SCIENCES CENTER

EXHIBIT C

For Students Entering the Oklahoma State System For Higher Education: Summer 2026 through Spring 2027	Minimum Credit Hours and Grade Point Averages Total Hours for Degree – 120 Major Hours – 30, Advanced Standing from RN License – 30	Bachelor of Science in Nursing (RN-BSN) 1203C, 2203C, 3203C, 1203CIN, 1203OUH, 4203C
ADMISSIONS REQUIREMENTS¹ Completion of a minimum of 60 credit hours of prerequisite or graduation requirement coursework. Cumulative grade point average of 2.5 on a 4.0 scale. Average science (Chemistry, Human Anatomy, Human Physiology, Microbiology) GPA of 2.5 on a scale of 4.0. A grade of “C” or better in all prerequisite or graduation requirement courses is required. A grade of “C” or better is required for all NURS coursework (60 hours). Three of the four required sciences (Chemistry, Human Anatomy, Human Physiology, Microbiology) and 30 hours of degree prerequisites must be completed at the time of application. Visit Nursing for more information about application requirements and dates.		
GENERAL EDUCATION CORE AREAS AND PREREQUISITE REQUIREMENTS (Minimum of 60 hours, as specified below) CORE AREA I: SYMBOLIC AND ORAL COMMUNICATION (9-15 hours) ENGL 1113 PRINCIPLES OF ENGLISH COMPOSITION I ENGL 1213 PRINCIPLES OF ENGLISH COMPOSITION II Language (0-6 hours)²: This requirement can be satisfied by successfully completing two semesters of the same language at the college level. It also may be satisfied by successfully completing two years of the same language in high school or by demonstrating an equivalent level of competence on an assessment test. General Education Mathematics (3 hours)³ CORE AREA II: NATURAL SCIENCE (10 hours) CHEM 1305 OR FUNDAMENTALS OF GENERAL CHEMISTRY CHEM 1315 GENERAL CHEMISTRY MBIO 2815 INTRODUCTION TO MICROBIOLOGY SCIENCE PREREQUISITES (0-4 hours) for HUMAN ANATOMY AND HUMAN PHYSIOLOGY⁴ BIOL 1114/1121 OR INTRODUCTORY ZOOLOGY AND LAB BIOL 1124 INTRODUCTORY BIOLOGY: MOLECULE/CELL/PHYS HUMAN ANATOMY AND HUMAN PHYSIOLOGY (8-9 hours)⁵ BIOL 2255 OR HUMAN ANATOMY BIOL 2234 INTRODUCTION TO HUMAN ANATOMY BIOL 2124 OR HUMAN PHYSIOLOGY BIOL 3103/3101 PRINCIPLES OF PHYSIOLOGY AND LAB CORE AREA III: SOCIAL SCIENCE (6 hours) PSC 1113 AMERICAN FEDERAL GOVERNMENT General Education Social Science (3 hours)⁶ CORE AREA IV: ARTS AND HUMANITIES (12 hours) Artistic Forms: 1 course, 3 hours Western Culture: 2 courses, 6 hours (one course must be HIST 1483 or HIST 1493) World Culture: 1 course, 3 hours CORE AREA V: FIRST YEAR EXPERIENCE (3 hours)⁷ Core V: 1 course, 3 hours CORE AREA VI: UPPER DIVISION (minimum of 3 hours)⁸ In addition to the First Year Experience, at least one course used to satisfy the general education requirements must be at the upper division level (3000-4000) and outside of the student’s major coursework. Students must complete additional elective credit hours sufficient to bring total prerequisite credit hours to a minimum of 60 total prerequisite and Core V/VI hours (Varied hours)⁹		RN to BSN CURRICULUM REQUIREMENTS 30 Hours of Advanced Standing Achieved from the RN license for the following courses: NURS 3024 Clinical Nursing I NURS 3033 Human Experience in Health & Common Illness NURS 3073 Introduction to Professional Nursing NURS 3083 Pharmacology in Nursing NURS 3126 Clinical Nursing II NURS 3134 Human Experience in Acute & Chronic Illness I NURS 3143 Family Focused Nursing NURS 3054 Psychosocial Nursing 30 hours of the following NURS coursework: NURS 3043 Health Assessment NURS 3162 Human Experience of Disability NURS 4014 Human Experience in Acute & Chronic Illness II – Career Mobility NURS 4063 Nursing Research NURS 4084 Clinical Nursing III for the RN NURS 4154 Community Focused Nursing for the RN NURS 4163 Contemporary Professional Nursing NURS 4224 Leadership in Nursing Practice for the RN NURS 4233 Innovation in Nursing

¹ For the RN-BSN, prior to enrollment, an active, unencumbered RN license (Oklahoma or compact state license) is required to be earned by the enrollment deadlines set by the University of Oklahoma Health Sciences. The cumulative GPA and science GPA (Chemistry, Human Anatomy, Human Physiology, Microbiology) will be calculated according to the policies and procedures of the University of Oklahoma Health Sciences: [OUHSC Student Handbook](#). Applicants' cumulative GPAs will be calculated according to the college's application system at the time of application. The cumulative GPA and science GPA of 2.5 are required to be met at the time of application and at the time of enrollment. At enrollment, the GPA must meet the 2.5 minimum incorporating all final grades and transcripts. If after reviewing the qualifications for the nursing program you are unsure of whether you meet them, please contact nursing@ouhsc.edu. We are here to help and support you as you pursue a career in the health sciences.

² For the foreign language requirement, if taken in high school, coursework must be a passing grade; if taken in college, student must earn a grade of C or higher.

³ Statistics is highly recommended for pursuing nursing graduate coursework.

⁴ BIOL 1114/1121 OR BIOL 1124 are prerequisites to BIOL 2124, 2234, 2255, 3103/3101 at the University of Oklahoma. If Human Anatomy and Human Physiology were completed without these prerequisites, other approved coursework can be used to satisfy the 60 minimum hour requirements in place of BIOL 1114/1121 OR BIOL 1124.

⁵ For Human Anatomy and Human Physiology, standalone and survey courses cannot be mixed; applicants must complete Human Anatomy and Physiology I and II OR standalone Human Anatomy and Physiology.

⁶ Psychology is highly recommended for pursuing nursing graduate coursework.

⁷ Core Area V may be completed as either a prerequisite or graduation requirement.

⁸ Core Area VI may be completed as either a prerequisite or graduation requirement.

⁹ Students with a bachelor's degree from a regionally accredited U.S. institution meet Core Areas I-VI. Students with an associate degree from a regionally accredited, public institution in Oklahoma meet Core Areas I-V. Course substitutions used to satisfy General Education requirements must be listed as General Education on the University of Oklahoma Transfer Equivalencies Database (TED). Courses not on the TED must go through the course petition process at OU and be reviewed for course equivalency and General Education. Students must follow all General Education and graduation requirements of the University of Oklahoma.

REVISED
REQUIREMENTS FOR THE BACHELOR OF SCIENCE IN NURSING (LPN-BSN)
FRAN AND EARL ZIEGLER COLLEGE OF NURSING
THE UNIVERSITY OF OKLAHOMA HEALTH SCIENCES CENTER

EXHIBIT C

For Students Entering the Oklahoma State System For Higher Education: Summer 2026 through Spring 2027	Minimum Credit Hours and Grade Point Averages Total Hours for Degree – 120 Major Hours – 38, Advanced Standing from LPN License – 22	Bachelor of Science in Nursing (LPN-BSN) 1203D, 2203D, 3203D, 1203LOUH, 4203D
ADMISSIONS REQUIREMENTS¹ Completion of a minimum of 60 credit hours of prerequisite or graduation requirement coursework. Cumulative grade point average of 2.5 on a 4.0 scale. Average science (Chemistry, Human Anatomy, Human Physiology, Microbiology) GPA of 2.5 on a scale of 4.0. A grade of “C” or better in all prerequisite or graduation requirement courses is required. A grade of “C” or better is required for all NURS coursework (60 hours). Three of the four required sciences (Chemistry, Human Anatomy, Human Physiology, Microbiology) and 30 hours of degree prerequisites must be completed at the time of application. Visit Nursing for more information about application requirements and dates.		
GENERAL EDUCATION CORE AREAS AND PREREQUISITE REQUIREMENTS (Minimum of 60 hours, as specified below) CORE AREA I: SYMBOLIC AND ORAL COMMUNICATION (9-15 hours) ENGL 1113 PRINCIPLES OF ENGLISH COMPOSITION I ENGL 1213 PRINCIPLES OF ENGLISH COMPOSITION II Language (0-6 hours) ² : This requirement can be satisfied by successfully completing two semesters of the same language at the college level. It also may be satisfied by successfully completing two years of the same language in high school or by demonstrating an equivalent level of competence on an assessment test. General Education Mathematics (3 hours) ³ CORE AREA II: NATURAL SCIENCE (10 hours) CHEM 1305 OR FUNDAMENTALS OF GENERAL CHEMISTRY CHEM 1315 GENERAL CHEMISTRY MBIO 2815 INTRODUCTION TO MICROBIOLOGY SCIENCE PREREQUISITES (0-4 hours) for HUMAN ANATOMY AND HUMAN PHYSIOLOGY⁴ BIOL 1114/1121 OR INTRODUCTORY ZOOLOGY AND LAB BIOL 1124 INTRODUCTORY BIOLOGY: MOLECULE/CELL/PHYS HUMAN ANATOMY AND HUMAN PHYSIOLOGY (8-9 hours)⁵ BIOL 2255 OR HUMAN ANATOMY BIOL 2234 INTRODUCTION TO HUMAN ANATOMY BIOL 2124 OR HUMAN PHYSIOLOGY BIOL 3103/3101 PRINCIPLES OF PHYSIOLOGY AND LAB CORE AREA III: SOCIAL SCIENCE (6 hours) PSC 1113 AMERICAN FEDERAL GOVERNMENT General Education Social Science (3 hours) ⁶ CORE AREA IV: ARTS AND HUMANITIES (12 hours) Artistic Forms: 1 course, 3 hours Western Culture: 2 courses, 6 hours (one course must be HIST 1483 or HIST 1493) World Culture: 1 course, 3 hours CORE AREA V: FIRST YEAR EXPERIENCE (3 hours)⁷ Core V: 1 course, 3 hours CORE AREA VI: UPPER DIVISION (minimum of 3 hours)⁸ In addition to the First Year Experience, at least one course used to satisfy the general education requirements must be at the upper division level (3000-4000) and outside of the student’s major coursework. <u>Students must complete additional elective credit hours sufficient to bring total prerequisite credit hours to a minimum of 60 total prerequisite and Core V/VI hours (Varied hours)⁹</u>		LPN to BSN CURRICULUM REQUIREMENTS <i>22 Hours of Advanced Standing Achieved from the LPN license for the following courses:</i> NURS 3023 Clinical I NURS 3033 Human Experience in Health and Common Illness NURS 3073 Introduction to Professional Nursing NURS 3083 Pharmacology in Nursing NURS 3134 Human Experience in Acute and Chronic Illness I NURS 3114 Clinical II Nursing NURS 3162 Human Experience of Disability <i>38 hours of the following NURS courses:</i> NURS 3043 Health Assessment NURS 3062 Introduction to Professional Nursing NURS 4034 Human Experience of Acute and Chronic Illness II NURS 3054 Psychosocial Nursing NURS 4144 Family Focus in Nursing NURS 4063 Nursing Research NURS 4163 Contemporary Professional Nursing NURS 4215 Clinical Nursing III for the LPN NURS 4243 Community Focused Nursing for the LPN NURS 4244 Clinical Nursing IV for the LPN NURS 4253 Leadership in Nursing Practice for the LPN

¹ For the LPN-BSN, prior to enrollment, an active, unencumbered LPN license (Oklahoma or compact state license) is required by the enrollment deadlines set by the University of Oklahoma Health Sciences. The cumulative GPA and science GPA (Chemistry, Human Anatomy, Human Physiology, Microbiology) will be calculated according to the policies and procedures of the University of Oklahoma Health Sciences: [OUHSC Student Handbook](#). Applicants' cumulative GPAs will be calculated according to the college's application system at the time of application. The cumulative GPA and science GPA of 2.5 are required to be met at the time of application and at the time of enrollment. At enrollment, the GPA must meet the 2.5 minimum incorporating all final grades and transcripts. If after reviewing the qualifications for the nursing program you are unsure of whether you meet them, please contact nursing@ouhsc.edu. We are here to help and support you as you pursue a career in the health sciences.

² For the foreign language requirement, if taken in high school, coursework must be a passing grade; if taken in college, student must earn a grade of C or higher.

³ Statistics is highly recommended for pursuing nursing graduate coursework.

⁴ BIOL 1114/1121 OR BIOL 1124 are prerequisites to BIOL 2124, 2234, 2255, 3103/3101 at the University of Oklahoma. If Human Anatomy and Human Physiology were completed without these prerequisites, other approved coursework can be used to satisfy the 60 minimum hour requirements in place of BIOL 1114/1121 OR BIOL 1124.

⁵ For Human Anatomy and Human Physiology, standalone and survey courses cannot be mixed; applicants must complete Human Anatomy and Physiology I and II OR standalone Human Anatomy and Physiology.

⁶ Psychology is highly recommended for pursuing nursing graduate coursework.

⁷ Core Area V may be completed as either a prerequisite or graduation requirement.

⁸ Core Area VI may be completed as either a prerequisite or graduation requirement.

⁹ Students with a bachelor's degree from a regionally accredited U.S. institution meet Core Areas I-VI. Students with an associate degree from a regionally accredited, public institution in Oklahoma meet Core Areas I-V. Course substitutions used to satisfy General Education requirements must be listed as General Education on the University of Oklahoma Transfer Equivalencies Database (TED). Courses not on the TED must go through the course petition process at OU and be reviewed for course equivalency and General Education. Students must follow all General Education and graduation requirements of the University of Oklahoma.

3. FACULTY PERSONNEL POLICIES AND GENERAL INFORMATION

FACULTY PERSONNEL POLICY

It is the policy of the University to recognize and implement the functions assigned to it by the Oklahoma State Regents for Higher Education. These functions are teaching, research and creative/scholarly activity, and professional and University service and public outreach. The responsibility for carrying out this policy is shared by the Board of Regents, administrative officers, and General Faculty. The University recognizes the specific involvement of the faculty in the performance of these functions and, to this end, is committed to fostering a superior faculty.

Since 1942, the Regular Faculty has actively participated in the organization, formulation, and implementation of University policies through a democratically elected Faculty Senate. Today, there are two Faculty Senates, one for the University of Oklahoma Health and one for the Norman Campus. The charters of these two Faculty Senates can be found in the Appendices of the respective campus' Faculty Handbook.

(Regents, 1-26-99, 12-3-02)

3.1 FACULTY APPOINTMENTS AND INFORMATION

The General Faculty of the University of Oklahoma Health Sciences is composed of all full-time (1.0 Full-Time Equivalent [FTE], whether 9-, 10-, or 12-month appointment), part-time, and volunteer faculty members.

Faculty appointment types may be tenured, tenure track, consecutive term, limited term, or volunteer (see Sections 3.1.1 – 3.1.6). The type of appointment will be determined by the primary academic unit in consultation with the appointee and with the approval of the dean, the Senior Vice President and Provost, and if required, -the President, and -Board of Regents. The appointment must indicate the primary academic unit to which the faculty member is appointed.

For purposes of this Section 3, full-time FTE equivalent shall include those faculty whose combined OUHSC and ~~approved external entity OUH/OUHPI~~ OU Health (OUH)/OU Health Partners, Inc. (OUHPI) appointments or contracts for service total 1.0 (Dual employment), as well as those faculty who hold a 1.0 FTE at ~~an approved external entity including~~ OUH/OUHPI with an academic appointment at OUHSC but without an assigned FTE or remuneration (Dual appointment). Dually-appointed faculty hired on or after January 1, 2023, may hold a consecutive term, tenure track, or limited term appointment, at the discretion of the department and college and subject to the proscribed appointment approval processes.

An appointment is not a promise or guarantee to faculty of employment for or through any particular period of time. Continued employment and/or renewal are contingent upon various factors, such as a faculty member's satisfactory performance and/or the academic unit's needs. Termination of employment without cause may become effective at any time, subject to notification requirements in Section 3.2.37.

Additional policies related to the faculty and the Faculty Senate are contained in Appendices A and B.

3.1.1 Regular Faculty

A subset of the General Faculty is Regular Faculty. The Regular Faculty is composed of all full-time faculty with unmodified academic titles (assistant professor, associate professor, and professor) and shall be limited to those who hold tenured, tenure track, or consecutive term appointments who devote their full-time professional effort to University activities, including through dual employment/appointment at approved external entities. Regular Faculty may be paid all or in part by ~~an approved external entity including OU Health (OUH)/OU Health Partners, Inc. (OUHPI)~~ (see, Section 3.1.3).

- (a) Tenured appointments are automatically renewed.
- (b) Tenure track appointments are automatically renewed for the next fiscal year unless notification of non-renewal or termination is given in accordance with Section 3.2.3, or 3.16.1.

- (c) Consecutive term appointments are not tenure-track. Consecutive term appointments are automatically renewed for the next fiscal year unless notification of non-renewal or termination is given in accordance with Section 3.2.3 or 3.16.1.

(Regents, 3-12-24)

3.1.2 Limited Term Faculty

Another subset of the General Faculty is Limited Term Faculty. Limited Term Faculty may be full-time or part-time and shall have academic titles such as instructor or lecturer, or titles modified by prefixes such as visiting, adjunct, instructional, or clinical.

Limited term Faculty may be paid all or in part by an approved external entity including OU Health (OUH)/OU Health Partners, Inc. (OUHPI) (see, Section 3.1.3).

- a) **Research** – Faculty holding limited term research appointments typically have titles of assistant professor of research, associate professor of research, or professor of research.
- b) **Other** –
 - i) Instructor ~~and associate~~ faculty titles are intended to designate a rank below that of assistant professors.
 - ii) The ~~title of lecturer~~ can be used for individuals of academic achievement and standing comparable to any academic rank, including assistant professor, associate professor, and professor, regardless of rank.

Limited term appointments are not Regular Faculty appointments—Changes in Limited Term appointments can be requested in accordance with Section 3.2.2. Individuals serving in limited term appointments serve at the discretion of the chair with concurrence for their appointment and termination by the dean. Limited term appointments can be terminated with no less than 60 days' written notice from the dean of the faculty member's academic home dean. An exception to the 60-day written notice requirement may be made by the dean for terminations for cause under 3.16.1. 1) for faculty hired primarily to spend their time in clinical practice or practice-related activities, where termination is recommended due to poor clinical performance, unprofessional behavior, or conduct that jeopardizes patient safety, 2) termination based on a failure to return from leave in accordance with University policy 7.1.2.5, 3) for dual employees/appointees who no longer hold an appointment/employment with OU Health or the approved external entity, or 4) for faculty who have admitted to, or have been found by the Deciding Official to be responsible for, violations of the University's Ethics in Research Policy, where the Deciding Official determined that termination is an appropriate sanction. In such cases, termination may be effective immediately.

Limited term faculty are not permitted to appeal termination to the Faculty Appeals Board.

(Regents, 3-12-24)

3.1.3 Dually-Employed/Appointed Faculty

Dually-employed/appointed faculty are in paid or unpaid regular or limited term faculty appointments as defined below. Unless specified otherwise in the Proposed Terms of Faculty Appointment or Official Offer of Faculty Appointment Letter from the University, as many of the academic duties of dually-employed/appointed faculty occur in the hospital or clinical setting, dually-employed/appointed faculty members are required to maintain an employment relationship with the approved external entity, as a condition of their continued University appointment.

- a) **Dual employees/appointees** are members of the General Faculty and may also be considered full-time, Regular Faculty, as more fully described in Section 3.2 below.
- b) **Dual employees, dually-employed, and dual employment** shall mean those faculty who hold a paid academic appointment at OUHSC and a paid clinical position with OUHPI.
- b)c) **Dually-employed OTRS Physicians** are faculty physicians who, at the time of integration, elected to retain employment with the University in order to continue their participation in the Oklahoma Teacher's Retirement System, rather than transfer employment to OU Health Partners, Inc. These OTRS physicians perform professional, clinical, and administrative services for OUH or OUHPI through an agreement between OUH or OUHPI and with the University for their services ("OTRS Physicians"). The OTRS Physicians completed a Provider Acknowledgment agreeing to comply with all applicable OU Health and OUHPI policies and procedures. As dually-employed faculty, OTRS Physicians are required

to continue to provide services at OU Health or OUHPI as a condition of their continued University appointment/employment.

e)d) **Dual appointees, dually-appointed, or dual appointment** shall mean those faculty who hold an unpaid (0.0 FTE) academic appointment at OUHSC and held a 1.0 FTE are employed at OUH/OUHPI.

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

Dually-employed/appointed faculty may have the following titles:

- a) Regular Faculty Appointments - Assistant Professor, Associate Professor, and Professor
- b) Limited Term Faculty Appointments - Instructor, Clinical Instructor, Clinical Assistant Professor, Clinical Associate Professor, Clinical Professor, Instructional Assistant Professor, Instructional Associate Professor, and Instructional Professor or similar, as approved by the Senior Vice President and Provost. (Regents, 3-12-24)

3.1.4 Volunteer Faculty

Another subset of the General Faculty is ~~Limited-Term~~Volunteer Faculty. Volunteer faculty serve without remuneration and shall be given the same modified academic titles as limited term faculty. The title of preceptor may also be used for volunteer faculty.

Volunteer faculty must receive an Official Offer of Volunteer Faculty Appointment Letter, as approved by the Office of the Senior Vice President and Provost. The letter must outline the terms of the individual's responsibilities and conditions pertaining to the appointment. All volunteer faculty appointments must be entered into the University's appointment system. Volunteer faculty must take required University training.

(Regents, 1-26-99, 12-3-02, 6-25-08, 12-7-12, 9-14-17, 3-9-22, 3-12-24)

3.1.5 Emeritus Faculty

The Emeritus title is granted only by the Board of Regents upon recommendation by the President of the University. The President may recommend that the title "Professor Emeritus" be granted upon the retirement of regular faculty members when so proposed by their chair and dean. The title indicates retirement in good standing and ordinarily will be without the designation of any additional faculty rank (such as "assistant" or "associate") except that distinguished professor titles shall be retained when the emeritus status is recommended. For the Health Sciences Center, the President may recommend that the title Emeritus be added to the limited term, dual employee/appointee, or volunteer faculty title upon the retirement of limited term, dual employee/appointee, or volunteer faculty when proposed by their chair, dean, and the Senior Vice President and Provost.

The Board of Regents may grant the title "Emeritus" to former executive officers and deans/academic officers upon retirement or resignation from the position.

Emeritus faculty with continued access to University resources must take required University training.

(President, 9-10-85, Regents 12-7-12, 9-14-17)

(Regents, 1-26-99, 12-3-02, 12-7-12, 3-9-22)

(Regents, 1-26-99, 12-3-02, 6-25-08, 12-7-12, 9-14-17, 3-9-22, 3-12-24)

3.1.6 Health Professions Educators

Health Profession Educators (HPEs) are considered academic employees who serve in a limited and temporary capacity as an instructor. They are not eligible for benefits or any type of paid leave. Their only academic title is Health Professions Educator and they are not considered part of the General Faculty. HPEs serve in appointments at

the discretion of the chair with concurrence of the dean. HPE appointments can be terminated at any time upon written notice to the HPE. HPEs are not permitted to appeal termination to the Faculty Appeals Board.

HPE appointees must be provided an Official Offer of HPE appointment letter, as approved by the Office of the Senior Vice President and Provost. The letter must outline the terms of the individual's responsibilities and conditions pertaining to the appointment. All HPE appointments must be entered into the University's appointment system.

(Regents, 3-12-24)

3.1.7 Part-Time Appointments

A part-time appointment is one at less than 1.0 Full-Time Equivalent (FTE) (including dual employment/appointments with a combined FTE of less than 1.0), and has a modified title. It is considered limited term ([see 3.1.2](#)).

In advance of offering any part-time appointment, the academic unit and the faculty member must reach a clear understanding of the terms of the part-time appointment. This understanding shall be in writing and the faculty member shall be given a copy. For new part-time faculty appointments, the terms of the appointment must be included in a Proposed Terms of Faculty Appointment letter. For a modification of a current faculty appointment, the terms must be included in a Faculty Appointment Change Memo (see 3.2.1 and 3.2.2).

(Regents, 7-15-96, 12-3-02, 12-7-12, 9-14-17, 3-9-22, 3-12-24)

3.1.8 Primary, Joint, and Secondary Appointments

(a) **Primary Appointment** – A faculty member must have a primary appointment in an academic unit of a college, usually called a department. A primary appointment must be in an academic unit only, not in a Center or Institute or similar entity. For new primary appointment, the terms of the appointment must be included in a Proposed Terms of Faculty Appointment letter. For a modification of a current primary faculty appointment, the terms must be included in a Faculty Appointment Change Memo (see 3.2.1 and 3.2.2).

(b) **Joint Appointments** – Appointments in two academic units or colleges (joint appointments) are permissible. Joint appointments must be in academic units only, not in a Center or Institute or similar entity. Joint appointments consist of a primary appointment in two academic units or colleges and cannot total more than 1.0 Full-Time Equivalent (FTE). A joint appointment may be offered to a new or current faculty member who will participate on an ongoing basis in both academic units' activities at a level significant enough to justify compensation and satisfy the Promotion and Tenure requirements of both academic units. The faculty member is appointed with the same title in each academic unit. A faculty member holding a joint appointment is expected to perform the same general responsibilities as the other faculty in each academic unit. Joint appointments must be approved by both academic units and colleges involved, and the Senior Vice President and Provost and where required the President, and the Board of Regents, consistent with the criteria below.

(c) Before a faculty member receives a joint appointment, the appropriate academic units must mutually determine, record in writing, and secure administrative approval for the applicable length of the pre-tenure period, criteria for tenure and promotion, and conditions for reappointment or non-reappointment. For new joint appointment, the terms of the appointment must be included in a Proposed Terms of Faculty Appointment letter. For a modification of a current joint faculty appointment, the terms must be included in a Faculty Appointment Change Memo (see 3.2.1 and 3.2.2).

(Regents, 7-15-96, 12-3-02, 6-25-08, 12-7-12, 9-14-17, 3-12-24)

(d) **Secondary Appointments** – In recognition of teaching, research, or service contributions outside their primary academic unit, faculty members may have one or more secondary appointments in other academic units, subject to approval of the chair of the primary department and the chair(s) of the other academic

unit(s). A secondary appointment is recommended for a faculty member who holds a primary appointment in one Academic Unit and who participates in the activities of another academic unit, but at a level that is not equivalent to faculty holding primary appointments of that academic unit. The secondary appointment gives the faculty member recognition for work performed in the secondary academic unit but does not but does not include faculty privileges provided to faculty with a primary appointment in the academic unit. Multiple secondary appointments are permitted, as determine appropriate by each Dean. Secondary appointments are modified by prefixes such as adjunct or clinical.

(Regents, 9-14-17,3-12-24)

- (e) **Center Memberships** – Faculty must have a primary appointment in an academic unit to hold a membership in a center. Memberships to Centers require approval of the primary academic unit but are not an academic appointment. For Center membership criteria, contact the center director.

(e) Center Supported Faculty Positions may be made with the input and approval of the chair and dean of the academic home, who must be included in only the complete hiring process and hiring decision. A signed faculty memorandum of understanding (“MOU”) must be in place for the faculty hire. Academic chairs and deans are responsible for the performance and compensation reviews of faculty in these positions; they are expected to seek input from the center director(s) as appropriate. It is expected that the MOU will be updated if the faculty member has a modification that would impact the salary, title, or duties/responsibilities. Centers may not change the compensation appointment, responsibilities, or supervisor assignment for these faculty; only chairs & deans may initiate such changes.

(Regents, 3-12-24)

3.2.1 Appointment of New Regular or Limited Term Faculty

In the appointment of new regular or limited term faculty, action is initiated by the primary academic unit through the respective dean to the Senior Vice President and Provost, and where required, the President, in accord with the prevailing policies of the Board of Regents.

- (a) **Proposed Terms of Faculty Appointment (PTFA)** – The PTFA is the initial written statement provided to a newly appointed faculty member by the department chair or dean that describes the proposed terms of the individual’s initial teaching, research, professional/clinical service¹ and administrative responsibilities and other special conditions pertaining to the appointment. The proposal does not represent a contract for employment. Initial responsibilities and/or duties as set forth in the department’s PTFA do not constitute a guarantee or promise that the responsibilities will remain the same throughout the faculty member’s employment. The department chair will provide, or provide access to, copies of the department and/or college tenure and promotion criteria where applicable to the type of appointment. All PTFAs require prior review and approval by the Senior Vice President and Provost.
- (b) **Official Offer of Faculty Appointment (OFA)** – The OFA for regular faculty must come from the Senior Vice President and Provost or the President, and will include, when applicable, the statement that appointment is contingent upon the approval of the Board of Regents. The OFA for limited term appointments must come from the Dean if the compensation is under \$150,000. It must come from the Senior Vice President and Provost and is contingent on approval by the Board of Regents if it is \$150,000 or more. The official offer of faculty appointment will specify academic rank, appointment type (limited term, consecutive term, tenure track), beginning date of employment, base salary/clinical plan, full-time equivalent, length of pre-tenure period if tenure track (see Section 3.8.1(c)), and any special conditions pertaining to employment, including reference to dual employment/appointments and administrative roles and supplements. The OFA is separate from offers made by approved external entities. The official offer will also include information to access an on-line copy of the *Faculty Handbook* and contact information for faculty benefits. If the appointment is contingent upon the approval of the Board of Regents, the faculty member will be notified when such approval is in place.

¹ College of Medicine –dual employees/appointees’ clinical service responsibilities are outlined in the OUH/OUHPI approved external entity employment agreement.

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

(Regents, 7-15-96, 12-3-02, 6-25-08, 12-7-12, 9-14-17, 6-27-19, 9-11-19, 3-9-22, 3-12-24)

3.2.2 Changes in Status

- (a) Internal candidates applying for open Regular Faculty positions must meet the promotion and advancement criteria stated in [Section 3.9](#) for the level of position sought.
- (b) **Limited Term to Regular Faculty Positions** - At the request of the faculty member and with the approval of the chair of the academic unit, the dean, and the Senior Vice President and Provost, faculty members initially appointed to limited term appointments may be moved to regular faculty appointments. Limited term appointments may not be changed to Regular Faculty appointments until all ~~Affirmative Action~~ [national search](#) requirements have been completed (i.e., national search, appropriate advertisements) unless a waiver has been approved by the Senior Vice President and Provost and the Institutional Equity Office.
- (c) **Tenure Track to Consecutive Term** – At the request of the faculty member and with the approval of the chair of the academic unit, dean, and Senior Vice President and Provost, faculty members who are on the tenure track may be changed to a consecutive term appointment at any time during the pre-tenure period, but prior to submission of the faculty member's tenure documentation to the Campus Tenure Committee (see [Section 3.8.5 \(j\)](#)). However, a faculty member may not return to a tenure track appointment after such change to a consecutive term appointment.
- (d) **Consecutive Term to Tenure Track** – At the request of the faculty member and with the approval of the chair of the academic unit, the dean, and the Senior Vice President and Provost, faculty members initially appointed to consecutive term appointments may be changed to the tenure track, in which case all University policies relating to tenure shall apply. Upon written request from the faculty member and with the approval of the chair of the academic unit, dean, and Senior Vice President and Provost, up to three (3) years served in a consecutive term appointment may be credited toward the pre-tenure period, and all University policies relating to tenure shall apply (see [Section 3.8.1\(c\)](#)).
- (e) **Tenured Appointments**
- (1) A faculty member granted tenure by the University of Oklahoma who accepts an administrative post within the University retains tenured status as a member of the faculty.
 - (2) A faculty member granted tenure who changes from a full-time appointment to a part-time appointment automatically forfeits tenure status (except as noted in (e)(3)) and (f) below). A faculty member granted tenure who changes from a full-time appointment to a volunteer appointment automatically forfeits tenure status. For clarity, faculty with a dual employment/appointment are considered part-time when their combined FTE is less than 1.0.
 - (3) A tenured faculty member retains tenure during University phased retirement.
- (f) **Temporary Reduction in Employment** - Upon the recommendation of the chair of the academic unit and dean, the Senior Vice President and Provost may approve a tenured, tenure-track, or consecutive term faculty member's written request for temporary reduction in employment from full-time to part-time, if the reduction is for less than six months. In those cases (e.g., Small Business Innovative Research (SBIR) awards) when it is recommended that a tenured or tenure track faculty member be permitted to reduce employment to less than full-time for a period of six months or more and maintain tenured or tenure-track status, specific approval by the Board of Regents is necessary if the faculty member's full-time compensation exceeds \$150,000. A written agreement must be reached among a tenure-track faculty member, the chair of the academic unit, and the dean indicating how the reduction to part-time will affect the length of the faculty member's pre-tenure period. For more information on SBIR/Small Business Technology Transfer (STTR) reductions, see [Section 8.13](#).

- (g) **Primarily Administrative Duties** - Before a tenure track faculty member assumes primarily administrative duties during the pre-tenure period, a written agreement must be reached among the faculty member, the chair of the academic unit, the dean, and the Senior Vice President and Provost as to whether the faculty member will remain on the tenure track, at what time they would be reviewed for tenure, and under what conditions.

(Regents, 12-7-12, 9-14-17, 3-9-22, 3-12-24)

- (f) **Faculty Appointment Change Memo (Change Memo)** – Any changes in faculty status must be documented in a Change Memo. The written statement will be provided to the faculty member by the department chair or dean after the change has been approved by the Senior Vice President and Provost. The Change Memo will describe the appointment change including any modifications to the individual's salary; title; rank; appointment type; the faculty member's teaching, research, professional/clinical service and administrative responsibilities; and other special conditions pertaining to the appointment. Modified responsibilities and/or duties as set forth in the Change Memo do not constitute a guarantee or promise that the responsibilities will remain the same throughout the faculty member's employment. The department chair will provide, or provide access to, copies of the department and/or college tenure and promotion criteria where applicable to the type of appointment. If the appointment change is contingent upon the approval of the Board of Regents, the Faculty member will be notified of approval following the meeting.

(Regents, 3-12-24)

3.2.3 Notifications of Non-Renewal or Termination of Tenure Track or Consecutive Term Appointment²

Action on the non-renewal or termination during an appointment of individuals having a tenure track or consecutive term appointment is initiated by the chair of the academic unit through the respective dean to the Senior Vice President and Provost, President, and Board of Regents. Dual employment/appointments at OUHSC are contingent on maintaining an employment/appointment with OUH/OUHPI or an approved external entity; no further notice of non-renewal or termination is required when a dual employee/appointee no longer holds an appointment at OUH/OUHPI or the approved external entity.

~~Tenure track or consecutive term appointments can may be terminated for cause pursuant to 3.16.1, with termination effective immediately, and not subject the notice provisions below.~~ Tenure track or consecutive term appointments can be non-renewed or terminated effective at any time and for any other lawful reason, including but not limited to those in Section 3.16.1(i) with the required notice as indicated in (a), (b), (c), and (d) below. Tenure track or consecutive term appointments can also be terminated for cause pursuant to 3.16.1, with termination effective immediately and not subject to the notice provisions below. All notifications of non-renewal or termination shall be given in writing by the Senior Vice President and Provost.

Notification * (see (e) below) to tenure track or consecutive term faculty of non-renewal or termination without cause:

- (a) Non-renewal or termination within first year of employment* (to be effective on or before the 365th calendar day of employment) requires 90 calendar days' notice
- (b) Non-renewal or termination within second year of employment* (to be effective from calendar day 366 of employment through day 730) requires 180 calendar days' notice
- (c) Non-renewal or termination within third year of employment* (to be effective from calendar day 731 of employment through day 1,095) requires 270 calendar days' notice.
- (d) Non-renewal or termination within fourth year of employment* (to be effective from calendar day 1,096 or beyond) requires 365 calendar days' notice.

² For notifications of non-renewal or terminations of Limited Term Appointments, see 3.1.2

- (e) * The notification period for a faculty member who changes from a limited term faculty appointment to a tenure track or consecutive term appointment will be counted from the date of the change in status and not from the date of initial employment as a limited term faculty member.

*These provisions do not apply to dual employees/appointees.

~~The tenure track or consecutive term faculty member may appeal non-renewal of employment to the Faculty Appeals Board only if notification practices prescribed in the foregoing paragraphs of this section are not followed.~~ The tenured, tenure track, or consecutive term faculty member may appeal termination of employment to the Faculty Appeals Board if notification practices in the foregoing paragraphs of this section are not followed or if the termination is pursuant to 3.16.1(a)-(c).

(Regents, 7-15-96, 1-26-99, 12-3-02, 6-25-08, 12-7-12, 9-14-17, 3-12-24)

3.2.4 Resignation

A faculty member who elects to resign is expected to give at least 30 days' written notice to the department chair and to the dean.

(Regents, 7-15-96, 12-3-02, 6-25-08, 12-7-12, 3-12-24)

3.2.5 Administrative Titles

- (a) **Academic Administrative Titles** – The following administrative titles are in addition to the academic faculty title and are established by the Board of Regents:

- University and Campus Level: President and Senior Vice President and Provost
- Center or Institute Level: Director
- College Level: Dean
- Department: Chair

Academic leaders within departments (e.g., vice chairs) are appointed by the dean on recommendation of the chair and approved by the Senior Vice President and Provost and do not require President or Board of Regents' approval, unless the faculty member's full-time compensation exceeds \$150,000.

The prefixes Executive, Deputy, Vice, Associate, and Assistant are established by the Board of Regents to modify these titles. The name of the college, department, section, or division is designated in the title as a suffix.

- (b) **Non-Academic Administrative Titles** – The titles Vice President, Senior Associate Vice President, Associate Vice President, Assistant Vice President, Vice Provost, Associate Vice Provost, Assistant Vice Provost, Senior Associate Dean, Associate Dean, and Assistant Dean may also be used as administrative titles for staff appointed to these positions at the Health Sciences Center, as established by the Senior Vice President and Provost.

Administrative departments, sections, and divisions are led by Directors, Heads, or Chiefs; are appointed by the dean on recommendation of the chair and approved by the Senior Vice President and Provost; and do not require Board of Regents' approval, unless the staff member's full-time compensation exceeds \$150,000. The usage of the prefixes Vice, Deputy, Senior, Associate, Assistant, Interim, and Acting is the same as with academic administrative titles.

- (c) **Interim and Acting Titles** – The term "interim" may be designated by the Board of Regents when no regularly appointed individual is in office. The term "acting" may be designated by the regularly appointed individual holding the administrative title to the individual who will fulfill that role during the appointed individual's absence from the campus, subject to approval by the appointed individual's supervisor or dean and, the Senior Vice President and Provost. The Senior Vice President and Provost may also designate "acting" titles.

(Regents 12-7-12, 9-14-17, 3-9-22, 3-12-24)

3.3 ACADEMIC FREEDOM AND RESPONSIBILITY

3.3.1 Institutional Academic Freedom

The accumulation and exchange of knowledge are among the preeminent purposes of the University, and the acknowledgement of individual academic freedom is one of the cornerstones to ensure such purposes are achieved. Equally important in meeting these goals is the recognition of the right inherent in the responsibility of the Board of Regents to govern the University. "[I]t is the business of a university to provide that atmosphere which is most conducive to speculation, experiment, and creation. It is an atmosphere in which there prevail 'the four essential freedoms' of a university—to determine for itself on academic grounds who may teach, what may be taught, how it shall be taught, and who may be admitted to study." *Sweezy v. New Hampshire*, 354 U.S. 234, 263; 77 S.Ct. 1203; 1 L.Ed.2d 1311 (1957).

3.3.2 Academic Freedom

The 1940 *Statement of Principles on Academic Freedom and Tenure with 1970 Interpretative Comments* of the American Association of University Professors has long been recognized as providing valuable and authoritative guidelines for policy and practice in American colleges and universities. The section on academic freedom below is essentially a restatement of these principles, with some modification and extension consistent with their intent and with later declarations by the Association. In the formulation that follows, these principles have been adopted as University policy by the Regents of the University of Oklahoma.

- (a) Faculty members are entitled to full freedom in research and publication, subject to any restrictions set by law or by applicable codes of professional ethics, and subject to adequate performance of their other academic duties and to stated University policy on outside employment;* but, except under conditions of national emergency, a faculty member should not undertake to do research on University time or using University facilities or funds under any agreement which would (except for a definitely and reasonably limited time) prohibit open communication of the results. * NOTE: Dual employment/appointment at OU Health/OU Health Partners, Inc., is not considered to be employment outside of the University.
- (b) Faculty members are entitled to freedom in the classroom in discussing their subject, but it is inappropriate for a teacher persistently to intrude material which has no relation to the subject of instruction.
- (c) As members of the community, university teachers have the rights and obligations of any citizen. They measure the urgency of these obligations in the light of their responsibilities to their subject, to their students, to their profession, and to their institution. In speaking or acting as private persons, faculty members should avoid creating the impression of speaking or acting for their college or university. As a citizen engaged in a profession that depends upon freedom for its health and integrity, the university teacher has a particular obligation to promote conditions of free inquiry and to further public understanding of academic freedom.
- (d) As citizens, university teachers should be free to engage in political activities consistent with their obligations as teachers and scholars. Subject to University policy ([See Section 3.23](#)) some activities, such as seeking election to an office for which extensive campaigning is not required, or service in a part-time political office, may be consistent with effective service as a member of the faculty.
- (e) Since freedom of access to recorded knowledge is essential to learning and research in a democracy, the university's right and obligation to provide a full range of materials on any subject, even though some views might be currently unpopular or controversial, or appear incorrect, shall not be infringed. The principles of academic freedom shall apply to the presence of materials and also to those who provide and those who use them.
- (f) The University endorses the 1967 *Joint Statement on Rights and Freedoms of Students with 1990 Revisions* which "...asserts the right of college and university students to listen to anyone whom they wish to hear...affirms its own belief that it is educationally desirable that students be confronted with diverse opinions of all kinds, (and) therefore holds that any person who is presented by a recognized student or faculty organization should be allowed to speak on a college or university campus." Duly constituted

organizations at the University may invite speakers without fear of sanctions. However, in the exercise of these rights, it is clearly recognized that:

(Regents 3-9-22, 3-12-24)

"Membership in the academic community imposes on students, faculty members, administrators, and trustees an obligation to respect the dignity of others, to acknowledge their right to express differing opinions, and to foster and defend intellectual honesty, freedom of inquiry and instruction, and free expression on and off the campus. The expression of dissent and the attempt to produce change, therefore, may not be carried out in ways which injure individuals or damage institutional facilities or disrupt the classes of one's teachers or colleagues. Speakers on campus must not only be protected from violence but must be given an opportunity to be heard. Those who seek to call attention to grievances must not do so in ways that significantly impede the functions of the institution." (1970 Declaration of the AAUP Council with 1990 Revisions).

3.3.3 Academic Responsibility

The concept of academic freedom shall be accompanied by an equally demanding concept of academic responsibility. Nothing in the following statement is intended to abridge in any way the principles and procedures advanced in the 1940 *Statement of Principles on Academic Freedom and Tenure with 1970 Interpretive Comments* of the American Association of University Professors. This statement is derived in substantial measure from the June 1987 revisions of AAUP 1966 *Statement on Professional Ethics*.

Faculty members have responsibilities to their students. They shall encourage in students the free pursuit of learning and independence of mind, while holding before them the highest scholarly and professional standards. Faculty members shall show respect for the student as an individual and adhere to their proper role as intellectual guides and counselors. They shall endeavor to define the objectives of their courses and to devote their teaching to the realization of those objectives; this requires judicious use of controversial material and an avoidance of material which has no relationship to the objectives of a course.

Faculty members shall make every reasonable effort to foster honest academic conduct and to assure that their evaluations reflect, as nearly as possible, the true merit of the performance of their students, regardless of their race, color, national origin, sex, sexual orientation, genetic information, gender identity, gender expression, age (40 or older), religion, disability, political beliefs, or status as a veteran. Faculty members shall avoid any exploitation of students for private advantage and shall acknowledge significant assistance in scholarly pursuits from them.

Faculty members have responsibilities to their colleagues, deriving from common membership in a community of scholars. They shall respect and defend the free inquiry of their associates. In the exchange of criticism and ideas, they should show due respect for the opinions of others. They shall acknowledge their academic debts and strive to be objective in the professional judgment of their colleagues. Although service must be voluntary, faculty members should accept a reasonable share of the responsibility for the governance of their institution. If driven by conscience into dissent, the faculty member shall take care that this dissent does not interfere with the rights of colleagues and students to study, research, and teach.

Faculty members have responsibilities to their discipline and to the advancement of knowledge generally. Their primary obligation in this respect is to seek and to state the truth as they see it. To this end, they shall devote their energies to developing and improving their scholarly competence. They shall exercise critical self-discipline and judgment in using, extending, and transmitting knowledge, and they shall practice intellectual honesty.

Faculty members have responsibilities to the educational institution in which they work. While maintaining their right to criticize and to seek revisions, they shall observe the stated regulations of the institution, provided these do not contravene academic freedom. When considering the amount and character of the work they do outside their institution, faculty members must have due regard to their paramount responsibilities within the University and the applicable University policies governing outside employment. All such work at the University of Oklahoma is governed by the Professional Practice or Compensation Plans of the various colleges.

(Regents, 12-3-02, 6-25-08, 12-7-12, 6-24-15(Regents 12-7-12, 9-14-17,3-9-22, 3-12-24)

3.4 FACULTY ACCOUNTABILITY

A faculty member is held accountable for their performance in fulfilling faculty duties (Section 3.5) and in meeting the requirements of academic responsibility (Section 3.3) and University policies.

- (a) Faculty who accept full-time employment at the University owe their first faculty duty to the University. Any other employment or enterprise related to the profession for which they are employed at the University must be secondary to their University duties. During the appointment period, all outside work* related to the profession for which they are employed at the University must be conducted through a University contract, and all funds generated, if any, must be deposited into University accounts, per the respective colleges' Professional Practice or Compensation Plans. Unless the Plan provides otherwise, agreements to review scholarly publications and grant submissions for which no contract or compensation is provided are not considered to be outside work. Failure to comply with the Plan may result in sanctions and disciplinary actions. See Section 3.16 (e).

*Work performed by dually-employed/appointed faculty at an approved external entity is not considered to be outside work, so long as the work is within the duties for which the approved external entity regularly compensates the faculty member.

- (b) The obligations of a faculty member to the University are not limited to meeting classes. There are obligations which include, but are not limited to, advising and being available to students; conducting research or scholarly activity; meeting clinical assignments; providing patient care and/or population health services, and supervising students and/or trainees; reading and remaining professionally competent; attending professional meetings; and participating in meetings and essential committee work of the department, the college, and the University as a whole. Faculty positions are not considered remote or hybrid, absent compelling temporary circumstances and appropriate written approvals. Deans and chairs will set expectations for faculty obligations, including office hours and expected and on-campus work day schedules, which may vary depending on semester teaching load, research awards, clinical/service obligations, and the like.
- (c) The most immediate agent of faculty accountability is the faculty member's chair or direct supervisor, who should maintain close and regular communication with the faculty member. Among the various mechanisms for ensuring faculty accountability, the most important include annual evaluations and such periodic evaluations as those for advancement in rank. These processes should serve to identify and acknowledge proficient and responsible performance, reward meritorious performance, and as well as to identify areas that are marginal or need improvement.
- (d) Meritorious, proficient, and responsible faculty performance is first and foremost an individual professional obligation. Responsible performance is also the product of a cooperative effort by faculty members and administrative officers – assisting one another, informing one another, jointly seeking to assure that each faculty member's capabilities are developed fully and creatively. Both the academic unit and the individual faculty member have responsibility to take the necessary steps to overcome performance that is marginal or needs improvement. Just as faculty members are held accountable for their performance, administrators of academic units are held accountable for their leadership in the career development of the faculty in their academic units. Career development remains primarily the responsibility of the faculty member.
- (e) Regular and frequent collegial interactions among students, staff, and faculty are essential to maintaining the integrity of the University as a scholarly community, developing a healthy institutional culture, and ensuring the success of the Health Sciences Center. To meet these goals and effectively perform one's duties and obligations to the University, faculty accountability is expected.
- (f) Concerns regarding a faculty member's performance may originate from the students, faculty colleagues, staff, or administrative personnel. Whenever such a concern is included in the personnel record of the faculty member, or whenever the allegation is the basis for further action or administrative remedies by the department chair, dean, or Senior Vice President and Provost against a faculty member, the faculty member should be notified promptly by the individual initiating the action or administrative remedy, consistent with applicable policy.
- (g) Administrative remedies, including counseling, career development support, reprimands, and other minor sanctions, are available to academic units as a means of attempting to remediate inadequate professional

performance or breaches of academic responsibility. If a faculty member's inadequate professional performance or breach of academic responsibility continues, then the dean or Senior Vice President and Provost may consider applying a minor sanction, such as a formal reprimand. For those cases where they are needed, the University has at its disposal the more drastic measures of abrogation of tenure, severe sanctions, summary suspension, or termination. (Section 3.16)

(Regents, 1-26-99, 12-3-02, 6-25-08, 12-7-12, 9-14-17, 12-7-12, 9-14-17, 3-9-22, 3-12-24)

3.5 PROFESSIONAL ACTIVITIES OF THE FACULTY

Above all else, the University exists for learning and scholarship of a breadth and depth that result in excellence in all of the University's major functions: teaching, research and creative/scholarly activity, and professional and University service and public outreach. As such, learning and scholarship may be discipline-centered, multi-disciplinary, or interdisciplinary and inter-professional. Each academic unit has an obligation to contribute to each of the functions of the University. Faculty members play a central role in the realization of these functions and fulfill the obligations of the academic unit by contributing their unique expertise and competence. Decisions regarding tenure, promotions, and University salary increases are based upon an assessment of the faculty member's performance and contribution to the total mission of the University (Section 3.2, 3.6, 3.8, and 3.9).

(Regents, 12-7-12, 3-9-22, 3-12-24)

3.5.1 Teaching

Teaching, which is the transmission of knowledge and cultural values, focuses upon helping students and trainees learn. As a part of its mission, the University is dedicated to undergraduate, graduate, professional, multidisciplinary, interdisciplinary, inter-professional, and continuing and professional education. The term teaching as used here includes, but is not restricted to, giving regularly scheduled instruction, directing graduate work, directing training and career development grants, counseling, and advising students and trainees. This includes the direction or supervision of students and trainees in reading, research, laboratory-based learning, simulation-based learning, clinical rotations, internships, residencies, or fellowships. Faculty supervision, advising, mentoring, or guidance of students and trainees in recognized academic pursuits that confer no University credit also should be considered as teaching. Faculty performing non-administrative professional duties for which they are employed shall be regarded as engaged in teaching when the clear and direct purpose and function of these activities is academic instruction. Professional librarians in the discharge of their professional duties shall be regarded as engaged in teaching.

Faculty members should excel in teaching and exhibit their command over the subject matter in classroom discussions, lectures, online instruction, laboratory or simulation-based instruction, or clinical supervision. They should present material in an objective, organized way that promotes the learning process. They should be recognized by their students, trainees, and University colleagues as persons who guide and inspire learning. They should strive continuously to broaden and deepen their knowledge and understanding of their discipline and stay informed about new developments in their field and in effective modes of instruction. They should seek to improve the methods of teaching their subject, use appropriate instructional methods and technologies, and prepare educational materials that are up-to-date and well-written.

Their influence and reputation as teachers may be evidenced by student, trainee, and peer evaluation as well as by authoring textbooks and by lectures and publications. Additionally, reputation may be evidenced by the publication of such instructional materials as laboratory, simulation, or instructional manuals; teaching cases for classroom; simulation or standardized patients; and development and use of video or audio instruction such as podcasting, online or distance education tools, or multimedia instructional materials and computer-assisted learning. Faculty may also develop and that leverage the use of artificial intelligence tools to augment learning, and/or to refine the scope of assessment tools or techniques. Publication is noted to include peer review and dissemination via traditional or digital means.

(Regents, 7-15-96, 1-26-99, 12-3-02, 12-7-12, 9-14-17, 3-12-24)

3.5.2 Research and Creative/Scholarly Activity

Research, which is the development, validation, and dissemination of new knowledge, focuses upon faculty participation in the extension of knowledge and maintenance of professional development and vitality. The term

research as used here is understood to mean systematic, original investigation directed toward the expansion of human knowledge or the solution of contemporary problems. *Creative/Scholarly activity* is understood to mean significantly original or imaginative accomplishment within the framework of the academic unit(s). Examples of scholarly activity might also include synthesis of new ideas as gleaned from published data, team science, individual or team-based technology transfer successes, patent awards, health system research, implementation research, new application of information technology or artificial intelligence to improve education or health care, population health, health literacy, community-engaged scholarship, etc. The criteria for judging the original or imaginative nature of research or creative/scholarly activity must be the generally accepted standards prevailing in the applicable discipline or professional area. To qualify as research or creative/scholarly activity, the results of the endeavor must be disseminated either through publication in peer-reviewed journals or presentation at national or international symposia, conferences, and professional meetings and must be subject to critical peer evaluation by established authorities outside the University in a manner appropriate to the discipline or professional area. It is expected that the significance of the research or creative/scholarly activity will be evaluated at national and international levels. One element of such an evaluation would be the ability of the faculty member to successfully compete for, and acquire, peer-reviewed, extramural grant or contract funding.

(Regents, 7-15-96, 12-3-02, 9-14-17, 3-12-24)

3.5.3 Professional and University Service and Public Outreach

- (a) Professional and University service and public outreach, which require the application of knowledge gained through research or creative/scholarly activity or the design and implementation of evidence-based practices in clinical or health care provision or population health interventions, focus upon resolving contemporary problems, identifying new areas for inquiry and development, and sharing knowledge with the larger community. Except as noted in (b) and (c) below, the term professional service always refers to activities directly related to the faculty member's discipline or profession.

Included in professional service are such activities as continuing education; artistic or humanistic presentations; official service in relevant commissions, advisory boards, or agencies (public or private) related to the faculty member's discipline or profession; service to professional communities outside the University; consultation; and participation in a specialized professional capacity in programs sponsored by student, faculty, or community groups, including interdisciplinary and interprofessional programs.

Professional service also includes leading core research support services, editing professional journals or other publications; writing book reviews in professional journals; and reviewing research papers and manuscripts submitted for publication.

Other examples of professional service can include clinical service contributions such as health care delivery; clinical leadership as evidenced by serving as head of a division, department, or specific clinic service; acquisition and introduction or development of new health care techniques, procedures, or clinical approaches; demonstrable improvement (quality, utilization, access) in delivery of health care or population health services; dissemination and implementation in community practice; and contribution to clinical service lines.

Examples of public outreach include such activities as development of community health-related outreach programs; participation in approved, non-compensated, community health related public outreach efforts; improvement in clinical management; and management of facility-based functions such as quality improvement, infection control, utilization review.

- (b) The nature of the academic enterprise is such that the faculty properly shares in responsibilities involving the formulation of the University's policies by participation in University governance. The faculty has a major responsibility in making and carrying out decisions affecting the educational and scholarly life of the University. Faculty members have a responsibility to contribute to the governance of the University through timely participation on committees, councils, or other advisory groups at the department, college, or University level, and through service within the University that reflects an application of specialized knowledge or skill to the University's affairs.
- (c) Other areas of activity in which faculty members may have assignments include:

- 1) **Administration.** Many faculty members are called upon to perform administrative tasks. These include service in such positions as department chair, associate or assistant dean, or director of a program, core facility, center, or institute.
- 2) **Public Relations.** On occasion, the University's interests are served by requesting faculty members to perform public relations tasks that might not necessarily involve the faculty member's discipline. These may include participation in a professional capacity in programs sponsored by student, faculty, or community groups or appearances as a University representative before government bodies or citizen groups.

(Regents, 12-7-12, 9-14-17, 3-12-24)

3.5.4 Public Outreach Policy

(a) Public Outreach Defined

As part of its overall mission, the OUHSC is committed to improving the health of the citizens of Oklahoma, the nation, and the world. This includes the faculty members' professional service efforts via the colleges' group practice and compensation plans, as well as their approved, non-compensated, community health related public outreach efforts ("Public Outreach"). Faculty participation in civic activities such as serving on an art museum board, or school board, or on church related activities (i.e., activities not associated with intentional efforts to build pathways into the health professions and biomedical sciences) are not included in this definition of Public Outreach, and as such, civic activities are-is not governed by this policy.

Public Outreach creates opportunities for OUHSC faculty and students to provide better, more culturally competent health care in the community and/or to share their scientific research and/or evidence-based knowledge with the community toward this end. Public Outreach also helps OUHSC faculty and students learn to be aware of, engaged in, and responsive to the needs of our diverse population.

(b) Criteria Governing Public Outreach Activities

Faculty members may be permitted to dedicate University time and professional service to Public Outreach if they (a) demonstrate that the proposed Public Outreach effort furthers the mission of the OU Health Sciences Center; b) demonstrate that the proposed Public Outreach effort meets each of the following three criteria; and c) obtain approval from the department chair:

- 1) is not compensated
- 2) if applicable, is covered by the faculty member's malpractice insurance.
- 3) does not conflict with a faculty member's primary responsibilities as a University employee or negatively impact the needs or resources of the department

(c) PPP/Compensation Plan Exception for Certain Public Outreach Activities

Faculty members who are subject to their college's Professional Practice Plan (PPP) or Compensation Plan may be permitted to dedicate, for the purpose of Public Outreach, time and professional service, as defined under the Plan, with approval by the department chair, if the proposed Public Outreach effort meets each of the following:

- 1) is not compensated
- 2) if application, is covered by the faculty member's malpractice insurance
- 3) does not conflict with a faculty member's primary responsibilities as a University employee or negatively impact the needs or resources of the department

The faculty member must comply with all other requirements of the PPP or Compensation Plan and the faculty member's appointment.

(d) Template Agreement

It is a University requirement that a **written** agreement be in place for professional and Public Outreach services of OUHSC employees with outside entities.* A template for Public Outreach activities has been

prepared and is available through Vice President of Research Office and the Office of Legal Counsel. Faculty desiring to participate in Public Outreach activities that meet the criteria listed above must complete the template and obtain the appropriate signatures indicated on the template prior to beginning the activity. A signed copy of the template must be forwarded to the Dean's Office and to the department for retention.

* NOTE: Dual employment/appointment at OU Health is not considered to be employment outside of the University.

(Administrative policy of the Senior Vice President and Provost – Revised September 2011; Regents 3-9-22, 3-12-24)

3.6 FACULTY EVALUATION

The evaluation of faculty performance is a continuous process. The fundamental purpose of periodic performance reviews is to identify areas of faculty ~~accomplishments~~ achievement, areas for growth and further development, and/or any areas of faculty performance deficiencies and with regard to identified deficiencies, to provide such faculty opportunities and incentives to correct the deficiencies. An annual performance review of each Regular or Limited Term faculty and Emeritus faculty holding an FTE as well as Health Professions Educators³ is the responsibility of the chair or director of the specific academic unit with review by the dean. The chair or director must provide direct, balanced, and thorough feedback in writing to the faculty member relative to the faculty performance evaluation each year. The evaluation should contain sufficient specificity to identify areas of strength and those areas where growth or improvement are needed. A systematic procedure for accomplishing such evaluations shall be developed in each academic unit, consistent with the direction of the dean and Senior Vice President and Provost.

The criteria for evaluation shall be carefully and clearly stated and must be in accord with Sections 3.4 and 3.5. Specific faculty assignments within an academic unit and the specific mission of a particular academic unit may modify the relative weight given to any specific area of professional activity from time to time depending on University or academic unit needs. Such modifications should be conveyed in writing by the head of the academic unit prior to implementation.

Tenure decisions, non-renewal, and termination of tenure track or consecutive term appointments, salary adjustments, and promotions in rank shall be based on systematic evaluations of faculty performance in the areas specified by the department chair and will include teaching, research and creative/scholarly activity, and professional and University service and public outreach, as well as the needs of the department and college. An assessment of the faculty member's overall contribution to the college and the mission of the University, as well as that person's adherence to the standards of faculty accountability as noted in Section 3.4, must be included in any faculty evaluations.

(Regents, 12-3-02, 6-25-08, 12-7-12, 9-14-17, 3-12-24)

3.7 SALARY ADJUSTMENTS

- (a) The most frequent reflection of a continuing faculty evaluation system is in the annual recommendation for merit salary increases. Deserving faculty should be rewarded, within the limits of the financial resources of the University and policies of the University, for excellent performance as set out in the specific criteria for evaluation of faculty performance (Sections 3.4 and 3.5).
- (b) In certain circumstances salary increases may cause the salary of a faculty member to equal or exceed the salary of faculty in higher ranks.
- (c) Faculty assignment of additional administrative or managerial responsibilities may necessitate additional salary adjustment through an administrative supplement commensurate with assigned duties.
- (d) Under no circumstances will increases in salary be based upon race, color, national origin, sex, sexual orientation, genetic information, gender identity, gender expression, age (40 or older), religion, disability, political beliefs, or status as a veteran.

(Regents, 12-7-12, 6-24-15, 9-14-17, 3-12-24)

³ Annual Evaluation of Volunteer faculty is expected but need not be on the same timeline or use the same evaluation tool as that used for Regular or Limited Term Faculty, Health Professions Educators and Emeritus faculty members who hold an FTE.

3.7.1 Procedures for Salary Adjustments

- (a) The chair of the academic unit will annually collect (1) achievement data from all academic unit faculty and (2) evaluations of each faculty member's performance from those who are in supervisory positions and from other sources.
- (b) For each recommended salary adjustment, the chair will prepare a justification for the recommendation based on the faculty member's performance of their ~~education~~teaching, research and creative/scholarly activity, professional associations, University service and public outreach, and administrative responsibilities, as well as on the faculty member's clinical service contributions, and as based on the College's Professional Practice or Compensation Plan and forward to the dean.
- (c) The dean will review each recommendation and notify the chair of any changes or adjustments made to the recommendation.
- (d) The salary recommendations from the college will be forwarded from the dean to the Senior Vice President and Provost for additional discussion, further recommendations, and administrative action.
- (e) The chair will be available to discuss with each faculty member the reasons for the salary recommendation that was made-as soon as feasible following final approval.
- (f) Upon occasion, adjustments in salary may be needed to correct inequities caused by annual variations in available funds, changing conditions in the academic profession or in the economy, or other elements beyond the University's control. The responsibility for recommending adjustments, where needed, lies primarily with the dean. After consultation with the appropriate academic unit, the dean recommends to the Senior Vice President and Provost specific salary adjustments to correct evident inequities. In all cases, adjustments should be made only as funds are available and within the current programs and procedures for increases.
- (g) If approved, any salary adjustments must be documented in a Change Memo (see Section 3.2.2 (f)). If the faculty member's full-time compensation exceeds \$150,000, the salary adjustment will be contingent upon Board of Regents' approval.

(Regents, 12-3-02, 6-25-08, 9-14-17, 3-9-22, 3-12-24)

3.8 FACULTY TENURE

The granting of tenure implies a mutual responsibility on the part of the University and the tenured faculty member. Tenure is designed as a means to protect the academic freedom of faculty members and to assure freedom of scholarship and teaching by professional scholars and teachers. The right to academic freedom does not diminish the faculty member's responsibilities under [Section 3.4](#), Faculty Accountability. In granting tenure to a faculty member, the University makes a commitment to the faculty member's continued employment subject to certain qualifications [\(Section 3.16\)](#). The University expects that tenured faculty members will maintain the level of performance by which they initially earned tenure. Only the portion of annual base salary or compensation (for example, in the College of Medicine, the University base [X1]) paid by the University is committed in the granting of tenure unless otherwise agreed to in writing by the chair of the academic unit, the dean of the college, the Senior Vice President and Provost, the President, and the Board of Regents.

(Regents, 3-9-22)

3.8.1 Definitions

- (a) The term **academic year** refers to the period July 1 through June 30.
- (b) The term **tenure** means continuous reappointment to an achieved academic rank. Tenure must be granted or denied by specific action of the Board of Regents.
- (c) The term **pre-tenure period** refers to the period of employment at the University in a tenure track appointment prior to the time the faculty member is evaluated for the granting of tenure. Full-time tenure track faculty will generally have a pre-tenure period of six (6) years. Thus, the tenure application will be

submitted no later than the fall of the seventh academic year. In certain circumstances, and in consultation with the faculty member, the chair of the academic unit and dean may request an extension of the pre-tenure period not to exceed three (3) years. If a pre-tenure extension is granted, the tenure application must be submitted no later than the fall of the last extension year.

- (d) The term **prior full-time service** means full-time academic employment at an institution of higher education (including the University of Oklahoma).

3.8.2 Fiscal Responsibility

In each case where a tenure-track position is proposed, there must be assurance from the chair of the academic unit to the dean that continuing financial support is identified to fund the salary line. The Senior Vice President and Provost, in conjunction with the respective deans, shall determine whether funds are sufficiently secure to support the awarding of tenure.

3.8.3 Pre-tenure Period

- (a) Full-time tenure track faculty will generally have a pre-tenure period of six (6) years. Thus, the tenure application will be submitted no later than the fall of the seventh academic year. In certain circumstances, and in consultation with the faculty member, the chair of the academic unit and dean may request an extension of the pre-tenure period not to exceed three (3) years. If a pre-tenure extension is granted, the tenure application must be submitted no later than the fall of the last extension year.
- (b) The first year of the pre-tenure period for a faculty member whose effective date of service is between July 1 and December 31 will be that academic year. If the effective date of service is between January 1 and June 30, the first year of the pre-tenure period will begin with the next academic year.
- (c) For assistant professors, the pre-tenure period may include up to a total of three years in prior full-time service in a consecutive term or tenure track appointment at the University or in comparable professorial ranks at another institution. For associate professors and professors, up to a total of four years of prior service at the University or in professorial rank at another institution may be included. The faculty member must request in writing at the time of the first regular tenure track appointment that prior service be included. Inclusion of prior service requires approval by the chair of the academic unit, the dean, and the Senior Vice President and Provost.
- (d) A new faculty member appointed at the rank of associate professor or professor may be considered for tenure from the date of appointment provided the faculty member prepares and timely submits the appropriate documentation, per [Section 3.8.5](#), no later than the next annual tenure and promotion cycle. The determination of tenure shall be made as specified in [Section 3.8.4](#) and [Section 3.8.5 \(b\) through \(r\)](#). In select circumstances, a highly-qualified new faculty member may be appointed with tenure if all of the following are met:
1. the faculty member has been tenured at an accredited research university, and the record demonstrates continued high-level performance;
 2. the faculty member will fill a leadership, highly specialized, strategic, or specialty position, as determined by the dean and Senior Vice President and Provost;
 3. the chair and dean of the appointing department and college have evaluated the faculty member's record and determined it to meet the tenure expectations of each; and
 4. the Senior Vice President and Provost agrees the faculty member's record supports tenure upon hire
- ~~(d)~~(e) Tenure may be recommended by an academic unit for faculty members of high merit prior to the end of the pre-tenure period. An academic unit's recommendation to grant early tenure should be based on exceptional performance for at least two years at the University. If early tenure is not granted the faculty

member may, subject to contract continuation or renewal, continue to serve in the pre-tenure period and be considered for tenure at the end of the pre-tenure period without prejudice.

- ~~(e)~~(f) When a non-tenured part-time faculty member changes from part-time to full-time tenure track status, specific written understanding among the faculty member, chair, and dean must be approved by the Senior Vice President and Provost at the time of the change as to how, if at all, the period of part-time service may be counted toward satisfying the pre-tenure period.
- ~~(f)~~(g) A maximum of one year of leave of absence without pay may be counted as part of the pre-tenure period, provided the chair of the academic unit records in advance of the leave in writing the agreement with the faculty member as to how the professional activities carried out during the leave will be appropriately evaluated by the chair and secures approval by the dean and Senior Vice President and Provost.
- ~~(g)~~(h) If a tenure track faculty member takes extended leave for six or more consecutive months, the pre-tenure period prior to a tenure decision may be extended for one year at the written request of the faculty member with the approval of the chair of the academic unit, dean, and Senior Vice President and Provost.
- ~~(h)~~(i) A faculty member at any rank who is denied tenure shall be retained until the end of the academic year following that year in which tenure was denied (i.e., the terminal year) unless the faculty member is dismissed according to [Section 3.16](#). An appeal of denial of tenure shall not have the effect of extending the faculty member's terminal year.

Under certain extraordinary circumstances due to the University's clinical care, service, or teaching obligations, a faculty member who has been denied tenure may be granted a consecutive term or temporary appointment upon recommendation by the chair of the academic unit, dean, and Senior Vice President and Provost and approved by the Board of Regents.

- ~~(i)~~(j) Faculty members granted tenure will normally commence their tenured appointments in the academic year immediately following the Board of Regents' action.

3.8.4 Criteria for the Tenure Decision

- (a) The decision that the University makes in granting tenure is crucial to its endeavors toward academic excellence. A decision to grant tenure must reflect an assessment of high professional competence and academic performance measured against national standards in the discipline or professional area. Tenure should never be regarded as a routine award based upon length of service.
- (b) The tenure decision shall be based on a thorough evaluation of the candidate's total contribution to the college and the mission of the University and of the candidate's adherence to the fundamentals of faculty accountability as noted in [Section 3.4](#). While specific responsibilities of faculty members may vary because of special assignments or the particular mission of the academic unit, all evaluations for tenure shall address the manner in which each candidate has performed in:
 - (1) Teaching ([Section 3.5.1](#))
 - (2) Research and Creative/Scholarly Activity ([Section 3.5.2](#))
 - (3) Professional and University Service and Public Outreach ([Section 3.5.3](#))
- (c) All candidates for tenure must have demonstrated a record of substantial accomplishment in each of the three areas (teaching, research and creative/scholarly activity, and professional and University service and public outreach) and evidence of excellence in two areas. In order for tenure to be granted, the faculty member must document a record of scholarly attainment in teaching, research and creative/scholarly activity, and professional and University service and public outreach.
- (d) Each college, with the approval of the dean and the Senior Vice President and Provost, shall establish and publish specific criteria for evaluating faculty performance in teaching, research and creative/scholarly activity, and professional and University service and public outreach. The criteria must be made available to the faculty in that college. The criteria which the departments and colleges establish normally reflect more specific

standards for both promotion and tenure than those described in general terms in the *Faculty Handbook*, [Section 3.8.4](#). These department and college criteria must be in accord with and may not supersede the criteria described in this section. The criteria for tenure will be in full force unless an exception is specified in writing. Consequently, all faculty should also become familiar with the departmental, college, and University criteria.

- (e) Any exception to faculty evaluation on performance in each of the three areas of teaching, research and creative/scholarly activity, and professional and University service and public outreach must be documented in writing at the time the exception is made. The exception must be agreed upon by the faculty member and the department chair and approved in writing by the dean and Senior Vice President and Provost.
- (f) As part of the overall tenure process, the department chair should provide the opportunity for faculty to receive advice on a regular basis as they develop their careers. Annual written evaluations of faculty by department chairs are essential to the faculty development process and are an annual requirement that each department chair must fulfill. [\(Section 3.6\)](#).
- (g) If the criteria for tenure are changed by the Board of Regents during a faculty member's pre-tenure period, the faculty member may elect to be evaluated under the approved criteria in effect at the beginning of the faculty member's pre-tenure period.
- (h) The granting of tenure carries with it the expectation that the University will continue to need the services of the faculty member and that the financial resources will be available for continuous employment. It also carries the expectation that the faculty member will maintain or improve upon the level of professional competence and academic performance required for tenure. The performance of all faculty, both prior to and following the granting of tenure, is to be evaluated annually as part of the University's faculty evaluation process [\(Section 3.6\)](#).

3.8.5 Procedures for Tenure Decision

- (a) The chair of the academic unit ([see Section 2.8.1 \(c\)](#)) shall notify a faculty member who is eligible for tenure consideration at least six months before the date tenure materials are to be submitted to the department chair.
- (b) The chair of the academic unit will request the candidate for tenure to submit material that will be helpful to provide a thorough representation of the faculty member's performance or professional activities in relation to the tenure criteria. It is the responsibility of the candidate to provide accurate, thorough, and clear evidence of accomplishments for review at the departmental, college, and University levels. The candidate is advised to consult with the chair and any other senior colleagues concerning the materials to include.
- (c) Responsibility for gathering complete documentation of professional activity rests with the individual faculty member except for securing letters of evaluation, which are solicited by the chair. The chair shall assist the faculty member, upon request, in determining what to include in the tenure documentation. The chair also may solicit information to include with the faculty member's tenure documentation. The faculty member is entitled to review the information in his/her tenure file. However, letters of evaluation and/or recommendation that are solicited by the chair in confidence or sent with the expectation of confidentiality shall be deemed confidential and unavailable to the faculty member unless otherwise ordered by a court of law.
- (d) Documentation of the faculty member's academic accomplishments should include, but not be limited to the following:
 - 1) Complete and up-to-date curriculum vitae, including a summary of college and university degrees earned; all professional employment; all professional honors and awards; teaching, research and creative/scholarly activity, including an up-to-date list of professional publications by author in chronological sequence; and professional and University service and public outreach elements. Manuscripts in press or submitted for publication and abstracts in press or under review for national or international presentation should be listed separately [\(See 3.8.5\(d\), 3.4, and 5\)](#).

- 2) Letters of evaluation of academic performance in teaching, research and creative/scholarly activity, and professional and University service and public outreach should be solicited by the chair after consulting with the candidate. Where relevant, letters of evaluation should in particular address the candidate's role in interdisciplinary/team-based research. There should be three letters of evaluation from individuals outside the University of Oklahoma who are considered established authorities in the discipline and who are in a position to evaluate the candidate's academic performance and suitability for tenure. These letters may be solicited from individuals who were not suggested by the candidate. There may also be up to three local letters to document an assessment of an individual's contributions to and accomplishments in activities such as teaching, team-based research, multidisciplinary or interdisciplinary educational or research projects, and University and/or clinical service.
- 3) Documentation of teaching accomplishments should reflect the candidate's contribution, quality, innovation, and impact of teaching. This might include summary documentation of teaching evaluations by students/trainees; notation of teaching awards; and description of teaching responsibilities, materials, and techniques which are unique and demonstrate innovative approaches or outstanding quality in undergraduate, graduate, or professional instruction (e.g., integration of multimedia into courses, development of web-based content and course materials, computer software development, creation of innovative laboratory or simulation exercises, simulation techniques, multidisciplinary and interdisciplinary education).
- 4) Documentation of research and creative/scholarly accomplishments should reflect the level and quality of the candidate's research and creative/scholarly activity. Recognition of research and creative/scholarly accomplishments could be demonstrated by chairing or organizing symposia or editing books or journals in the professional or inter-professional discipline; publishing books, book chapters, policy briefs, and articles in peer-reviewed journals; publishing abstracts; participating as a presenter in regional, national, and international symposia, conferences, and professional meetings; the ability to acquire extramural grant or contract funds, as a principal investigator, or as a multiple-principal investigator on interdisciplinary and team-based research extramural grants or contracts funded through peer review mechanisms; and entrepreneurial activity including patents, copyrights, and trademarks.
- 5) Documentation of professional and University service and public outreach, which may include University or approved external entity clinical service contributions, should reflect the level and quality of the candidate's professional, inter-professional, and/or clinical service contributions. Documentation might consist of leadership positions in local, state, regional, or national associations; service on advisory boards for granting agencies or professional organizations; outstanding college or University committee work; consultantships; clinical and administrative leadership as evidenced by serving as head of a division, department, specific clinic service, research center, or core facility; evidence of acquisition, introduction, or development of new health care techniques, procedures, or clinical or professional practice approaches; development, deployment, improvement, and/or evaluation of community health-related outreach programs; improvement in clinical, administrative unit, center or facility management; documentation of increased referrals or professional service contracts; demonstrable improvement (quality, utilization, access) in delivery of health care or other professional services; and related published manuscripts and abstracts, including those of clinical case studies, monographs, reviews, reports to administrative agencies, and book chapters.

(Regents, 3-9-22, 3-12-24)

- (e) The chair of the academic unit is responsible for providing copies of the candidate's complete tenure file to each of the tenured faculty of the academic unit at least two weeks prior to the vote.
- (f) All tenured faculty in the academic unit who are available shall meet for a discussion of the candidate's qualifications for tenure. The candidate shall not be present during the discussion of their qualifications but shall be available to enter the meeting on invitation to answer questions or clarify qualifications.

Formal consideration for tenure shall originate with the polling by secret ballot of all tenured faculty of the candidate's academic unit, including, when practical, those who are on leave of absence. The chair of the

academic unit or other administrative personnel required to submit a separate tenure recommendation shall not participate in this vote.

At times the small number of tenured members of an academic unit (fewer than five) prevents appropriate academic unit tenure review. In such instances, the dean of the college, in consultation with the chair of the academic unit involved, shall for this purpose either establish the full college as the academic unit or establish an *ad hoc* tenure review committee by selecting a sufficient number of tenured University faculty from both within and outside of the college to constitute a total of five members to serve as the candidate's academic unit tenure review committee. In the latter instance, all eligible tenured faculty from the college must be included before looking outside the college.

When a tenure proceeding is initiated prior to the last pre-tenure year (see Section 3.8.3 (e)) and the result of the faculty vote is negative, that information shall not be forwarded, and tenure will be considered at the end of the pre-tenure period without prejudice.

- (g) The chair shall submit a separate tenure recommendation with supporting reasons.
- (h) All recommendations concerning tenure shall be in writing and, with the exception of the faculty recommendation resulting from the confidential poll within the department, reasons for the recommendation must be stated at the time recommendations are made. At the time recommendations are made at each stage of the review process (chair, dean, Campus Tenure Committee, Senior Vice President and Provost, President), written notification of such recommendation must be provided to the chair and to the candidate by the person or committee making the recommendation.
- (i) Copies of the academic unit's and chair's recommendations and all appropriate documentation upon which recommendations were based will be forwarded to the appropriate dean. Each dean will have an advisory council for tenure review and may also request information and advice from any source.
- (j) Upon receipt of the advisory council recommendation, and after due deliberation, the dean may recommend to grant tenure, to deny tenure, or to defer tenure consideration for a specified period of time. The dean will attach a recommendation with supporting reasons to the tenure materials, including the recommendation of the advisory council; forward all materials to the Office of the Senior Vice President and Provost for distribution to the Campus Tenure Committee. The dean will notify the candidate and the chair of the academic unit of the recommendation.
- (k) The Campus Tenure Committee will be composed of thirteen tenured faculty members recommended by the Faculty Senate (two from each college, excluding the Graduate College, and one from the Tulsa campus) on staggered three-year terms, and approved by the President. To avoid a conflict of interest, Campus Tenure Committee members shall recuse themselves from the discussion and from the vote on candidates from their own academic unit. In addition, Campus Tenure Committee members may vote at only one stage in the process – either at their academic level or at the Campus Tenure Committee level; when the member's academic unit needs the member to vote at the academic level to meet the minimum five tenured faculty requirement, the Campus Tenure Committee member shall vote at the academic level and recuse from voting at the Campus Tenure Committee level.
- (l) In determining its recommendation, the Campus Tenure Committee may request information or advice from any source. The tenure file will be returned to the academic unit for remedy or correction if there are deficiencies found in the academic unit's recommendation.
- (m) The Campus Tenure Committee shall provide the Senior Vice President and Provost with input as to whether the academic unit's recommendation is consistent both as to substance and process with the approved tenure criteria Section 3.8.4.
- (n) The Campus Tenure Committee will attach its recommendation to the tenure materials; forward all materials to the Office of the Senior Vice President and Provost with supporting reasons; and notify the candidate, the chair of the academic unit, and the college dean of its recommendations.

- (o) The Senior Vice President and Provost may request information and advice from any source prior to making a recommendation.
- (p) If the Senior Vice President and Provost plans to submit a recommendation contrary to that of the Campus Tenure Committee, the Senior Vice President and Provost shall notify the chair of the Campus Tenure Committee in time to allow a thorough discussion between them before this recommendation is made.
- (q) After due deliberation, the Senior Vice President and Provost may recommend to grant tenure, to deny tenure, or to defer tenure consideration for a specified period of time. The recommendation of the Senior Vice President and Provost will be submitted to the President.
- (r) If the President plans to submit a recommendation contrary to that of the Senior Vice President and Provost and/or the Campus Tenure Committee, the President shall notify the appropriate party(ies) in time to allow a meeting between the President and the party(ies) prior to submitting a recommendation.
- (s) The President will notify the faculty member, chair, dean, and Senior Vice President and Provost by May 31 of the tenure decision, except when an appeal is pending.
- (t) The faculty member under review may appeal in writing to the Faculty Appeals Board at any time during the tenure review process if the faculty member believes that procedural violations have occurred or academic freedom has been violated. Appeals on these bases must be made within 30 calendar days after the faculty member's discovery of the alleged violation.

If the faculty member believes he/she has been discriminated against during the tenure review process, the faculty member may appeal discrimination on the basis of race, color, national origin, sex, sexual orientation, genetic information, gender identity, gender expression, age (40 or older), religion, disability, political beliefs, or status as a veteran to the University Institutional Equity Officer. Appeals on these bases must be made within 180 calendar days after the faculty member's discovery of the alleged violation.

The tenure review process is suspended while an appeal to either the Faculty Appeals Board or University Institutional Equity Officer is pending. When the tenure appeal prevents the tenure process from being completed before the end of the terminal year (Section 3.8.3(j)), the appeal shall not extend the faculty member's terminal year, even if the appeals process is not completed at the end of the terminal year. If the appeal is ultimately granted, the tenure review process will resume where it was suspended. If the faculty member is ultimately granted tenure at the completion of the tenure review process and that faculty member had been dismissed at the end of the terminal year, the faculty member will be reinstated with back pay of base salary and applicable fringe benefits that would have been earned from the date of termination to the date of reinstatement.

(Regents, 7-15-96, 1-26-99, 12-3-02, 6-25-08, 12-7-12, 6-24-15, 9-14-17, 3-12-24)

3.9 FACULTY PROMOTION

A promotion reflects a positive appraisal of high professional competence and accomplishment as judged and evaluated by individuals in the faculty member's profession at the local, regional, national, or international level as appropriate to the rank being sought, and by individuals within the University (see Section 3.9.1). Promotion decisions are made independently from tenure decisions.

3.9.1 Criteria for Promotion

Decisions to promote a faculty member in any appointment type must be made ~~in light of~~ based on a thorough evaluation of the faculty member's performance in all the areas of faculty activity (Sections 3.5.1, 3.5.2, and 3.5.3) as specified in the department and college promotion and tenure criteria and procedures. Promotion criteria for tenure track faculty must be consistent with those criteria for tenure contained in Section 3.8.4 (a) – (e).

Internal candidates applying for an open position of higher rank must meet the promotion and advancement criteria stated in Section 3.9 for the college in which the position is open.

Each college must have a document that sets forth the standards and procedures governing promotion of faculty within each department of the college. The department and college documents may specify standards that are more specific than those of the University, provided they do not conflict with the standards of the University, and the procedures must be consistent with the procedures described herein. The document must be approved by the faculty of the college, the dean, and the Senior Vice President and Provost. The document must be distributed or made available to the faculty of the academic unit.

The candidate's performance will be measured against the following institutional criteria, in addition to the criteria defined in the department and college promotion documents:

- (a) Promotion to assistant professor is usually based on an advanced degree and/or certifications(s) that are standard prerequisites for an academic appointment in the discipline, appropriate experience, and promise for academic accomplishment.
- (b) While early consideration is possible, promotion to associate professor is usually based on five (5) or more years as an assistant professor; a sustained record of academic accomplishment in teaching, research and creative/scholarly activity, and professional and University service and public outreach; and strong academic performance and promise. This record of accomplishment must document an emerging reputation of local, regional, national, or international scope in the candidate's academic field. Professional publications are an important element in assessing regional or national recognition. Other factors may also be considered, such as presentations at conferences and leadership roles in professional societies.
- (c) While early consideration is possible, promotion to professor is a high honor and is usually based on five (5) or more years as an associate professor and demonstration of superior achievements and continued excellence in academic endeavors. Faculty promoted to this rank should have achieved national or international recognition for work in their respective disciplines, as evidenced by major contributions to teaching, research and creative/scholarly activity, and professional and University service and public outreach.
- (d) Length of time in a given rank is not in itself a sufficient reason for promotion.
- (e) Promotion should indicate that the faculty member has comparable accomplishments to others in the same rank and discipline at peer institutions.

3.9.2 Procedures for Promotion

- (a) The process regarding advancement in rank shall originate in the academic unit(s) (see Section 2.8.1 (c)), according to timelines determined by the Senior Vice President and Provost.
- (b) The college dean or the Senior Vice President and Provost may require the chair of an academic unit to initiate consideration of promotion for an individual faculty member. In such a case, the academic unit must forward a recommendation to the dean or Senior Vice President and Provost, whether or not it is favorable.
- (c) Primary responsibility for gathering complete information on professional activity rests with the individual faculty member except for securing letters of evaluation, which rests with the department chair. In general, documentation of the individual's academic accomplishments should include, but not be limited to the following:
 - 1) Complete and up-to-date curriculum vitae, including a summary of college and university degrees earned; all professional employment; all professional honors and awards; teaching, research and creative/scholarly activity, including an up-to-date list of professional publications by author in chronological sequence; and professional and University service and public outreach elements. Manuscripts in press or submitted for publication and abstracts in press or under review should be listed separately (See 3.8.5 (d) (3)(4)(5)).~~should be listed separately.~~
 - 2) Letters of evaluation of academic performance in teaching, research and creative/scholarly activity, and professional and University service and public outreach will be solicited by the chair after

consulting with the candidate. Where relevant, letters of evaluation should in particular address the candidate's role in interdisciplinary/team-based teaching and research. There should be three (3) letters of evaluation from individuals outside the University of Oklahoma who are considered established authorities in the discipline and who are in a position to evaluate the candidate's academic performance and suitability for promotion. These letters are invited by the department chair, section chief, or division head and may be solicited from individuals who were not suggested by the candidate. There may also be up to three (3) local letters to document an assessment of an individual's contributions to and accomplishments in activities such as teaching, team-based research, interdisciplinary educational or research projects, and University and/or clinical service. Letters of evaluation and/or recommendation that are solicited in confidence or sent with the expectation of confidentiality shall be deemed confidential and unavailable to the faculty member unless otherwise ordered by a court of law.

Examples of documentation of teaching, research and creative/scholarly activity and professional and University service and public outreach accomplishments are noted in [Section 3.8.5 \(d\) \(3\)\(4\)\(5\)](#).

- (d) All faculty who hold Regular Faculty appointments in the primary department who are of equal or higher rank to that for which the candidate is being considered and who are available shall meet for a discussion and vote on the candidate's qualifications for promotion.

Formal consideration for promotion shall originate with the polling by secret ballot of all faculty of equal or higher rank to which the candidate is being considered in the candidate's academic unit, including when practical, those who are on leave of absence. The chair of the academic unit or other administrative personnel required to submit a separate promotion recommendation shall not participate in this vote.

At times, the small number of members of an academic unit (fewer than five) prevents appropriate academic unit promotion review. In such instances the dean of the college, in consultation with the chair of the academic unit involved, shall for this purpose either establish the entire college as the academic unit or establish an *ad hoc* promotion review committee by selecting a sufficient number of University faculty from both within and outside the college who are of equal or higher rank to that for which the candidate is being considered to constitute a total of five members to serve as the candidate's academic unit promotion review committee. In the latter instance, all eligible faculty in the college who are at the rank to which the candidate aspires, or higher, must be included before looking outside the college.

- (e) The chair shall submit a separate promotion recommendation with supporting reasons. The section head and or Center director may submit a separate promotion recommendation with supporting reasons.
- (f) All recommendations concerning promotion shall be in writing and, with exception of the faculty recommendation resulting from the confidential poll within the department, reasons for the recommendation must be stated at the time recommendations are made. At the time recommendations are made at each stage of the review process (chair, dean, Senior Vice President and Provost, President), written notification of such recommendation must be provided to the chair and to the candidate by the person or committee making the recommendation.
- (g) Copies of the academic unit's and chair's recommendations and all appropriate documentation upon which recommendations were based will be forwarded to the appropriate dean. If the college has a promotion's committee the dean will provide the committee with the promotion materials. If not, the dean will proceed per the procedures noted below.
- (h) Upon receipt of the college promotion committee recommendations, as applicable, the dean will attach a recommendation with supporting reasons to the promotion materials, including the recommendation of the college promotion committee, and forward all materials to the Office of the Senior Vice President and Provost.
- (i) The Senior Vice President and Provost may request information and advice from any source prior to making a recommendation.
- (j) After due deliberation, the Senior Vice President and Provost will make a recommendation to the President.

- (k) The President will notify the faculty member, chair, dean, and Senior Vice President and Provost by May 31 of the promotion decision, except when an appeal is pending.

Whenever possible and consistent with college compensation plans, a promotion for ~~Regular~~ faculty should be accompanied by an appropriate increase in salary (for example, typically at least \$5,000 for 12-month Regular faculty promoted to Associate Professor and at least \$8,000 for 12-month Regular faculty promoted to Full Professor). Promotions ~~should~~ must not be delayed because of budgetary constraints. Promotions should be earned on their own right in accordance with Section 3.9 and not be used as substitutes for salary increases.

- (l) The faculty member under review may appeal in writing to the Faculty Appeals Board at any time during the promotion review process if the faculty member believes that procedural violations have occurred or academic freedom has been violated. Appeals on these bases must be made within 30 calendar days after the faculty member's discovery of the alleged violation.

If the faculty member believes they have been discriminated against during the promotion review process, the faculty member may appeal discrimination on the basis of race, color, national origin, sex, sexual orientation, genetic information, gender identity, gender expression, age (40 or older), religion, disability, political beliefs, or status as a veteran to the University Institutional Equity Officer. Appeals on these bases must be made within 180 calendar days after the faculty member's discovery of the alleged violation.

The promotion review process is suspended while an appeal to either the Faculty Appeals Board or University Institutional Equity Officer is pending. If the appeal is ultimately granted, the promotion review process will resume where it was suspended.

(Regents, 7-15-96, 1-26-99, 12-3-02, 6-25-08, 12-7-12, 9-14-17, 3-12-24)

3.10 SABBATICAL LEAVE POLICY

Sabbatical Leave Application Deadlines: A sabbatical application must be submitted to the department chair or director by February 1 for a sabbatical leave beginning in the following academic year or later and no later than July 15 for a sabbatical beginning the following spring semester. The application must be approved by the dean and the Senior Vice President and Provost. Sabbatical Leave as a result of a faculty member's receiving a scholarship, award, or fellowship should follow the procedures for faculty awards and fellowships from the Office of the Senior Vice President and Provost, as noted in Section 3.15.

(a) Purpose

A sabbatical leave of absence is among the most important means by which an institution's academic program is strengthened and by which a faculty member's teaching effectiveness and scholarship are enhanced. The major purpose is to provide opportunity for continued professional growth and new or renewed intellectual achievement through robust study, research, writing, collaboration, and training.

A faculty member does not automatically earn sabbatical leave. Instead, it is an investment by the University with the expectation that the sabbatical leave will significantly enhance the faculty member's ability to contribute to the mission of the University. There should be a clear indication that the experiences sought during a sabbatical will benefit the work of the faculty member, department, college, and the University. Only sabbatical leave proposals that meet this criterion will be considered and approved by the University. A sabbatical leave is supported as an investment in the future of the faculty member, the University, and students of the University.

The purposes for which a sabbatical leave may be granted may include, but are not limited to:

- 1) Research on significant problems and issues.
- 2) Important creative or descriptive work in any means of expression; for example, writing or developing innovative programs.

- 3) Postdoctoral study at another institution to update teaching skills or scientific capabilities.
- 4) Other projects that contribute to the University's mission.

The proposal shall document that such work is of such a nature that it cannot occur as effectively during the regular work schedule of the faculty member.

Normally, the University will not grant a sabbatical for the purpose of pursuing work on the terminal degree in the faculty member's academic field.

Adherence to the plan submitted by the faculty member is expected. Within two months of returning from leave, the faculty member shall submit to the chair or director a report of activities undertaken, which will be used in evaluating future applications for sabbatical leave.

A faculty member who is on sabbatical leave shall not be penalized on matters of salary adjustment. The report on the sabbatical will be used in consideration for merit raises in subsequent years.

(b) **Conditions of Award**

Approval of a sabbatical leave of absence with full or partial base salary depends on the ability of the faculty member's college to absorb the financial obligation and on the college's ability to provide teaching without loss of quality.

A faculty member applying for a sabbatical leave and receiving a stipend for the same period from another institution or agency may still receive a sabbatical provided that the Senior Vice President and Provost deems that the additional stipend will be needed to prevent financial loss to the faculty member obtaining the sabbatical.

Normally, faculty on sabbatical leave at full base salary may not receive additional compensation from within the University for teaching in Advanced Programs, Liberal Studies, Intercession, Online, or other University programs, or for participating in the faculty professional practice plans, since such activities would diminish the sabbatical time for study and creative activity. However, the Senior Vice President and Provost may approve exceptions provided that it appears to be in the best interest of the University. Faculty on sabbatical shall resign from all councils, standing committees, and administrative advisory committees of the University, except graduate students' committees, in order to devote their full time to their projects. The obligation to supervise and advance the work of graduate students shall continue during the sabbatical leave.

As a condition of receiving approval of a sabbatical leave, the sabbatical recipient shall sign a statement of commitment to return to the University for at least one year following the sabbatical or to remit the salary and cost of benefits received from the University during the sabbatical leave, unless this requirement is waived by the President in writing.

(c) **Benefits Payable**

- 1) Employment benefits for a faculty member on sabbatical with full base salary will continue at full benefits levels. (Dually-employed College of Medicine - OKC faculty should refer to the College's compensation plan for benefits payable information.)
- 2) Employment benefits for a faculty member on sabbatical leave at less than full base salary will be as follows:
 - i) Health, Accidental Death/Dismemberment, and Dental insurance will continue at full benefit level.
 - ii) Social Security contributions will be based on the actual salary paid.
 - iii) The amount contributed to the Defined Contributions Plan will be computed by reducing the salary that is exempt in the same proportion to the sabbatical FTE. For example, for 1.0 FTE employees the first \$9,000 of salary is exempt from contributions. Thus, for a faculty member on sabbatical leave at half pay (.50 FTE) for a year, the salary that is exempt from contributions will be reduced to \$4,500.

- iv) Faculty should consult the Office of Human Resources for information regarding the Defined Benefits Plan.

(Regents, 3-9-22, 3-12-24)

(d) Eligibility

The semesters that are counted toward eligibility for sabbatical leave are the fall and spring semesters only and not the summer term or intersessions.

- 1) After six years of service, a faculty member with a 12-month Regular Faculty appointment may be granted a sabbatical leave at half of base salary for a period not to exceed 12 months or at full base salary for a period not to exceed six months. After six years of service, a faculty member with a nine- or ten-month Regular Faculty appointment may be granted a sabbatical leave at half of base salary for a period not to exceed two semesters or at full base salary not to exceed one semester. The term "six years of service" refers to full-time appointments in a Regular Faculty appointment at the University, but not counting leaves of absence without pay. The term "six years of service" also includes other full-time service at the University that has been included in the probationary period for tenure. Such service at other institutions of higher learning shall not be included.
- 2) A faculty member's eligibility to apply for subsequent sabbatical leaves is established by length of service following return from the previous sabbatical leave in accord with the schedule referred to above. Occasional exceptions to the rule may occur when a faculty member who is otherwise formally approved for a sabbatical leave is obliged to postpone it for the convenience of the University.

(e) Procedures

The procedure to be followed in applying for a sabbatical leave shall be as follows:

- 1) The faculty member shall submit the sabbatical leave application to the department chair or director. The department chair or director shall submit the application and his/her recommendation to the college dean by February 1 for sabbaticals beginning in the following academic year or later and no later than July 15 for sabbaticals beginning the following spring semester. The dean will hold all applications for comparative review and recommend, by ranking in order of merit, to the Senior Vice President and Provost. The Senior Vice President and Provost will recommend to the President, who will make recommendations to the Board of Regents for the designated spring and fall meetings, respectively.

(Regents, 5-11-78, amended 9-9-82, 4-12-84, 1-17-85, 7-23-87, 1-24-95, 1-27-04, 6-23-04, 6-25-08, 12-7-12, 9-14-17, 3-12-24)

(See Section 6 – Benefits, for additional Leave Policies)

3.11 AWARDS

The University recognizes outstanding teaching, research and creative/scholarly activity, and professional and University service and public outreach, by its faculty by presenting several annual awards to deserving nominees. Some awards are privately funded, and criteria and method of selection are set forth in joint University-donor contracts. The Senior Vice President and Provost, of the respective campus, will solicit recommendations for awards and announce appropriate schedules for processing the nominations.

3.11.1 Regents' Awards

The Regents' Award is an annual University-funded award that is given to a faculty member whose accomplishments in at least one of the three areas (teaching, research and creative/scholarly activity, university/professional service and public outreach) are exceptional and clearly exceed normal expectations.

(a) Criteria for Selection

A nominee must have contributed significantly to the mission of the department/unit in the award area (teaching, research and creative/scholarly activity, service/outreach) being recognized and must have fulfilled obligations and performed well in the other areas as well.

(b) **Eligibility**

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

i. Teaching

The educational training of students is at the core of the university mission. This training is accomplished through varied educational strategies and environments, including but not limited to in-class activities, hands-on student research training and mentorship, clinical teaching and mentorship, innovative course development (in-class and on-line), pedagogy improvements, and distance learning. Success of these activities must be demonstrated by measurable positive outcomes for students.

The nominator shall provide an informed commentary on the impact of the nominee's exceptional accomplishments, including classroom teaching, engagement with and commitment to students (including undergraduate, graduate, professional, and/or clinical residents and fellows), willingness to keep teaching material up to date with state of the art knowledge, willingness to support broader departmental teaching mission, positive feedback from students via faculty evaluations and other channels and from peers via observation, engagement in faculty development activities related to pedagogy, new course development, service learning or service learning components, student advising and mentorship, formal and informal, supervision of graduate students.

ii. Research and Creative/Scholarly Activity

A clear expectation for a research-intensive university is the creation and dissemination of new knowledge and forms of creative activity. The creation of new knowledge derives from scholarly activities that drive innovation, with such activities supported by funding mechanisms appropriate to the discipline. Evidence of the creation of such new knowledge is established through impactful outcomes disseminated in different peer-reviewed formats that include publication of research manuscripts and books, performances and exhibits, and the effective mentorship and graduation of students and/or clinical residents and fellows. The impact of the nominee's research and creative/scholarly activities on the field of study must be substantiated by documentation appropriate to the discipline, and by letters of support from informed leaders in the nominee's field of study. For the Health Sciences Center, attention will be given to the ways in which a nominee may have an impact through team science and interdisciplinary/interprofessional scholarship.

iii. Professional and University Service and Public Outreach

The University is, in the broadest sense, an integral part of the community (intellectual and physical) in which it resides. A faculty member's contributions to the general community include professional service that may be specific to a discipline (e.g., clinical practice and excellence in outcomes such as quality and patient experience, service as journal editor, conference organizer, or in leadership positions in professional organizations) as well as impactful activities that benefit university-community interactions (e.g., teacher training and service learning projects). Such activities enhance achievements in teaching and research. Successful nominees shall have demonstrated exceptional performance in activities that enhance the university's role and standing in the community.

(c) **Nomination Procedures**

1) **Initiation**

The respective Senior Vice President and Provost will solicit recommendations for the awards by September 15 of each year and announce appropriate schedules for processing the nominations. Furthermore, the solicitations will be posted on the appropriate campus website, for access by nominators and faculty on all campuses.

2) **Recommendations**

Nominations may derive from department chairs or unit directors, elected members of departmental/unit ~~Committee- AA~~, a departments/unit's approved nomination committee, Center leaders, or a group of faculty who are familiar with the nominee's qualifications for the award. Only one nomination by an academic unit or other nominating group of faculty is allowed for each of the Regents' Awards. The nominating entity will be responsible for assembling the nomination packets including supporting documentation.

Nominations shall be forwarded to the respective dean for review and endorsement. An optional letter from the dean, if included, will focus on evaluator comments regarding the quality and significance of the nominee's impact on the broader OU mission. The dean's letter will not count towards the 25-page limit outlined below. The dean will forward the nomination materials to the respective Senior Vice President and Provost by November 1.

3) **Supporting Documentation**

Nomination packets must include the following, not to exceed 25 pages combined:

- A letter of nomination, not to exceed three single-spaced pages;
- A customized vita containing the relevant information pertaining to the accomplishments and criteria cited for the award;
- A short biography (about 100 words) highlighting the nominee's most significant accomplishments, and written for a general audience.

Although not required, the nomination packet may include letters of support. Letters must specifically address the area of the award. No more than five letters should be included. These letters of support will not count toward the 25-page limit.

(d) **Selection Procedure**

The University Council on Faculty Awards and Honors shall consider only the formal nominations. The Council may seek additional data about the nominees from supplemental sources, as appropriate.

The Council shall recommend to the Senior Vice President and Provosts as many as nine faculty members for the awards, with the understanding the majority of the awards will be given for Superior Teaching in the broadest sense as defined by the selection criteria. The Council also shall transmit all substantiating materials pertaining to all nominees. The Senior Vice President and Provosts will review the nomination materials and the Council's recommendations, and will forward their recommendations, along with all substantiating materials, to the President by February 1. The President will make recommendations to the Board of Regents.

The final selection of the recipients will be made by the Board of Regents.

(e) **Announcement**

The recipients of the Regents' Award for Superior Teaching, Regents' Award for Superior Research and Creative/Scholarly Activity, and Regents' Award for Superior Professional and University Service and Public Outreach will be announced by the Board of Regents at the Spring General Faculty Meeting.

(f) **Perquisites**

Each award will consist of affixing the recipient's name to a permanent plaque in a prominent and suitable location and a one-time award of \$10,000. A certificate suitable for framing will be presented to the recipient.

(Regents, 5-11-78; amended 9-11-86, 6-27-95, 1-26-99, 1-27-04, 01-26-11, 12-7-12, 9-14-17, 9-11-19, 3-12-24)

3.11.2 Provost's Research Awards

The Provost's Research Award recognizes meritorious research. Two awards within both a basic science and a clinical science/translational category (based upon National Institutes of Health designations) may be given each year to full-time, regular faculty members (or a full-time FTE combined appointment with OU Health): one in each category for junior faculty (assistant professors); and one in each category for senior faculty (associate and full professors). The awards are given for significant individual achievement of original research. The awards are \$2,000 each.

(a) **Nominations**

Nominations will be solicited during the fall semester and can be made by any full professor. They should be made by a letter to the Vice President for Research describing the research achievement, enclosing the relevant research publication(s), three to five reference letters of support, as appropriate; and a curriculum vitae. Nominations will be evaluated by the ~~University of Oklahoma Health~~OU Health Sciences Research Council, and the two judged best for each award will be forwarded to the Senior Vice President and Provost, along with an evaluation which gives the reasons for the recommendations. Nominations are due in January of each year.

(b) **Selection**

The selections are made by an ad hoc committee consisting of the chair of the ~~University of Oklahoma Health~~OU Health Sciences Research Council, the Vice President for Research, and the Senior Vice President and Provost.

(c) **Recipients**

The recipients of the Provost's Research Award will be announced by the Senior Vice President and Provost at the Spring General Faculty Meeting.

(Senior Vice President and Provost, 8-27-98, 9-14-17, 7-7-21, 12-2-21)

3.11.3 Provost's Teaching Awards

The Provost's Teaching Awards recognize meritorious excellence in teaching. The awards are given for significant personal contributions to the quality, scope, and outcomes of teaching, learner assessment, and learner mentoring in the health professions, public health, or biomedical sciences. The awards are \$2,000 each.

Two awards are given each year to full-time (or a full-time FTE dual appointment with OU Health), faculty members.

- One award will be given to an **early career faculty member** who is within the first nine (9) years of the academic appointment and, at the time of nomination, holds the academic rank of instructor in an OUHSC undergraduate program, or assistant professor, or associate professor. If the nominee is an associate professor, he/she must have achieved that rank no more than 3 years prior to the date of the nomination.
- One award will be given to a **seasoned career faculty member** who holds the rank of associate professor or professor, has served as a faculty member in an OUHSC academic program for nine (9) or more years, and has established a record of teaching contributions commensurate with the length of the academic appointment, and bearing evidence of excellence including long-term outcomes of mentoring learners.

~~The awards are \$2,000 each.~~

(a) Nominations

Nominations will be solicited during the fall semester and can be made by any full-time faculty member. They should be made by a letter to the Vice Provost for Academic Affairs and Faculty Development describing the nominee's teaching achievements, enclosing three to five reference letters, including at least one from a faculty colleague and one from a former student, as well as a detailed curriculum vitae.

Nominations will be evaluated by the Educators for Excellence Advisory Panel, which includes at least two former recipients of University teaching awards. The Panel may also consist of individuals who have received research or professional service awards and/or participated in Educators for Excellence. The two nominations judged best for each award will be forwarded to the Senior Vice President and Provost, along with an evaluation that gives the reasons for the recommendations. Nominations are due in December of each year.

(b) Selection

The selections are made by an ad hoc committee consisting of the chair of the Educators for Excellence Advisory Panel, the Vice Provost for Academic Affairs, and the Senior Vice President and Provost.

(c) Recipients

The recipients of the Provost's Teaching Award will be announced by the Senior Vice President and Provost at the Spring General Faculty Meeting.

(Senior Vice President and Provost, 9-24-15, 9-14-17, 12-2-21, 3-12-24)

3.12 DISTINGUISHED PROFESSORSHIPS

Recipients of distinguished professorships are deemed to have achieved distinction in teaching; research and creative/scholarly activity; and professional and University service and public outreach. The University awards the following distinguished professorships:

David Ross Boyd Professorships
George Lynn Cross Research Professorships
Regents' Professorships
Presidential Professorships
David L. Boren Professorships

(Regents, 5-12-66; amended 5-11-78, 9-26-95, 1-27-04, 12-7-12, 9-14-17, 9-11-19)

3.12.1 David Ross Boyd Professorship

The David Ross Boyd Professorship is one of the University's highest honors, recognizing faculty who have consistently demonstrated outstanding teaching, guidance, and leadership for students in an academic discipline or in an interdisciplinary program within the University.

(a) Criteria for Selection

Criteria which will be considered are the degree to which the candidate:

- has impacted the educational mission of the University;
- engages students and/or clinical residents and fellows in high-quality scholarship and professional service through effective mentoring strategies;
- establishes, communicates, and fulfills appropriate course and program goals;
- stimulates an intellectual inquisitiveness among students while creatively developing appropriate educational delivery formats and techniques appropriate to the program;
- mentors students (graduate, undergraduate, professional, and/or clinical residents and fellows) towards success in their chosen career paths;
- brings about change in students' knowledge, motives, and attitudes;
- establishes and promotes an inclusive culture in the University's educational mission;

- fosters the professional development of colleagues and serves as a model for colleagues and students.

(b) **Eligibility**

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

(Regents, 3-9-22)

(c) **Nomination Procedures**

- 1) **Initiation.** The respective Senior Vice President and Provost will solicit recommendations for the professorship by September 15 and announce appropriate schedules for processing the nominations. Furthermore, the solicitations will be posted on the appropriate campus website, for access by nominators and faculty on all campuses.
- 2) **Recommendations.** Nominations may derive from department chairs or unit directors, elected members of departmental/unit Committee A, a department's/unit's approved nomination committee, Center leaders, or a group of faculty who are familiar with the nominee's qualifications for the award. Only one nomination per academic unit or other nominating group of faculty is allowed. The nominating entity will be responsible for assembling the nomination packets, including supporting documentation.

Nominations will be forwarded to the respective dean of the college for review and endorsement. An optional letter from the dean, if included, will focus on evaluator comments regarding the quality and significance of the nominee's impact on the broader University of Oklahoma mission. The dean's letter will not count toward the page limit below. The dean will submit all the nominations and supporting documentation to the respective Senior Vice President and Provost by **November 1**. The respective Senior Vice President and Provost will forward these materials to the University Council on Faculty Awards and Honors.

- 3) **Supporting Documentation.** Recommendations are to be accompanied by specific evidence that the nominee meets the criteria for selection. Nomination packets must include the following, not to exceed 25-pages combined:
 - A letter of nomination, not to exceed seven single-spaced pages;
 - A short vitae containing the relevant information pertaining to the accomplishments and criteria cited for the award;
 - A short biography (about 100 words) highlighting the nominee's most significant accomplishments, and written for a general audience.

In addition, the nomination packet must also include letters of support. Letters must specifically address the criteria of the professorship. No more than five letters should be included, with no more than three letters from students or student groups. These letters of support will not count toward the 25-page limit.

(d) **Selection Procedures**

- 1) **Review.** The University Council on Faculty Awards and Honors shall consider only the formal nominations. The Council may seek additional data about nominees from supplemental sources, as appropriate. The Council shall forward to the respective Senior Vice President and Provost its recommendation(s) for the professorship for review. The Council also shall transmit all substantiating materials pertaining to all nominees.

- 2) **Selection.** Each Senior Vice President and Provost will review the nominees and forward their recommendations, along with all nominations and all substantiating materials pertaining to the nominees, by February 1 to the President, who will make the recommendations to the Board of Regents. The final selection of the recipient(s) will be made by the Board of Regents.

(e) **Announcement**

The final selections will be announced for Norman Campus at the annual Faculty Award Ceremony and for the University of Oklahoma HealthOU Health Sciences at the Spring General Faculty Meeting.

(f) **Perquisites**

In the year of designation as a David Ross Boyd Professor, the person receiving the award will receive a one-time award of \$7,000 and a permanent salary increase of 7% on the University base salary or \$7,000, whichever is greater, starting in the subsequent fiscal year.

(g) **Term of the Award**

The term of a David Ross Boyd Professor is continuous until retirement or separation from the University.

(Regents, 5-11-78, 3-15-89, 9-26-95, 1-27-04, 6-25-08, 03-25-09, 12-7-12, 9-18-14, 9-14-17, 9-11-19, 3-12-24)

3.12.2 George Lynn Cross Research Professorship

The George Lynn Cross Research Professorship is the highest research and creative activity honor given by the University to a faculty member who has demonstrated outstanding leadership over a period of years in their field of learning or creative activity.

(a) **Criteria for Selection**

A clear expectation for a research-intensive university is the creation and dissemination of new knowledge and forms of creative activity. The creation of new knowledge derives from scholarly activities that drive innovation, with such activities supported by funding mechanisms appropriate to the discipline. A nominee must have contributed significantly to the mission of the University of Oklahoma in research and creative activity, and must have been recognized nationally and internationally by peers for distinguished contributions to knowledge or distinguished creative work. Evidence of the creation of new knowledge is established through impactful outcomes disseminated in different peer-reviewed formats that may include publication of research manuscripts and books, performances and exhibits, and the effective mentorship and graduation of students. Recognition of scholarly activities may also include work in clinical trials and health services, quality improvement, and population health research. The impact of the nominee's research and creative/scholarly activities on the field of study must be substantiated by documentation appropriate to the discipline and by letters of support from informed leaders in the nominee's field of study. For the Health Sciences Center, attention will be given to the ways in which a nominee may have an impact through team science and interdisciplinary/interprofessional scholarship.

A nominee must have fulfilled obligations and performed well in the other areas of the university's function (i.e., teaching, service/outreach) as well.

(b) **Eligibility**

Nominees from the Norman campus must be tenured full-time faculty members. Nominees from the University of Oklahoma HealthOU Health Sciences campus may include both consecutive term and tenured/tenure eligible faculty. Nominees will normally hold the rank of full professor but associate professors may be considered. The faculty member must have been a University of Oklahoma employee during the period for which the outstanding contributions are being recognized; previous accomplishments at other institutions, if applicable, may be used in support of a continued outstanding performance in the area of the specific award. Recipients are not eligible in subsequent years for a Presidential Professorship. Recipients are eligible for a David Ross Boyd Professorship, David L. Boren Professorship, and Regents' Professorship.

(c) **Nomination Procedures**

- 1) **Initiation.** The respective Senior Vice President and Provost will solicit recommendations for the professorship by September 15 and announce appropriate schedules for processing the nominations. Furthermore, the solicitations will be posted on the appropriate campus website, for access by nominators and faculty on all campuses.
- 2) **Recommendations.** Nominations may derive from department chairs or unit directors, elected members of departmental/unit Committee A, a department's/unit's approved nomination committee, Center leaders, or a group of faculty who are familiar with the nominee's qualifications for the award. Only one nomination per academic unit or other nominating group of faculty is allowed. The nominating entity will be responsible for assembling the nomination packets, including supporting documentation.

Nominations will be forwarded to the respective dean of the college for review and endorsement. The nomination packages and names of potential external letter writers shall be forwarded to the respective campus Vice President for Research, who, in consultation with the respective dean, will develop a final list of potential evaluators who will be contacted for their support letters addressed to the deans.

- 3) **Supporting Documentation.** Recommendations are to be accompanied by specific indications that the person being recommended meets the criteria for selection.

Nomination packets must include the following, not to exceed 25-pages combined:

- A letter of nomination, not to exceed seven single-spaced pages;
- A short vitae containing the relevant information pertaining to the accomplishments and criteria cited for the award;
- A short biography (about 100 words) highlighting the nominee's most significant accomplishments, and written for a general audience.
- Names and contact information of national/international experts (15 maximum) in the nominee's area of research/creative activity who can be contacted for evaluator letters. These names should be solicited from the candidate and/or persons closely associated with the research area.

An optional letter from the Dean or respective Vice President for Research (Norman campus or OUHSC), if included, will focus on evaluator comments regarding the quality and significance of the nominee's impact on the mission of the respective College(s) and the university. This will be the only internal letter accepted. The letter from the Dean or Vice President for Research will not count towards the 25-page limit. Materials are due to the respective Vice President for Research by November 1.

(d) **Selection Procedures**

- 1) **Evaluations.** The Vice President for Research will present to the appropriate Research Council all nominations with the supporting documentation. In addition, the Vice President for Research will present to the Research Council the external evaluations and their own evaluation.
- 2) **Review.** The Research Council shall consider only the formal nominations. The Council may seek additional data about the nominees from supplemental sources, as appropriate. The Council shall forward to the respective Senior Vice President and Provost its recommendation(s) for the Professorship for review. Research Council also shall transmit all substantiating materials pertaining to all nominees.
- 3) **Selection.** Each Senior Vice President and Provost will review the nominees and forward their recommendations along with all substantiating materials, by February 1 to the President, who will make the recommendations to the Board of Regents. The final selection of the recipient(s) will be made by the Board of Regents.

(e) **Announcement**

The final selections will be announced for Norman Campus at the annual Faculty Award Ceremony and for the ~~University of Oklahoma Health~~OU Health Sciences at the Spring General Faculty Meeting.

(f) **Perquisites**

In the year of designation as a George Lynn Cross Research Professor, the person receiving the professorship will receive a one-time award of \$7,000 and a permanent salary increase of 7% on the University base salary or \$7,000, whichever is greater, starting in the subsequent fiscal year.

(g) **Term of the Award**

The term of a George Lynn Cross Research Professor is continuous until retirement or separation from the University.

(Regents, 5-11-78, 3-15-89, 6-27-95, 9-26-95, 1-27-04, 6-23-04, 6-25-08, 3-25-09, 12-7-12, 9-14-17, 9-11-19, 3-12-24)

3.12.3 Regents' Professorship

The Regents' Professorship recognizes a faculty member who has rendered outstanding service to the academic community or to an academic or professional discipline through extraordinary achievement in academic administration or professional service.

(a) **Criteria for Selection**

Eligibility

Nominees must be full-time faculty members who hold regular faculty appointments. The faculty member must have been a University of Oklahoma employee during the period for which the outstanding contributions are being recognized; previous accomplishments at other institutions, if applicable, may be used in support of a continued outstanding performance. Persons named Regents' Professors are not eligible in subsequent years for a Presidential Professorship. Recipients are eligible for a David L. Boren Professorship, David Ross Boyd Professorship, and George Lynn Cross Research Professorship.

(b) **Nomination Procedures**

- 1) **Initiation.** Each Senior Vice President and Provost will solicit recommendations for the professorship by September 15 and announce appropriate schedules for processing the nominations. Furthermore, the solicitations will be posted on the appropriate campus website, for access by nominators and faculty on all campuses.
- 2) **Recommendations.** Nominations should derive from administrative leaders at OU, including administrative officers, current and former department chairs, college Deans, and Provosts. Packets must be assembled by the nominee's administrative and/or evaluator unit. Nominations are due to the respective Senior Vice President and Provost by **November 1**.
- 3) **Supporting Documentation.** Nomination packets must include the following, not to exceed 25 pages combined:
 - A letter of nomination, not to exceed seven single-spaced pages;
 - A short vitae containing the relevant information pertaining to the accomplishments and criteria cited for the award;
 - A short biography (about 100 words) highlighting the nominee's most significant accomplishments, and written for a general audience.

In addition, the nomination packet may also include up to five letters of support, either internal or external, but favoring at least two external letters. Letters must specifically address the criteria of the Professorship. These letters of support will not count toward the 25-page limit.

(c) **Selections Procedures**

- 1) **Review.** The University Council on Faculty Awards and Honors shall consider only the formal nominations. The Council shall forward to the Senior Vice President and Provosts its recommendation(s) for their review. The Council also shall transmit all substantiating materials pertaining to all nominees.
- 2) **Selection.** The respective Senior Vice President and Provost will review the nomination materials and the Council's recommendations and will forward their recommendations, along with all substantiating materials, by February 1 to the President, who will make recommendations to the Board of Regents. The final selection of the recipient(s) will be made by the Board of Regents.

(d) **Announcement**

The final selections will be announced for Norman Campus at the annual Faculty Award Ceremony and for the University of Oklahoma HealthOU Health Sciences at the Spring General Faculty Meeting.

(e) **Perquisites**

In the year of designation as a Regents' Professor, the person receiving the award will receive a one-time award of up to \$7,000 and a permanent salary increase of 7% on the University base salary or \$7,000, whichever is greater, starting in the subsequent fiscal year.

(f) **Term of the Award**

The term of a Regents' Professorship is continuous until retirement or separation from the University.

(Regents, 5-11-78, 3-15-89, 9-26-95, 1-27-04, 3-25-09, 12-7-12, 9-14-17, 9-11-19, 3-12-24)

3.12.4 Presidential Professorship

Presidential Professors are those faculty members who excel in all of their professional activities and who relate those activities to the students they teach and mentor, including undergraduate, graduate, professional students, as well as clinical residents and fellows. These professors inspire their students, mentor them in the process of research and creative/scholarly activity within their discipline, and exemplify to their students (both past and present) and to their colleagues (both at the University and within their disciplines nationwide) the ideals of a scholar through their endeavors in teaching; research and creative/scholarly activity; and professional and University service and public outreach.

(a) **Criteria for Selection**

Eligibility

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

(Regents, 3-9-22)

i. Teaching

The nominee shall have demonstrated leadership in modernizing and improving the undergraduate/ graduate/ professional/ clinical instructional enterprise, including (i) the effectiveness of undergraduate (lower and upper division) and/or graduate, and/or professional courses developed and taught by the nominee, and (ii) the extent of the nominee's involvement with undergraduate/ graduate/ professional students and/or clinical residents and fellows in research/ mentoring/ advising within the academic discipline. In addition, the nominee must have actively participated in student-centered activities such as, but not limited to, OU's Undergraduate/Graduate Research Day, Stewart Wolf Day, Research Experiences

for Undergraduates (REU) and/or First-Year Research Experience (FYRE) programs, freshman Gateway courses, professional clerkships, mentorship of honors student theses, and sponsorship of academic clubs. At OUHSC additional examples include faculty participation in GREAT (Graduate Research Education and Technology), SURP (Summer Research Undergraduate Programs), or similar mentored experiences for students and trainees or OUHSC faculty participation in student-focused community learning experiences like Unity Clinic or Bedlam Clinic.

ii. Research and Creative/Scholarly Activity

The nominee shall have demonstrated significant involvement of graduate/ undergraduate/ professional students and/or clinical residents and fellows in the nominee's research and creative scholarly activities. This should be supported by measurable peer-reviewed outcomes including the quality and quantity of theses and dissertations supervised, professional degrees/ certifications issued publications co-authored with students, and performances/exhibits that involve significant student participation. For the Health Sciences Center, attention will be given to the ways in which a nominee may have an impact through team science and interdisciplinary/interprofessional scholarship.

iii. University Professional Service and Public Outreach

The nominee must have contributed significantly to, and positively impacted, departmental/–college/ center/–university committees and/or public outreach programs. A faculty member's contributions to the general community include professional service that may be specific to a discipline (e.g., clinical practice and excellence in outcomes such as quality and patient experience, service as a journal editor, conference organizer, or in leadership positions in professional organizations), as well as impactful activities that benefit university-community interactions (e.g., teacher training and service learning projects). Such activities enhance achievements in teaching and research. Successful nominees shall have demonstrated exceptional performance in activities that enhance the university's role and standing in the community.

(b) Nomination Procedures

1) **Initiation.** The President in conjunction with the Senior Vice President and Provost of the Norman Campus and the Senior Vice President and Provost of the ~~University of Oklahoma Health~~OU Health Sciences - (a) will review the number of vacant Presidential Professorships, (b) will hold three vacancies each year for recruitment and retention of qualified faculty, and (c) will issue a call for nominations by September 15. The solicitations will be posted on the appropriate campus website, for access by nominators and faculty on all campuses.

2) **Recommendations.** Nominations may derive from department chairs or unit directors, elected members of departmental/unit Committee A, a department's/unit's approved nomination committee, Center leaders, or a group of faculty who are familiar with the nominee's qualifications for the award. The nominating entity will be responsible for assembling the nomination packets, including supporting documentation.

Nominations will be forwarded to the respective dean of the college for review and endorsement. An optional letter from the dean, if included, will focus on evaluator comments regarding the quality and significance of the nominee's impact on the broader OU mission. The dean's letter will not count toward the page limit below. The dean will submit all the recommendations and supporting documentation to the respective Senior Vice President and Provost by November 1.

3) **Supporting Documentation.** Nomination materials must include the following, not to exceed 25 pages combined:

- A nomination letter (no more than three single-spaced pages) describing the nominee's impact on the scholarly and overall professional development of the students they teach and mentor;
- A short vitae of the nominee that contains the relevant information pertaining to the accomplishments being cited for the award consideration;
- A short biographical sketch (about 100 words) highlighting the nominee's most significant accomplishments and written for a general audience.

In addition, the following must be included but will not count toward the 25-page limit:

- Up to a total of five support letters from students (former or current) and professional colleagues (internal and/or external to OU) who can speak to the nominee's influence on students. These letters should, collectively, address as many of the relevant award criteria that the writer(s) can speak to.
- The nominee's Summary Reports of Annual Evaluations for the previous three years, or since beginning at the University if the nominee has been at the University less than three years.

(c) **Selection Procedures**

1) **Selection Committee**

Separate selection committees will be constituted on the Norman and ~~University of Oklahoma Health~~OU Health Sciences campuses. The selection committees will be co-chaired by the respective campus' Senior Vice President and Provost and the Vice President for Research, who serve as non-voting members. Twelve members of the selection committee for each campus will be chosen as follows:

The President will select six faculty and three academic administrators from among current members on the respective campus' Research Council, University Council on Faculty Awards and Honors, and Deans' Council to serve three-year staggered terms.

The President will also select two faculty-at-large members from the respective campus: at Norman Campus tenure-track and tenured faculty, and at ~~University of Oklahoma Health~~OU Health Sciences campus tenure-track, tenured, or consecutive-term faculty, to serve two-year staggered terms.

The President will also select one distinguished outside individual to serve a two-year term.

2) **Selection Procedure**

The respective campus' Presidential Professorship selection committee shall consider only the formal nominations. The committees may seek additional data about the nominees from supplemental sources, as appropriate. The selection committees' selections for the Presidential Professors must be forwarded by February 1 to the President along with all nominations and all substantiating materials pertaining to all nominees. The President will make recommendations to the Board of Regents. The final selection of the recipients will be made by the Board of Regents.

(d) **Announcement**

The final selections will be announced for Norman Campus at the annual Faculty Award Ceremony and for the ~~University of Oklahoma Health~~OU Health Sciences at the Spring General Faculty Meeting.

(e) **Perquisites**

The Professorship is awarded for a four-year term. Assistant and Associate Professors receive \$5,000 per year and Professors receive \$10,000 per year. To be eligible for funding in any given year, a faculty member must be considered as a full-time continuing member of the University.

Decisions regarding merit increases in base faculty salary in the academic year will be made independently of faculty status as a Presidential Professor.

Presidential Professors will receive the professorship funding as a taxable bonus paid annually,

(f) **Term of Award**

The Professorship is granted for a four-year term with the faculty member receiving the funding each year based on faculty rank. Recipients retain the Presidential Professor title permanently.

(Regents, 9-26-95, 1-27-04, 6-23-04, 6-25-08, 12-7-12, 9-14-17, 9-11-19, 10-24-19, 1-28-21, 3-12-24)

3.12.5 David L. Boren Professorship

The David L. Boren Professorship is one of the University of Oklahoma's highest honors, recognizing faculty who have made exceptional and truly impactful contributions to the mission of the University of Oklahoma as a public research university.

(a) Criteria for Selection

To qualify for the Professorship, a faculty member must have consistently demonstrated outstanding teaching, research and creative activity, and leadership in professional and public service. The holders of this distinctive honor should demonstrate effective mentoring and engagement of students in advancing knowledge creation and making a positive difference in the world.

Criteria which will be considered are the degree to which the candidate:

- 1) demonstrates leadership in the development of impactful scholarship and creative activity that is viewed as seminal within one or more fields;
- 2) exhibits scholarship and creative activity in high quality venues (including peer-reviewed publications/performances) supported by national funding appropriate to the field, and has their work cited frequently;
- 3) inspires inquisitiveness and intellectual curiosity among students as judged by measurable outcomes;
- 4) fosters the professional development of colleagues and serves as a model for colleagues and students;
- 5) demonstrates strong sense of community and is instrumental in the creation, organization, and mobilization of other individuals, groups and resources that are involved in projects benefiting the community, whether specific to a discipline or by enhancing the university's role and standing in the larger community.

(b) Eligibility

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

(Regents, 3-9-22)

(c) Nomination Procedures

- 1) **Initiation.** Each Senior Vice President and Provost will solicit recommendations for the professorship by September 15 and announce appropriate schedules for processing the nominations. Furthermore, the solicitations will be posted on the appropriate campus website, for access by nominators and faculty on all campuses.
- 2) **Recommendations.** Nominations may derive from department chairs or unit directors, elected members of departmental/unit Committee A, a department's/unit's approved nomination committee, Center leaders, or a group of faculty who are familiar with the nominee's qualifications for the award. Only one nomination per academic unit or other nominating group of faculty is allowed. The nominating entity will be responsible for assembling the nomination packets, including supporting documentation.

Nominations will be forwarded to the respective dean of the college for review and endorsement. An

optional letter from the dean, if included, will focus on evaluator comments regarding the quality and significance of the nominee's impact on the broader OU mission. The dean's letter will not count toward the page limit below. The dean will submit all the nominations and supporting documentation to the respective Senior Vice President and Provost by November 1. The Senior Vice President and Provosts will forward these materials to the University Council on Faculty Awards and Honors.

- 3) **Supporting Documentation.** Recommendations are to be accompanied by specific evidence that the nominee meets the criteria for selection. Nomination packets must include the following, not to exceed 25-pages combined:

- A letter of nomination, not to exceed seven single-spaced pages;
- A short vitae containing the relevant information pertaining to the accomplishments and criteria cited for the award;
- A short biography (about 100 words) highlighting the nominee's most significant accomplishments and written for a general audience.

In addition, the nomination packet must also include letters of support from nationally or internationally recognized experts in the nominee's area of expertise (minimum: two for research/creative activity, one for teaching, one for service/outreach). Letters must specifically address the criteria of the professorship. No more than five letters will be accepted. These letters of support will not count toward the 25-page limit.

(d) **Selection Procedures**

- 1) **Review.** The University Council on Faculty Awards and Honors shall consider only the formal nominations. The Council may seek additional data about the nominees from supplemental sources, as appropriate. The Council shall forward to the Senior Vice President and Provosts its recommendation(s) for the professorship for their review. The Council also shall transmit all substantiating materials pertaining to all nominees.
- 2) **Selection.** Each Senior Vice President and Provost will review the nomination materials and the Council's recommendations, and will forward their recommendations by February 1, along with all nominations and all substantiating material pertaining to all nominees, to the President, who will make recommendations to the Board of Regents. The final selection of the recipient(s) will be made by the Board of Regents.

(e) **Announcement**

The final selections will be announced for Norman Campus at the annual Faculty Award Ceremony and for the ~~University of Oklahoma Health~~ OU Health Sciences at the Spring General Faculty Meeting.

(f) **Perquisites**

In the year of designation as a David L. Boren Professor, the person receiving the award will receive a one-time award of \$10,000 and a permanent salary increase of 10% on the University base salary or \$10,000, whichever is greater, starting in the subsequent fiscal year.

(g) **Term of Award**

The term of a David L. Boren Professor is continuous until retirement or separation from the University.

(Regents, 12-4-14, 9-14-17, 9-11-19, 3-12-24)

3.12.6 Presentation to Board of Regents

All nominations shall be sent to the Board of Regents at least twenty (20) University business days prior to the time that nominees' names appear on an agenda for action.

(Regents, 5-12-66, amended 5-11-78, 9-26-95, 1-27-04, 9-14-17, 3-12-24)

3.13 ENDOWED CHAIRS AND ENDOWED PROFESSORSHIPS

An endowed chair or endowed professorship is a faculty position supported by an endowment. An endowed chair requires a minimum \$1 million endowment and an endowed professorship requires an endowment of a minimum of \$500,000. Endowed faculty positions allow the ~~University of Oklahoma Health~~OU Health Sciences to recruit or retain educators, clinicians, scholars, and researchers who are leaders in their fields of study.

Faculty may be appointed to endowed chairs and professorships established at the Health Sciences Center.

(a) Criteria for Selection

Specific criteria for the selection of occupants may be established for particular chairs as appropriate. To qualify for an endowed chair or endowed professorship, a faculty member must be distinguished within a particular academic field or an interdisciplinary program unless an exception is approved by the Senior Vice President and Provost. The term of an endowed chair is governed by the terms of the donor agreement or, in the absence of such specifications, is determined by the dean and approved in advance of an offer by the Senior Vice President and Provost.

(b) Appointment Process

Once a candidate has been identified, the dean will consult with the Senior Vice President and Provost. The Senior Vice President and Provost, after consultation, may make a recommendation to the President. The President may approve and forward the appointment to the Board of Regents or reject it and request further searching.

(c) Vacancy

If the endowed position is vacant, the accumulated interest earnings cannot be expended unless the Senior Vice President and Provost requests and receives written approval by the donor(s).

(d) Term of Appointment – ~~University of Oklahoma Health~~OU Health Sciences Faculty

An endowed position holder will be reviewed by the dean and Senior Vice President and Provost after 3 to 5 years, as indicated in the endowed position appointment letter. The endowed position may be renewed for a stated term or terminated ~~after the initial term~~. The endowed position holder may retain the title with a term notation included. Additional information about endowed positions is in the Guidelines for Endowed Appointments document, available from the Senior Vice President and Provost's Office.

(Regents, 6-15-78; Presidential Clarification, 9-15-92; Regents, 6-27-95, 1-26-99, 1-27-04, 6-23-04, 12-7-12, 9-14-17, 3-12-24, 6-21-24)

3.14 COLLEGE AWARDS FOR FACULTY AND STAFF

Colleges that wish to use private funds to give faculty or staff merit awards for outstanding performance must secure the Senior Vice President and Provost's approval of the selection procedure and the number of awards prior to any advertising or announcement.

(Regents, 12-19-90, 3-7-91, 1-27-04, 9-14-17)

3.15 FACULTY AWARDS AND FELLOWSHIPS

The University is often called upon to recommend faculty members for scholarships or fellowships, such as Fulbright Scholarships, American Council of Learned Societies Fellowships, Social Science Research Fellowships, and Guggenheim Fellowships. Such faculty awards and fellowships enhance the research reputation of the entire campus. The Senior Vice President and Provost will consider, on a case-by-case basis, requests for institutional support for

faculty members receiving these awards or fellowships. Procedures are available from the office of the Senior Vice President and Provost.

(Regents, 5-11-78, 12-7-12, 9-14-17, 6-21-24)

3.16 ABROGATION OF TENURE, TERMINATION OF EMPLOYMENT, SEVERE SANCTIONS, SUMMARY SUSPENSION, AND OTHER DISCIPLINARY ACTIONS

- (a) **Abrogation of Tenure** - Only the Board of Regents has the power to abrogate tenure, which results in the simultaneous termination of employment of a tenured faculty member. Tenured faculty may be terminated only through the abrogation process.

The University strives to exercise great care in selecting its faculty appointees and in conferring tenure only upon those faculty members who have demonstrated their merit for continuous appointment. For that reason, abrogation of tenure should be an exceptional event. When the President decides to recommend abrogation of tenure to the Board of Regents, the President must so notify the faculty member in writing. (See Section 3.16.1)

While abrogation of tenure generally will be required infrequently, the University must be prepared for such an eventuality so that both the integrity of the University and the rights of faculty members are preserved. The Faculty Appeals Board is the appropriate body to hear appeals regarding abrogation of tenure under 3.16.1. The Board of Regents shall give all reasonable consideration to the recommendations of the Faculty Appeals Board Hearing Committee.

Once the pre-hearing panel has determined after the pre-hearing conference that the matter will proceed to a formal hearing, the President may place the faculty member on unpaid leave. Should a formal Hearing Committee ultimately find in favor of the faculty member, the faculty member will be entitled to any base compensation and applicable fringe benefits that would have been earned from the date of the leave of absence to the date of reinstatement after final disposition of the charges under Section 3.19.4. Any leave of absence, reassignment, or redistribution of effort imposed under this section is not in itself an appealable sanction.

- (b) **Termination of Employment for Tenure Track, Consecutive Term, and Limited Term Employees**

The dean has the power to terminate limited term employees without cause by providing sixty (60) days written notice or may immediately terminate limited term employees with cause pursuant to Section 3.16.1. Pursuant to Section 3.1.2, limited term employees are not permitted to appeal termination to the Faculty Appeals Board.

The Chair will hold a pre-termination meeting with a tenure track or consecutive term employee and provide written notice of the basis for the termination recommendation made to the dean. The Senior Vice President and Provost, or the dean with approval from the Senior Vice President and Provost, has the power to terminate employment of tenure track or consecutive term faculty. Termination without cause is subject to the notice requirements contained in 3.2.3(a)-(d). The Faculty Appeals Board is the appropriate body to hear permissible appeals related to termination of employment ~~under enumerated circumstances for~~

Improper conduct described in **Section 3.16.1**, sub-sections (c), (d), (e), (f), (g), (h), or (i). Termination under 3.16.1 may result in immediate termination of employment and is not subject to the notice requirements contained in 3.2.3(a) through (d). The faculty member may request a Faculty Appeals Board hearing following termination under **Section 3.16.1** (c), (d), (e), (f), (g), (h), or (i).

Should a formal Hearing Committee find in favor of the faculty member, the faculty member will be entitled to any base compensation and applicable fringe benefits that would have been earned from the date of the termination to the date of reinstatement.

For consecutive term or tenure track faculty the notice requirements contained in **Section 3.2.37** (a) through (d) are not applicable to terminations under **Section 3.16.1** (gd) through (h).

- (c) **Severe Sanctions**

The Senior Vice President and Provost, or the dean with approval from the Senior Vice President and Provost, has the power to impose severe sanctions. See [Section 3.16.1](#) for grounds for severe sanctions.

Faculty members who engage in improper conduct may be subject to severe sanctions short of termination or tenure abrogation. The imposition of such severe sanctions should be viewed as a serious step usually undertaken only after administrative remedies and/or minor sanctions have failed.

Severe sanctions may include, but are not limited to, loss of prospective University privileges for a stated period (for instance, loss of eligibility for a sabbatical leave of absence, loss of remunerated consultative privileges, loss of remunerated clinical practice privileges); a fine; or a reduction in salary (excluding reduction resulting from removal of administrative title or duty). The Faculty Appeals Board is the appropriate body to hear appeals regarding severe sanctions.

The Senior Vice President and Provost, or the dean, with approval from the Senior Vice President and Provost, has the power to place a faculty member on an administrative leave of absence pending a severe sanction proceeding. The duration of leave may vary based on the circumstances giving rise to the hearing or appeal. Alternatively, the Senior Vice President and Provost may assign the faculty member to other duties or a redistribution of effort in lieu of leave.

(d) **Summary Suspension**

Upon consultation with or recommendation by the department chair, the Senior Vice President and Provost, or the dean, with approval from the Senior Vice President and Provost, has the power to impose summary suspension. The period of suspension should be determined based on the circumstances giving rise to the suspension, including but not limited to summarily suspending a faculty member from some or all duties. Assigning the faculty member to other duties in lieu of suspension, is justified if immediate harm to the faculty member, others, or the University is threatened by that faculty member's continued performance of regular duties.

Summary suspension may be with or without pay. A faculty member who has been summarily suspended is not entitled to receive University compensation from consultative privileges or Professional Practice Plan/Compensation Plan privileges, nor to accrue Paid Time Off (PTO) hours if the suspension is without pay. If suspension is with pay, compensation will consist only of University base salary during the period of summary suspension.

Summary suspension does not remove from the University the obligation to provide due process within a reasonable period of time following the suspension, upon the faculty member's request for a Faculty Appeals Board hearing. The Faculty Appeals Board is the appropriate body to hear appeals regarding summary suspension.

(e) **Disciplinary Actions for Failure to Adhere to University Compliance Program, Professional Practice Plan Policies, OU Health Policies*, Billing Compliance Policies, or Other University, Federal or State Mandates:**

The Senior Vice President and Provost, or the dean with approval from the Senior Vice President and Provost, has the power to impose disciplinary actions under this sub-section.

An employee's failure to adhere to the University Compliance Program, Professional Practice or Compensation Plan policies, OU Health Policies, Billing Compliance Policies, or other University, federal or state mandates requires that the University take quick and decisive action such as imposing fines upon, suspending the billing privileges of, or otherwise sanctioning or terminating, University faculty who have been determined to be out of compliance.

Disciplinary actions imposed under this sub-section (e) are not considered severe sanctions for purposes of this policy and are not appealable to the Faculty Appeals Board.

* OU Health Policies apply to dual-employed/appointed OU employees.

(Regents, 3-9-22)

(f) **Minor Sanctions**

The chair of the academic unit with approval from the dean, has the power to impose minor sanctions.

A faculty member against whom the imposition of minor sanctions is sought must be informed in writing of the basis for the action. While it is not possible to specify all grounds for which minor sanctions may be sought, they include, but are not limited to, the following:

- (1) Neglect of duty or failure to carry out normal and expected satisfactory teaching, research, or service responsibilities, including patient care
- (2) Unprofessional conduct adversely affecting the functioning of the area, department, college, or University
- (3) Failure to adhere to University policy or the policies of any third party with which OU has contracted and agreed to require its employees to follow.

Minor sanctions may include, but are not limited to, suspension of teaching and clinic assignments, suspension of travel privileges for not more than 30 University business days, and/or restitution to the University. A faculty member who believes the sanctions are unfair/unsupported may appeal the sanction(s) imposed to the Senior Vice President and Provost within 15 University business days of notice of the sanction(s). The Senior Vice President and Provost will review the sanction(s) imposed, meet with the faculty member if requested, and decide to affirm, modify, or revoke the minor sanctions. The decision of the Senior Vice President and Provost is final.

(Regents 7-15-96, 1-26-99, 12-3-02, 6-25-08, 12-7-12, 9-14-17, 3-12-24)

3.16.1 Grounds for Abrogation of Tenure, Termination of Employment, and Severe Sanctions

A faculty member against whom the imposition of abrogation of tenure, termination of employment, or a severe sanction is sought must be informed in writing of the basis for the action. The Faculty Appeals Board is the appropriate body to hear permissible appeals related to abrogation of tenure, termination of employment, and severe sanctions enumerated in section 3.16 above. (For appeals related to prohibited discrimination, including sexual and racial harassment, refer to section 3.20.) While it is not possible to specify all grounds for which abrogation of tenure, termination of employment, or severe sanctions may be sought, they include, but are not limited to the following:

- (a) Professional incompetence, egregious or repeated unprofessionalism, or dishonesty;
- (b) Substantial, manifest, or repeated failure to, and/or refusal to adhere to University policies provided, however, that a faculty member may not appeal a prior finding of a violation of University policy by a University administrative officer or body when such finding has already been appealed under that policy;
- (c) Personal behavior preventing the faculty member from satisfactory fulfillment of professional duties or responsibilities* or inability to perform essential job functions with or without reasonable accommodations;
- (d) Being placed on the United States Department of Health and Human Services' list of excluded individuals and entities, in which case the University will take quick and decisive action by terminating the faculty member's employment.*
- (e) Violations of law to which the faculty member has pleaded guilty or *nolo contendere* or that have been adjudicated before a court of competent jurisdiction that prevent the faculty member from satisfactorily fulfilling professional duties or responsibilities, or violations of a court order. ~~In such case the University will take quick and decisive action by terminating the faculty member's employment*.~~
- (f) Loss or suspension of a professional license, loss or suspension of prescribing authority, and voluntary or involuntary loss of clinical privileges – all with failure to reacquire within 45 days of loss or suspension; inability to obtain or maintain enrollment as a provider with an insurer; or inability to obtain or maintain

professional liability insurance coverage ~~in which case the University will take quick and decisive action by terminating the faculty member's employment.*~~

- (g) For faculty hired who spend their time in clinical practice or practice-related activities or those employed that are employed primarily by an approved external entity, poor clinical performance, unprofessional behavior, or conduct that jeopardizes patient safety ~~may result in the University's taking quick and decisive action by terminating the faculty member's employment.*~~
- (h) Loss or resignation of a dual employment, appointment, or arrangement to provide services at an approved external entity, including where an approved external entity informs the University that a faculty member's services are no longer needed; provided, however, that the University may elect, at its option, to offer to extend the faculty member's University employment or appointment and tenure.
- (i) Admission of responsibility for violations of the University's Ethics in Research Policy or determination by the Deciding Official of responsibility for violations of the University's Ethics in Research Policy, where the Deciding Official determines that termination is an appropriate sanction.

~~*—Improper conduct, improper personal behavior, violations of law, or conduct noted in sub-sections (c), (d), (e), (f), (g) (h) or (i) above may result in immediate termination. The faculty member may request a Faculty Appeals Board hearing following termination under (a), (b), (c), (d), (e), (f), (g) (h) or (i).~~

~~For appeals under 3.16.1(d), (e), (f), (h), and (i), faculty may request a hearing to challenge the termination; however, for appeals under 3.16.1(d), (e), (f), (h), and (i), challenges to these terminations are limited to only the following grounds as appropriate: (1) whether or not the faculty member has been placed on the United States Department of Health and Human Services' list of excluded individuals and entities, (2) whether the criminal conviction or violation of court order prevents the faculty member from satisfactorily fulfilling professions duties or responsibilities, (3) whether the revoked or suspended credentials, inability to obtain or maintain enrollment as a provider with an insurer, or inability to obtain or maintain professional liability insurance are required for the faculty member's position, (4) whether the faculty member has lost their dual employment, appointment, or arrangement to provide services at an approved external entity, and (5) whether an admission or determination of violation of the University's Ethics in Research Policy has been made or whether the Deciding Official determined that termination was an appropriate sanction.~~

For consecutive term or tenure track faculty, the notice requirements contained in **Section 3.2.37 (a) through (d)** are not applicable to terminations under **Section 3.16.1 (d) through (h)**.

(Regents, 1-26-99, 12-3-02, 6-25-08, 12-7-12, 9-14-17, 3-9-22, 3-12-24)

3.17 FACULTY APPEALS BOARD APPEALS

All faculty, whether tenured or not, are entitled to academic freedom as set forth in **Section 3.3** and to academic due process.

The Faculty Appeals Board shall consider eligible appeals based upon alleged violations of academic freedom or academic due process; the alleged failure to follow University policy; or alleged unfairness in the application of University policy unresolved through the administrative process. The procedures also cover permissible appeals related to abrogation of tenure, termination of employment actions, severe sanctions, and summary suspension. The faculty member may seek redress through the Faculty Appeals Board if such alleged violations occur in the course of performing professional duties or in the process of being considered or evaluated for recommendations regarding reappointment, salary increase, promotion, or tenure. Grounds for appeal may also include other personnel decisions in which a faculty member has reason to believe there has been violation of due process or academic freedom or if there are other appealable grievances that have not been resolved administratively. It is also the appropriate appeal process for abrogation of tenure, termination of employment actions, severe sanctions, and summary suspension (**Section 3.19**).

The University's Non-Discrimination Policy and the ~~Grievance Procedures for Formal Complaints of Sexual Harassment and Misconduct~~Sexual Misconduct, Discrimination, and Harassment Policy and their associated procedures sets forth the policies and procedures for all grievances and appeals related to any form of discrimination

or harassment prohibited by University policy. Appendix H and Appendix J, VII B-E. Therefore, those matters are expressly outside of the authority and jurisdiction of the Faculty Appeals Board.

Faculty members serving as section chiefs, chairs, directors, deans, or in other administrative positions who are relieved of their administrative responsibilities may not appeal their removal from their administrative positions. ~~nor may dual employees/appointees who are removed from their University appointments due to no longer being employed and/or holding an appointment at an approved external entity appeal the removal of their University employment/appointment.~~

(Regents, 1-26-99, 12-3-02, 12-7-12, 6-24-15, 9-14-17, 3-12-24)

3.18 THE FACULTY APPEALS BOARD

- (a) The Faculty Appeals Board is a standing body appointed by the Faculty Senate that responds to requests for a hearing with regard to alleged violations of academic freedom or academic due process, other appealable grievances concerning the alleged failure to follow University policy, or alleged unfairness in the application of University policy unresolved through administrative procedures, tenure abrogation, termination of employment actions (under enumerated circumstances), severe sanctions, and summary suspension. The Faculty Appeals Board considers all such matters brought before it in a timely manner by individual faculty members. It is the responsibility of the Faculty Appeals Board Chair to ensure that all matters are handled in a timely manner.
 - 1) In cases related to alleged violation of academic freedom or academic due process or in cases related to other grievances concerning the alleged failure to follow University policy or alleged unfairness in the application of University policy, the faculty member is considered the complainant and the administration the respondent.
 - 2) In cases related to abrogation of tenure, termination, severe sanctions, or summary suspension, the administration is considered the complainant, and the faculty member is the respondent. The written notice provided to the faculty member outlining the charges will serve as the complaint.
- (b) The Faculty Appeals Board of the ~~University of Oklahoma Health~~OU Health Sciences shall consist of forty tenured faculty members representing fairly the existing colleges on the ~~University of Oklahoma Health~~OU Health Sciences campus. The members shall be appointed from among all full-time faculty whose duties are primarily non-administrative (i.e., not at the level of Assistant/Associate Dean, Dean, Assistant/Associate/Vice Provost, or Senior Vice President and Provost). All terms shall be four years.
- (c) Each Faculty Appeals Board shall have a chair and vice chair designated by the Faculty Senate. The chair and vice chair must be from separate colleges.
- (d) All responsibilities of the chair will be relinquished and passed to the vice chair if the appeal at issue is from a faculty member in the same college as the chair.
- (e) All members of the Board are eligible for re-election. Terms of service shall begin July 1 and end June 30 except that if a hearing is in progress at this time, any retiring member of the Board who is on the Hearing Committee shall be continued on the Committee until the case in progress is closed.
- (f) If a member of the Board, not serving on a Hearing Committee, ceases to be a full-time member of the faculty or if their duties become primarily administrative, the Senate shall elect a replacement to complete the term.
- (g) Members on the Board who have an appeal pending before the Board shall be suspended from all Board activities until the appeal is resolved.

(Regents, 1-26-99, 12-3-02, 6-25-08, 12-7-12, 9-14-17, 3-12-24)

3.19 FACULTY APPEALS BOARD PROCESS

3.19.1 Initiation of Appeal and Request for a Faculty Appeals Board Hearing

- (a) Request for a Faculty Appeals Board Hearing - Academic Freedom, Academic Due Process or Other Appealable Grievances Concerning the Alleged Failure to Follow University Policy or Alleged Unfairness in the Application of University Policy:

Deadline to Request a Hearing: Within 230 University business days after they became or should have become aware of the alleged violation.

Any faculty member who believes that either academic freedom or academic due process has been violated or alleges other grievances concerning the failure to follow University policy or unfairness in the application of University policy, as described in Section 3.17 above, should first seek prompt redress through regular administrative channels, which include the chair, dean, and Senior Vice President and Provost. Seeking redress through regular administrative channels or the University Ombudsperson does not extend the 230-day time period allowed for filing an appeal.

If the administrative review does not provide a satisfactory result, and if the faculty member wishes to continue the appeal, he/she may submit, as the complainant, a written statement outlining the specific points of appeal and requesting a formal hearing to the Chair of the Faculty Appeals Board no later than 230 University business days after he/she became or should have become aware of the alleged violation.

(Regents, 3-9-22)

- (b) **Request for Hearing - Abrogation of Tenure, Appealable Termination of Employment, Severe Sanctions, or Summary Suspension:**

Deadline to Request a Hearing: Within 230 University business days of the date of the written notice provided to the faculty member.

Any faculty member who chooses to exercise due process rights for an appealable termination of employment, severe sanctions, summary suspension, or the decision by the President to recommend abrogation of tenure to the Board of Regents, as described in Section 3.17 above, must submit, as the respondent, a written request for hearing to the Chair of the Faculty Appeals Board within 230 University business days of the date of the written notice of the action provided to the faculty member.

- (c) The time intervals specified in the preceding and following sections should be maintained unless waived by the Chair of the Faculty Appeals Board for unusual circumstances or in order to allow continuing progress towards informal resolution of the complaint.
- (d) The Faculty Appeals Board process is a lay process that relies on peer review and the common sense, sound judgment, good character, and sense of fairness of each Hearing Committee member. The Faculty Appeals Board procedures should strive to diminish formality and rigidity. The process is not to be considered a trial but is a system of internal review to effect a just and fair disposition of a grievance.
- (e) From time to time, compliance with applicable State and/or Federal law(s) may require modification of the Faculty Appeals Board process, which includes modification of the related hearing procedures.
- (f) **Responsibilities of the Faculty Appeals Board Chair**
- 1) The Faculty Appeals Board Chair, within 10 University business days of receipt of written request for a hearing, has the responsibility to determine if the complaint is appealable under University policy and whether the deadlines under sections 3.19.1.(a) and (b) have been met. If the complaint is timely and appealable, the process will continue. If the complaint is not timely and/or appealable, the Chair shall so notify both the complainant and the respondent and the process will end.
 - 2) Within 10 University business days of determining a complaint is timely and appealable, the Faculty Appeals Board Chair shall, prior to initiating the formal hearing process, appoint a prehearing panel of three (3) members including the Chair and hold a pre-hearing conference by meeting with the complainant and respondent, either together or separately, to discuss the points of the complaint. The

Faculty Appeals Board Chair will chair the pre-hearing conference. The purpose of the pre-hearing conference is to determine whether the Complainant's appeal sets forth sufficient basis to proceed to a formal hearing. The intent will be to resolve differences where possible and to seek a resolution and/or dismissal of the appeal.

2) At the pre-hearing conference, no documents or physical evidence should be introduced, and no witnesses shall be called, but the Parties must appear and relate their views of the matter. A party who fails to appeal and/or participate in the pre-hearing conference is deemed to have waived future rights to formal proceedings. As soon as reasonably practicable, but not more than five (5) calendar days after the pre-hearing conference, the panel shall determine by majority vote whether the matter should proceed to a formal Hearing and notify the Parties, including the President, in writing. If the Respondent fails to appeal and/or participate, formal proceedings will cease and the President will recommend termination or abrogation of tenure to the Board of Regents.

3) The University's Non-Discrimination Policy; the Sexual Misconduct, Discrimination, and Harassment Policy; and the Consensual Sexual Relationships Policy and their associated grievance procedures set forth the policies and procedures for all grievances, appeals, and sanctions related to any form of discrimination or harassment prohibited by University policy and supersede these rules. Those matters are not within the jurisdiction of the Faculty Appeals Board unless jurisdiction is specifically granted pursuant to those policies.

3)4) Ordinarily the University General Counsel or a member of his/her staff not otherwise involved will serve as the legal advisor to the Faculty Appeals Board. If the Chair of the Faculty Appeals Board reasonably believes that the University General Counsel's office has a conflict of interest that would prevent the office from objectively advising the Faculty Appeals Board, he/she may request a meeting with the President or his designee to discuss the concern and to request other counsel. If the President agrees, he may appoint other counsel to advise the Hearing Committee.

3.19.2 Formal Faculty Appeals Board Hearing Procedure

All appealable matters brought to the Faculty Appeals Board shall be handled according to the following procedures, which are designed to ensure fairness and due process.

- (a) To initiate the Faculty Appeals Board hearing procedure, the Chair of the Faculty Appeals Board will request statements be submitted within 10 University business days from the complainant and concurrently begin the process for selection of Hearing Committee members per (c) (1) through (8) below. The statement shall include:
 - 1) Relevant policies of the administrative or academic unit, the College, the Senior Vice President and Provost's Office, the President's Office, and the Board of Regents.
 - 2) The written complaint (**Section 3.19.1(a) and (b)**).
 - 3) A summary of the evidence upon which the complaint is based.
 - 4) A list of witnesses proposed to be called, a brief summary of the testimony of each proposed witness, and a copy of exhibits proposed to be presented.
- (b) The Chair of the Faculty Appeals Board will, upon receipt of the complainant's statement, request the respondent to submit to both the Chair and the complainant, within 10 University business days, a written statement including:
 - 1) Relevant policies of the administrative or academic unit, the College, the Senior Vice President and Provost's Office, the President's Office, and the Board of Regents.
 - 2) The written response outlining the specific points of defense.

- 3) A summary of the evidence to be used in refuting the charges.
- 4) A list of proposed witnesses to be called, a brief summary of the testimony of each proposed witness, and a copy of exhibits proposed to be presented.

(c) Selection of Hearing Committee:

~~When providing written notice to the Parties that a matter is proceeding to a formal hearing, the Chair of the Faculty Appeals Board will include the list of names of the Faculty Appeals Board members who are eligible to serve on the Hearing Committee. The list shall not include a member or alternate of the same academic unit as or one who is related to the Respondent or Complainant. Members and alternates currently serving on another Hearing Committee shall also be ineligible. The Chair of the Faculty Appeals Board may, in the Chair's discretion, also exclude a member in the event of a known conflict of interest related to the person(s) or issue(s) at hand. Within five University business days after receipt of the faculty member's request for a hearing, the Chair of the Faculty Appeals Board will proceed with the selection of the Hearing Committee by submitting the list of names of the eligible Board members to both parties. The list shall not include a member or alternate of the same academic unit or one who is related by consanguinity or affinity to the respondent or complainant. Members and alternates currently serving on another hearing shall also be ineligible. A member or alternate of the Hearing Committee may disqualify himself or herself on personal initiative or in response to such challenge for cause as is provided for in this section. The Chair of the Faculty Appeals Board shall also determine, in consultation with the legal counsel to the Faculty Appeals Board, that no one on the list has a bias related to the person(s) or issue at hand.~~

- 1) Within five University business days after submitting the list of eligible Board members to both parties, the Chair of the Faculty Appeals Board will select ~~five~~^{seven} members of the Board to constitute the Hearing Committee, three additional members to serve as alternates ~~should replacements become necessary through personal disqualification, challenge of individuals initially selected, or other cause.~~

The selection of members and alternate members of the Hearing Committee shall be made by lot and shall be made in the presence of the Chair of the Faculty Senate or a designated representative. The complainant and the respondent shall be invited to be present or to send a representative. The Chair of the Faculty Appeals Board shall notify members in writing of their selection to the Hearing Committee and of the parties involved and provide a brief description of the general nature of the issue. Members who cannot serve objectively must so notify the Chair within five University business days. The notice shall include a reminder that the matter is confidential and may not be shared with others, even if the member cannot serve.

- 2) Within five University business days of notice of the initial selection of the Hearing Committee, the complainant or the respondent may submit a written request to the Chair of the Faculty Appeals Board and to the other party asking that members or alternates of the Hearing Committee be disqualified on grounds of bias or personal interest in the case. If, however, a challenge for cause is disputed by either of the parties, the Faculty Appeals Board Chair shall decide whether cause has been shown and, if so, replace the member or alternate, ~~drawing again by lot in accordance with (1) and (2) above.~~

- ~~3) After challenges for cause have been acted on, the complainant and the respondent, each may make a maximum of two peremptory challenges of members or alternates selected for the Hearing Committee within five University business days of the date the parties are notified that such challenges for cause are resolved. Replacements shall be made in accordance with (1) and (2) above.~~

A finalized list of Hearing Committee members and alternates will be given to all parties within five University business days of resolving any challenges of the membership of the Hearing Committee or alternates ~~by the complainant or the respondent.~~ The finalized list must identify which member of the Hearing Committee will serve as the Hearing Committee Chair. If no challenges are offered, the finalized list must be completed within 120 University business days of the initial selection of the Hearing Committee and alternates by the Chair of the Faculty Appeals Board.

~~All decisions regarding initial disqualifications shall be made prior to the first meeting of the Committee. Within 10 University business days after the Hearing Committee and the alternates have been finalized, the Chair of the Faculty Appeals Board shall select from the Hearing Committee the individual to serve as the Chair, who shall then set the date of the hearing.~~ Every reasonable effort should be made by the Hearing Committee and both parties to hold the hearing as soon as possible.

~~4)3)~~ Members of the Hearing Committee who are subsequently ineligible, ill, or otherwise unable to serve, shall be replaced from among alternate members by the Chair of the Faculty Appeals Board.

~~5)4)~~ If the duties of a Hearing Committee member become primarily administrative, the member shall inform the Chair of the Faculty Appeals Board. The Chair of the Faculty Appeals Board will inform all parties. The member will continue to serve unless either party objects in writing to the Chair of the Faculty Appeals Board within five University business days of receipt of notice.

~~6)5)~~ Three alternate members shall be maintained according to selection procedures in **Section 3.19.2(c)(2)**. Alternate members shall attend all meetings of the Hearing Committee and the hearing; however, alternate members shall not participate in the hearing or in the Hearing Committee's deliberations unless a member of the Hearing Committee is unable to serve.

3.19.3 Faculty Appeals Board Hearing Regulations

The following regulations shall apply:

- (a) The Chair of the Hearing Committee, after consulting with the attorney from Legal Counsel assigned to the Committee, shall have the final decision on any procedural issues raised that are not addressed by the *Faculty Handbook*.
- (b) The parties shall have the right to attend the pre-hearing conference and hearing and to be accompanied by a colleague or counsel to advise them. The names of such colleague or counsel shall be provided to the Chair of the Hearing Committee at least 15 University business days prior to the hearing. The party appealing is responsible for obtaining and paying for costs for his/her representation. These representatives may not question witnesses or address the pre-hearing panel or Hearing Committee. All hearings will be closed to the public.
- (c) The Chair of the Hearing Committee shall serve as liaison for communication between the complainant or respondent and the Hearing Committee. Communications related to evidence and hearing procedures should be directed to the Chair of the Hearing Committee. Neither party shall communicate orally or in writing with individual Hearing Committee members during the hearing procedure. To ensure that information provided to the Hearing Committee by either party is part of the official documentation of the proceeding, the Chair of the Hearing Committee shall provide each party with a copy.
- (d) The written statements of both parties, as provided in **Section 3.19.2 (a)(2) and (b)(2)** ~~and evidence taken or considered beyond the written statements shall be heard by the~~ provided by the Chair in paper copy to the entire Hearing Committee at the hearing and not beforehand one day prior to the hearing. The written statements shall be returned to the Chair at the conclusion of the hearing.
- (e) The principles of confrontation shall apply throughout the hearing. Both parties, but not their colleague or counsel, shall have the right to present, examine, and cross-examine witnesses and each other.
- (f) The Faculty Appeals Board does not have the authority to require witnesses to appear or to require either party to produce evidence. The Senior Vice President and Provost's Office shall make available to the parties such authority as it possesses to require the presence of witnesses. The Senior Vice President and Provost's Office shall work with the University Open Records Office to expedite any record requests related to a hearing before the Faculty Appeals Board.
- (g) In matters relating to abrogation of tenure or termination of employment, the University shall bear the burden of proof, which shall be by a preponderance of the evidence; i.e., whether the allegations are more

likely true than not true. In matters relating to severe sanctions other than abrogation of tenure or termination of employment, the burden is on the appealing party to prove by a preponderance of the evidence (i.e., more likely than not) that the sanction is unwarranted. In all other cases, the Complainant shall bear the burden of proof, which shall be by a preponderance of the evidence; i.e. whether the claims of wrongdoing or impropriety are more likely true than not true.

~~(g)~~(h) The report of the Hearing Committee, which shall include findings and recommendations, will be submitted to the Senior Vice President and Provost within 10 University business days of the conclusion of the hearing, regardless of whether the written transcript of the hearing is available. The Senior Vice President and Provost shall forward the Hearing Committee's findings and recommendations, as well as his/her recommendation, to the President.

~~(h)~~(i) The Chair of the Hearing Committee is responsible for maintaining a full and accurate record of the proceedings. This shall consist of a recording or, at the option of either party, a written transcript taken by a court reporter and shall include copies of all exhibits and other materials distributed at the hearing.

- (j) Either party may request a copy of the recording of the proceedings. The recording will be maintained in the Office of the Legal Counsel for a period of five years. The full cost of recording the proceedings shall be borne by the University.
- (k) The University shall not be liable for any costs whatsoever incurred by the appealing faculty member except as set forth in this section.

3.19.4 Disposition of Charges

The President shall transmit to the Board of Regents the full record of the hearing and the findings and recommendations of the Hearing Committee, his/her recommendations, and the Senior Vice President and Provost's recommendations. The Board of Regents shall come to a decision in the case based upon the materials submitted plus any additional information which it wishes to consider, or it may return the matter to the Hearing Committee with written directions as to how to proceed.

- (a) When the Board of Regents reviews the matter, the principals shall have the opportunity to present written argument. Oral arguments will be presented only upon request by the Board of Regents.
- (b) If the Board of Regents chooses to return the matter to the Hearing Committee, the Committee shall review the matter in light of the Board of Regents' directions, receive new evidence or information, if necessary, and submit a final report of its findings and recommendations to the President for transmittal to the Board of Regents, as before. The work of the Hearing Committee is finished when the President communicates in writing the final decision of the Board of Regents to the Chair of the Hearing Committee and the principals in the case.
- (c) The full record shall be deposited in the office of the Executive Secretary to the Board of Regents. Parties to the case may request copies or excerpts from the full record after the completion of the Committee's work. The costs shall be borne by the requesting party.

(Regents, 1-26-99, 12-3-02, 6-25-08, 12-7-12, 9-14-17, 3-12-24)

3.20 NON-DISCRIMINATION POLICY AND SEXUAL MISCONDUCT, DISCRIMINATION, AND HARASSMENT POLICY AND GRIEVANCE PROCEDURES

Information on the policies, and the associated complaint and grievance procedures, can be found in [Appendices H and J](#).

(Regents, 3-12-24)

3.21 POST-DOCTORAL FELLOW GRIEVANCE PROCEDURE

Because of the post-doctoral fellows' positions as employees who are also receiving education, any grievance brought by a fellow, other than those clinical trainees in the College of Medicine, (See College of Medicine Residents' Handbook), regarding their rights as a fellow or any allegation of wrongful administrative action resulting in probation, suspension, or dismissal of post-doctoral education shall be brought under this policy. The Post-Doctoral Fellow Grievance Procedure can be found in its entirety in Appendix N.

(Regents, 3-12-24)

3.22 FACULTY PARTICIPATION IN COMMENCEMENT

It is the responsibility of all full-time faculty members to participate in the commencement involving their programs.

3.23 CANDIDACY FOR POLITICAL OFFICE

Policy and Protocol of Staff and Faculty Running for Office

The University encourages all employees to vote and otherwise actively participate in the political process. Further, the Board of Regents does not want to discourage faculty members or employees from becoming candidates for public office. As a U.S. citizen, an employee may regard it his or her duty to become a candidate. However, all faculty members and employees of the University, however have a duty not to use and/or allow for use his/her position with the University or its resources for private gain and have a duty to avoid the appearance of impropriety.

Any employee of the University who makes the determination to run for any county, state or federal elected office, shall resign or, upon approval from the Candidacy Review Committee⁴ selected to review the request, and upon final review by the University President and/or the Board of Regents, take an unpaid leave of absence from the University during their candidacy for office. The employee/faculty seeking the leave of absence during their candidacy must comply with the follow protocol:

- A) No later than (i) thirty days before officially filing as a candidate for elected office; or (ii) publicly announcing an intent to seek an elected office; or, (iii) thirty days prior to the start of the semester during which a leave will be requested (for faculty), whichever occurs first, the employee/faculty must advise his/her supervisor, or in the case of faculty his/her Dean, of the intent to seek an unpaid leave of absence.
- B) Within 14 University business days of an employee/faculty advising his/her supervisor or the applicable Dean of the request for leave of absence during his/her campaign, the Committee must meet and determine whether the request will be granted, and if so, the items of the conflict mitigation that must be followed.

This determination will be based on a totality of circumstances including but not limited to: i) how the candidacy will impact the faculty member or staff's ability to interact with students, donors, alumni and/or other employees; ii) the impact the employee/faculty's requested unpaid leave of absence will have on University operations; and iii) other ethical and/or legitimate business concerns.

- C) Once the determination by the Committee has been made relating to the requested leave of absence, the decision and its rationale should be communicated in writing to the requestor within five University business days of the Committee making the decision.
- D) In the event the leave of absence is approved, if the employee/faculty is elected to such office, the employee/faculty shall resign from the University before taking office.

(Regents, 9-14-43, 1-27-04, 6-19-18, 3-12-24)

3.24 PROFESSIONAL PRACTICE AND COMPENSATION PLANS

⁴ The "Candidacy Review Committee" shall be comprised of a representative from the Office of Legal Counsel and a representative from each of the following from the employee's respective campus: Human Resources, Faculty Senate, Staff Senate, and either the candidate's supervisor or if the candidate is a faculty member, the Dean of the faculty member's college and the Provost's Office.

All colleges on the ~~University of Oklahoma Health~~OU Health Sciences campus have Professional Practice or Compensation Plans in effect. Faculty are obligated to comply with the Plan of their college/primary appointment. Failure to comply with the appropriate plan may result in disciplinary action up to and including abrogation of tenure (See Section 3.16.1).

Copies of Professional Practice are available from each college in Appendix M.

In addition to the Professional Practice Plan, Colleges may have a Faculty Compensation Plan. The purpose of the Compensation Plan is to provide a basis for establishing compensation and, where permitted, incentives for the designated faculty of the College. All faculty are subject to and must comply with the College's Faculty Compensation Plan, which must be consistent with University and OUHSC compensation policy and must be approved by the Senior Vice President and Provost.

(Regents, 9-14-17, 3-9-22,3-12-24)

THE UNIVERSITY OF OKLAHOMA CHARTER OF THE FACULTY AND THE FACULTY SENATE, NORMAN CAMPUS

MISSION

The University of Oklahoma faculty are committed to advancing the University's mission through shared governance, fostering a vibrant academic community, and promoting excellence in teaching, research, and service.

THE FACULTY

COMPOSITION

Collectively, regular and non-regular shall be termed "Faculty."

Regular Faculty. The Regular Faculty of the University is composed of all faculty members with tenure track, tenured, and renewable term appointments at the rank of assistant professor, associate professor, and professor as defined in relevant Regents' policies.

Non-regular Faculty. The non-regular faculty is composed of non-tenure track faculty members as defined in relevant Regents' policies at the rank of instructor, lecturer, senior lecturer, research assistant professor, research associate, research associate professor, research professor, research scientist, senior research associate, and senior research scientist.

POWERS

All legislative powers of the faculty of the University relative to the University as a whole are vested in the Faculty. These legislative powers shall be exercised either directly by the Faculty or by the Faculty Senate. The Faculty Senate shall remain responsible to the Faculty for all action taken in its behalf.

OFFICERS

The officers of the Faculty shall be the officers of the Faculty Senate: Chair, Chair-Elect, and Secretary. These three officers shall constitute the leadership of the Executive Committee of the Faculty and shall develop the agenda for meetings and otherwise fulfill the duties described in the bylaws.

MEETINGS

The Faculty shall meet at least once each year and at other times upon call by the Executive Committee. Such a call may originate from the President of the University or from a petition submitted to the Chair by 30 faculty members representing two or more degree-recommending divisions. A minimum of 20 percent of the Faculty on the Norman campus shall constitute a quorum. Meetings may be held either in person, virtually, or hybridly.

THE FACULTY SENATE

PREAMBLE

The faculty of the University of Oklahoma, to advance the mission of the university and promote academic excellence, affirm the Faculty Senate as a vital instrument of shared governance. Recognizing that the faculty's expertise and dedication are essential to the university's success, the faculty are committed to working collaboratively with the administration, staff, and students to shape the policies and direction of the institution. Through open communication, mutual respect, and a shared commitment to the principles of higher education, the faculty seek to create a vibrant and inclusive academic community that fosters intellectual curiosity, critical thinking, and the pursuit of knowledge.

COMPOSITION

The Faculty Senate shall consist of 60 members of the Faculty. The senators shall be elected to three-year terms in the degree recommending divisions of the University. The electors shall consist of members of the Faculty as allowed by their distribution of effort and terms of appointment. Administrative personnel above the department level shall be excluded from elections of the Faculty Senate. Assistant Deans, Associate Deans, and Deans are not eligible for Faculty Senate positions or Faculty Senate Committees.

In the Faculty Senate, seats shall be allocated as follows: one seat to each degree-recommending division with at least one percent of the total faculty. Members of the Faculty who are not members of a degree-recommending division of the University, or who are in a degree-recommending division with less than one percent of the total faculty, shall be treated as a separate division. The balance of the seats will be allocated among faculty members placed in this separate division according to a triennial apportionment proposed by the Faculty Senate and approved by the Faculty. Degree-recommending divisions with no faculty members will be allowed to appoint a faculty member as an ex-officio member with all the rights and privileges of senate membership excluding the right to vote in official Faculty Senate actions.

Up to five students, including both graduate and undergraduate, chosen by the University of Oklahoma Student Government Association, may serve as official student representatives to the Faculty Senate. Without voting privileges, these representatives will observe, participate in discussion, and maintain communication with the Student Government Association in regard to Senate actions. Up to six representatives of the Staff Senate of the University of Oklahoma and one representative of the Senior Vice President and Provost's Office also may attend meetings and participate, without voting privileges, in Senate discussion.

ELECTION PROCEDURE

Before the end of March each year, the Faculty Senate officers shall notify the dean of each constituent faculty of the number of senators, which that faculty shall elect for the ensuing year. Those senators shall then be elected in April or May. They shall assume their duties in September and ordinarily will serve three-year terms.

The Faculty Senate shall maintain the roster of Faculty Senate membership. At any time that a vacancy occurs, the Faculty Senate shall notify the appropriate dean so that immediate steps may be taken to elect a replacement to serve the unexpired portion of the three-year term.

The Secretary of the Faculty Senate will continuously monitor absences. When in a given academic year, a senator has accumulated four absences, that senator is to be dropped automatically from the membership of the Senate. The Secretary will notify the appropriate dean to take immediate steps to provide a replacement for the remainder of that senator's term.

POWERS

The Faculty Senate shall exercise the legislative powers of the faculty of the University as delegated by the Faculty. The Faculty Senate shall have the power to initiate any legislation requiring the Board of Regents' approval.

The Faculty Senate shall determine its own rules; procedures, including voting procedures; time, place and manner of meetings; and regulations governing its internal affairs. The Faculty Senate may also establish standing and special committees. The Faculty Senate shall establish and publish its own set of operational procedures and bylaws.

The Faculty Senate shall elect a Chair, a Chair-Elect, a Secretary, and such other positions as specified in the bylaws. Each standing committee of the Faculty Senate is authorized to select non-Senate members of the Faculty in compliance with specifications outlined in committee and council charters and governing documents. Students may be asked to serve and, in such cases, will be appointed by the University of Oklahoma Student Government Association.

The Faculty Senate may establish procedures to review the various functions of the University and any matter affecting the welfare of the University. Subjects for either review or legislation may be brought to the attention of the Senate by written communication either from any member of the University community or from any officially constituted agency.

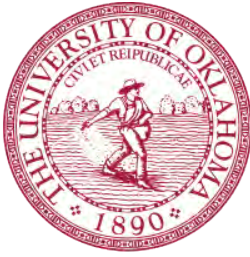
The Faculty Senate shall liaise with the President, Provost, and OUHSC as described in the bylaws on issues pertaining to faculty.

AMENDMENT OF THIS CHARTER

This charter may be amended by a two-thirds vote of a quorum of faculty, provided that no amendment shall be effective until it shall have been approved by the Board of Regents.

A proposal to amend the Charter may originate by vote of the Faculty Senate or by motion in a meeting of the Faculty. In those cases, in which the proposal originates through Senate action, the proposal must be submitted to the Faculty, and consideration for the adoption of the proposal by the Faculty shall not occur until the expiration of 30 days after the notification of the Faculty. If the proposal originates in the Faculty, it shall not be considered for adoption until the expiration of 30 days and not more than 90 days after the members of the Faculty have received copies of the proposal from the Faculty Senate.

The Faculty Senate may update language within the charter to mirror changes to the names of campus entities and positions without a formal vote of the faculty.

Status **Pending** PolicyStat ID **17918485**

Last Approved N/A

Next Review 3 years after approval

Liaison Cody Pilgreen: Paralegal

Area BOR>Board of Regents

Responsible Executives Executive Secretary of the Board

Policy Development and Management Policy

Introduction:

The purpose of this policy is to describe essential elements of all University policies; to define the manner in which University policies are developed, maintained, approved and published; and to promote the regular review of University policies.

Definitions:

For the purposes of the Policy Development and Management Policy only, the following definitions apply:

1. "Academic Department" means an academic or research unit, center, or institute within a college or entity that reports to a Provost. An Academic Department is usually administered by a director, chair, or similar person who reports to the college's dean. In certain instances, an academic or research center or institute reports directly to a Senior Vice President and Provost. Such an academic or research center or institute constitutes an Academic Department for the purposes of the Policy Development and Management Policy.
2. "Responsible Executive" means person/office primarily responsible for the approval of the Policy within the University and/or the person who will report Board of Regents-level policy to the Board of Regents. The individual who exercises oversight of, and maintains ultimate responsibility for, standards set forth in Administrative-level policy. Responsible Executives are the President, Provost, Vice Presidents, Executive Officers, Deans, or Department Heads.
3. "Board of Regents" (BOR) means the Board of Regents governing The University of Oklahoma, Cameron University, and Rogers State University.
4. "Campus" means one of the three campuses of the University: Norman campus, Health Sciences Campus, or Tulsa campus.
5. "College" means an academic division of the University administered by a dean who reports to the Senior Vice President and Provost for either the Norman or Health campus.

6. "Exigent Circumstances" means a documented and justified emergency that can be clearly and reasonably articulated.
7. "Interim Policy" means a temporary Policy not subject to the normal policy development and approval process by reason of Exigent Circumstances.
8. "Interim Revision" means a temporary Policy revision not subject to the normal policy revision process by reason of Exigent Circumstances.
9. "Operational Department" means a non-academic division of the University responsible for some part of the University's operation and that is directly overseen by a senior/vice president or similar University official who reports to the University's president.
10. "Policy" means a documented set of general principles or standards that guide individual or group actions or processes. This definition excludes operational processes necessary to implement a policy; protocols that govern routine, discretionary matters, such as dress codes, internal filing guidelines, etc.; or procedural standards that govern the workings of a body, such as bylaws.
11. "University Policy Office" (UPO) means the office designated by the Board of Regents to implement and oversee the Policy Development and Management Policy and University Policy Library.
12. "Policy Liaison" means the individual designated by the appropriate Responsible Office to aid in the creation and revision of a Policy or Interim Policy.
13. "Responsible Office" means the College, Operational Department, Academic Department, Operational Unit, or other body in charge of implementing and overseeing a particular Policy.
14. "Stakeholders" means designated representative of a Campus, College, Operational or Academic Department, or Operational Unit that stands to be affected by the proposed Policy or Policy revisions.
15. "University" means the University of Oklahoma, including all three campuses and subparts.

Policy:

1. Policy Development & Approval Process. The development and approval process of all University Policies will be managed by the University Policy Office.
2. The Responsible Office will be implementing and overseeing the Policy, including educating the University community on the Policy.
3. Policy Review & Revision.
 - a. All Board of Regents Policies will be reviewed on a three-year cycle. All other University policies will be reviewed based on a review cycle assigned by the University Policy Office.
 - b. Minor revisions that do not affect the scope or intent of the original policy, such as corrections of grammatical or typographical errors, updates to job titles, or minor revisions that clarify without changing a Policy may be initiated by the Policy Liaison, Responsible Executive Officer, Office of Legal Counsel or the University Policy Office. Minor revisions shall have a final review by the UPO.
4. Policy Hierarchy. The Policy maintained in the online policy repository is the authoritative

version and takes priority over any other Policy version. Policies will take the following hierarchy from highest to lowest:

- a. Federal or state constitution, statute, regulation, or rule;
 - b. State Regents' Policy;
 - c. Board of Regents Policy (these usually provide organizational detail or high-level guiding principles for the University as a whole);
 - d. University-wide Policy (these govern the University as a whole, involving topics generally applicable to the entire University instead of topics unique to a portion of the University);
 - e. Campus-wide Policy (these govern needs unique to a particular Campus);
 - f. College or Operational Department Policy (these govern needs unique to a particular College or Operational Department); and
 - g. Academic Department or Operational Unit Policy (these govern needs unique to a particular Academic Department or Operational Unit).
5. Policy Conflict Resolution Process. In the event of a conflict between two or more Policies, the following process, which will be overseen by the UPO, will be followed:
 - a. If the Policies are on different levels within the Policy, the conflicting subordinate Policy is superseded and will need to be revised or removed. In rare instances, the higher-level policy may need to be revised to provide for an exception or other modification.
 - b. If the Policies are on the same level within the Policy Hierarchy, the following procedure will apply:
 - i. The Policy Liaisons for the Policies in question will meet with the UPO to resolve the conflict;
 - ii. If the Policy Liaisons are unable to resolve the conflict:
 1. The conflict will be resolved by the Responsible Executive Officer if the Policies are subject to the same Policy Hierarchy; or
 2. The conflict will be resolved by the next level Approval Authority if the Policies are not subject to the same Policy Hierarchy.
 - c. Whether two or more Policies conflict shall be determined by the Responsible Executive Officer in consultation with the Director of the UPO.
6. Interim Policies and Interim Revisions. Circumstances may arise that require immediate action. The following will govern Interim Policies when Exigent Circumstances are present:
 - a. Interim Policy Development and Approval and Interim Revision Processes. When Exigent Circumstances identified by Office of Legal Counsel or the Responsible Executive create the need for an Interim Policy or an Interim Revision to an existing Policy the Responsible Executive and the Policy Liaison will submit the UPO cover sheet to the UPO.
 - b. The Policy will be opened in the policy repository for the necessary work.

- c. Once the Interim Policy or Interim Revision is approved by the Office of Legal Counsel and the Responsible Executive Officer, the UPO will upload the policy and set 90 day review date and expiration for 120 days.
 - d. Interim Policy Conflict and Resolution. Interim Policies are subject to the conflict and resolution process as all other policies.
7. University Policy Library. The UPO will be responsible for maintaining the online policy repository and keeping the University's Policies in a uniform format. University Policies will be indexed and cited based on Board of Regent Approval or Administrative Approval followed by subject matter area as follows:
- a. Academic Affairs
 - b. Access and Opportunity
 - c. Administration and Finance
 - d. Advancement
 - e. Athletics
 - f. Executive Affairs
 - g. Human Resources
 - h. Information Technology
 - i. Institutional Equity
 - j. Internal Audit
 - k. Legal Counsel
 - l. Marketing and Communications
 - m. Research and Compliance
 - n. Student Affairs
 - o. University Operations

(RM, 9-11-19, p. 36721)

Approval Authority:

Board of Regents

Former Policy Number:

1.1.2.5 / BOR 3.10

Approval Signatures

Step Description

Approver

Date

EXHIBIT F

Michelle & Courtney	Courtney Floyd: University Counsel	Pending
Michelle & Courtney	Michelle Stephens: University Policy Director	Pending

Status **Active** PolicyStat ID **17706382**



Last Approved 03/2025

Next Review 03/2028

Liaison David Surratt: VP
Stu Affairs &

Dean of Stu

Area BOR>Student
Affairs

Responsible VP of Student
Executives Affairs and
Dean of
Students

Scholarship and Financial Aid Information Policy

Definitions:

N/A

Policy:

- I. To facilitate the responsibilities charged to the University's Scholarship Committee, all scholarship and financial aid information and resources, wherever located, are to be reported to the Scholarship Committee in a complete and timely fashion.

(RM, 3-22-88, p. 20152; 12-02-03, p. 28868)

Approval Authority:

Board of Regents

Former Policy Number:

BOR 5.7



POLICY AND PROCEDURE MANUAL

The UNIVERSITY of OKLAHOMA

2.1.1.2 Preservation of the Peaceful Environment

Formerly Policy: 5.6 BOR

- I. Purpose:
The purpose of the policy is to provide authorization to the President and other appropriate officials to preserve a peaceful and orderly environment on the University of Oklahoma Campuses.
- II. Scope:
This Policy applies to all persons who enter the campus who are not University employees or students.
- III. Responsible Office:
The Office of Legal Counsel is responsible for updating and maintaining this policy.
- IV. Policy Statement:
The President and other appropriate University officials are authorized to take actions that are deemed reasonably necessary to preserve a peaceful and orderly environment on the campus and to protect the safety and welfare of members of the University community.

Policy Level: 3

Approval Authority: Board of Regents

Date of Approval:

Subject Matter: Trespass

Date of Last Review: June 2025

Date of Next Review: June 2028

Signature:



POLICY AND PROCEDURE MANUAL

The UNIVERSITY of OKLAHOMA

V. Procedures:

Campus police are hereby authorized to issue a Notice to Vacate to such persons, and remove such persons from campus, who interfere with or who enter the campus to interfere with the conduct of University activities, provided this authority does not apply to University employees or students, all of whom are covered under other University policies. Persons so removed may appeal in accordance with the Notice to Vacate.

(RM, 3-18-82, p. 16904; 12-02-03, p. 28868; 6-23-04, p. 29151)



POLICY AND PROCEDURE MANUAL

The UNIVERSITY of OKLAHOMA

Board of Regents Policy

15.1.1 INSTITUTIONAL EQUITY OFFICE POLICIES

Formerly: BOR 3.2, SHP: 5.22, 5.23

15.1.1—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/expression (consistent with applicable law), 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 EQUAL OPPORTUNITY

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 fair and equal employment policies. 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/expression (consistent with applicable law), 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 fair and equal treatment and opportunities 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)

15.1.2—AFFIRMATIVE ACTION PLAN

The Affirmative Action Plan serves to supplement the Board of Regents' policy on equal opportunity as it pertains to employment of individuals with disabilities as required by Section 503 of the Rehabilitation Act of 1973, 29 U.S.C. § 793, and qualified protected veterans as required by the Vietnam Era Veterans' Readjustment Act (VEVRAA), 38 U.S.C. § 60-300. The University takes positive actions to employ and to advance in employment such individuals consistent with federal law.

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.



POLICY AND PROCEDURE MANUAL

The UNIVERSITY of OKLAHOMA

(RM, 3-18-76, edited; 3-29-00, p. 26909; 9-19-11, p. 32775; 6-24-15, p. 34749)

15.1.3—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/expression (consistent with applicable law), 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)

15.1.4—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)

Status **Active** PolicyStat ID **17531649**



Last Approved 02/2025
Next Review 02/2025

Owner Michelle Stephens:
University Policy Director
Area BOR>Human Resources
Responsible Executives VP for Human Resources and Chief HR Officer

Staff Senates Policy

Definitions:

N/A

Policy:

Staff on the Norman, Health Sciences Center, and Tulsa Campuses are hereby authorized to organize “Staff Senates” on their respective campuses as representative bodies to participate in University governance with respect to such policy matters of the University as directly affect staff employees. The purpose of the Staff Senates shall be to advance the welfare of the University and the staff employees they represent. They shall function as advisory and policy referral bodies to the University administration and to their respective staff members.

The President is authorized to approve changes in the Charters, Constitutions, and/or Bylaws of the Staff Senates that do not change these purposes and/or functions of the Staff Senates or the role of the Staff Senates in governance of the University.

(RM, 11-11-71, pp. 11207-12, edited; amended 7-24-75, pp. 13535-40; 12-14-78, p. 15335; 3-29-00, p. 26909; 1-27-2004, p. 28924; 6-23-04, p. 29151; 3-28/29-07, p. 30517; 5-10-07, p. 30648; 1-30-20, p. 36918)

Approval Authority:

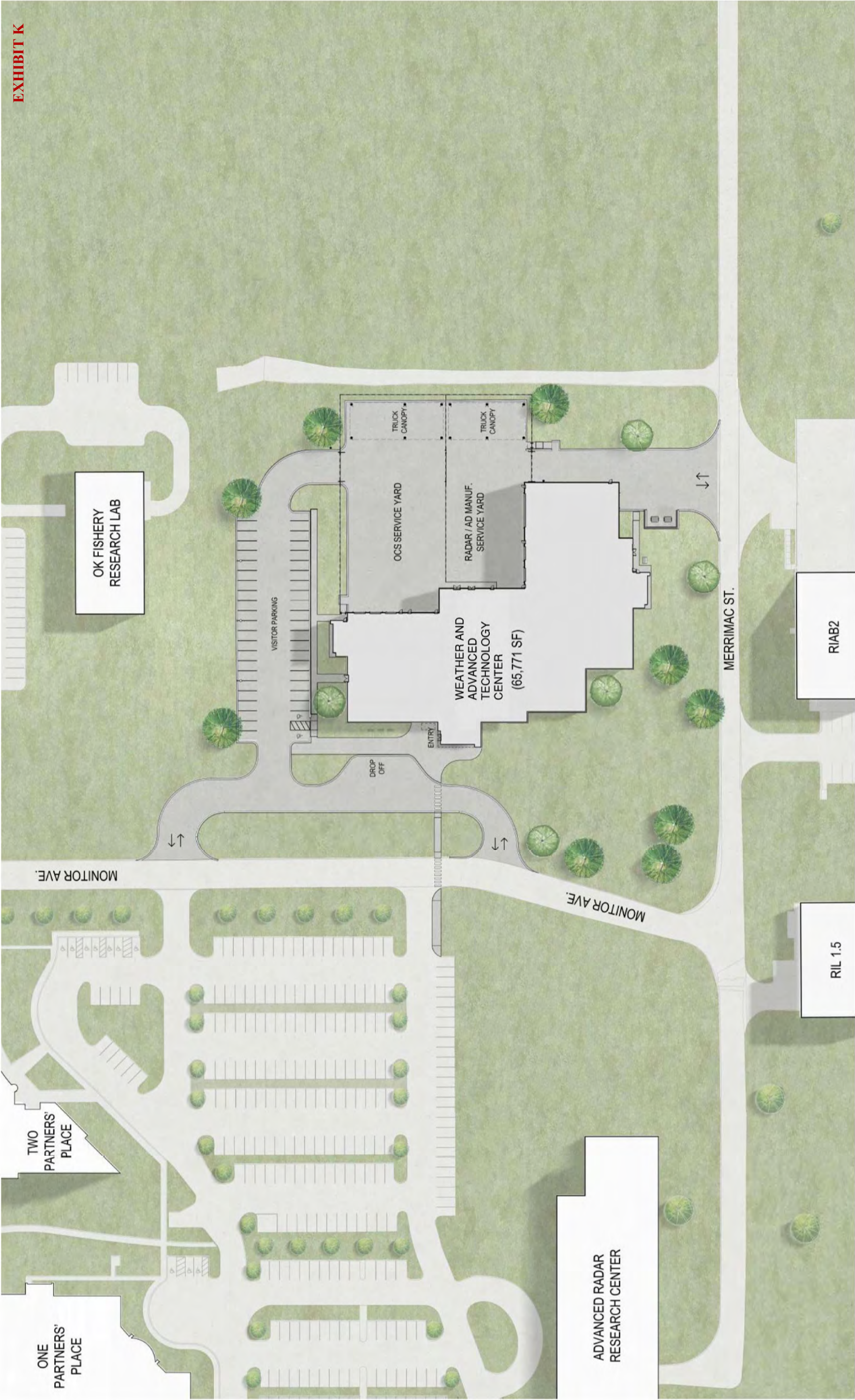
Board of Regents

Former Policy Number:

2.1.1.1 / BOR 3.1.13

Approval Signatures

Step Description	Approver	Date
	Michelle Stephens: University Policy Director	02/2025

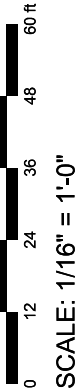




SECOND FLOOR



FIRST FLOOR



FLOOR PLANS

WEATHER AND ADVANCED TECHNOLOGY CENTER



EXTERIOR RENDERING - VIEW FROM MONITOR AVE
WEATHER AND ADVANCED TECHNOLOGY CENTER



EXTERIOR RENDERING - VIEW FROM NORTHWEST
WEATHER AND ADVANCED TECHNOLOGY CENTER

MEN'S GYMNASTICS

WHEREAS, the 2025 Oklahoma men's gymnastics team, under the direction of head coach Mark Williams, won the program's 20th MPSF championship and 28th overall conference title;

WHEREAS, the Sooners reached their 25th consecutive NCAA Finals and finished in the top 3 for the 23rd time in the last 24 NCAA Championships held;

WHEREAS, senior and 2024 Olympian Emre Dodanli won the horizontal bar national championship, becoming OU's first individual national title winner since 2021 and the program's first high bar national champion since 2008;

WHEREAS, two additional Sooners registered podium finishes at the NCAA Championships, as redshirt junior Fuzzy Benas earned bronze in the all-around for the second straight year and sophomore Tas Hajdu won bronze on still rings;

WHEREAS, senior Matthew Burgoyne won the Elite 90 award for the 2025 NCAA Division I Men's Gymnastics Championships;

WHEREAS, Williams was named MPSF Coach of the Year for the 16th time in his 26 seasons as OU head coach;

WHEREAS, Williams was named the CGA West Region Head Coach of the Year and assistant coaches Valeriy Goncharov, Josh Yee and Genki Suzuki were named the CGA West Region Assistant Coaches of the Year;

WHEREAS, the Sooners performed at a consistently high level all season, earning a No. 1 ranking for 12 of the season's 13 weeks;

WHEREAS, Francisco Velez Belendez was named the MPSF Freshman of the Year, becoming the second consecutive OU gymnast to earn the honor;

WHEREAS, Dodanli and Benas won individual MPSF titles on high bar and parallel bars, respectively;

WHEREAS, seven athletes earned a total of eight All-America honors by placing in the top 8 on their respective events at the NCAA Finals, including Benas in the all-around and on floor exercise, Dodanli on high bar, Hajdu on still rings, Burgoyne on still rings, senior Zach Nunez on pommel horse, junior Kelton Christiansen on high bar and sophomore Colin Flores on parallel bars; and

WHEREAS, OU set a program single-meet attendance record of 2,149 and led the nation in overall (5,246) and average (1,312) attendance for the season;

NOW, THEREFORE, BE IT RESOLVED that the Regents governing The University of Oklahoma express profound appreciation to Coach Mark Williams and the 2025 OU men'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 and added to its tradition of excellence.

WOMEN'S GYMNASTICS

WHEREAS, the 2025 Oklahoma women's gymnastics team posted a 198.0125 score at the NCAA Championships to claim the program's seventh national title in 11 seasons;

WHEREAS, OU finished the year with a 33-2 overall record and recorded seven scores of 198-plus;

WHEREAS, the Sooners moved into a third-place tie with their seventh all-time national team title;

WHEREAS, OU won its first SEC regular season title with a 7-1 record in its first year of SEC competition;

WHEREAS, the Sooners won their 15th straight NCAA regional title to advance to their 21st straight NCAA Championships;

WHEREAS, Jordan Bowers, Addison Fatta, Elle Mueller, Lily Pederson, Danielle Sievers and Faith Torrez combined for 15 All-America honors at the NCAA Championships;

WHEREAS, Bowers won the individual all-around national title, the 22nd individual championship in program history;

WHEREAS, Bowers and Audrey Davis were named finalists for the AAI Award and Honda Sport Award, recognizing the top gymnast in the nation;

WHEREAS, Torrez won two SEC individual titles and four individual regional titles;

WHEREAS, Bowers was honored as the SEC Gymnast of the Year and Torrez as the South Central Region Gymnast of the Year;

WHEREAS, Bowers was named the Honda Sport Award Winner for Women's Gymnastics, the fourth such honor in program history; and

WHEREAS, the Sooners set a single-season home attendance record of 43,803 fans;

NOW, THEREFORE, BE IT RESOLVED that the Regents governing The University of Oklahoma express profound appreciation to Coach K.J. Kindler and the 2025 OU women's gymnastics team for the excitement and pride they brought 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 2025 Oklahoma softball team, under the direction of head coach Patty Gasso, advanced to the program's 18th overall and ninth consecutive Women's College World Series;

WHEREAS, the Sooners defeated No. 7 Tennessee and No. 16 Oregon to advance to the WCWS semifinals for the ninth consecutive year;

WHEREAS, in their inaugural season in the SEC, the Sooners won the league's regular season title with a 17-7 record and earned a share of the SEC Tournament championship;

WHEREAS, OU produced a nation-high-tying four National Fastpitch Coaches Association All-America honorees in first-team selections Ella Parker and Kasidi Pickering, second-teamer Sam Landry and third-team pick Gabbie Garcia;

WHEREAS, second baseman Ailana Agbayani was named a 2025 Rawlings Gold Glove honoree at her position, becoming just the second Sooner to ever earn the award;

WHEREAS, OU earned nine SEC postseason honors in SEC Coach of the Year (Gasso), SEC Newcomer of the Year (Landry), first-team selections Landry, Pickering and Nelly McEnroe-Marinas, second-team pick Garcia and all-defensive selections Agbayani, Garcia and Landry;

WHEREAS, Oklahoma earned nine SEC Weekly awards throughout the season among Landry (3), Garcia (2), Parker (2), Agbayani (1) and McEnroe-Marinas (1);

WHEREAS, the Sooners surpassed 50 wins for the ninth consecutive year with their 52-9 record, and earned a No. 2 NCAA Tournament seed despite a roster that featured 14 newcomers;

WHEREAS, OU hit 121 home runs to become the first program to hit more than 100 homers in six consecutive seasons;

WHEREAS, the Sooners led the nation in average home attendance with 3,717 fans per game, totaling 107,813 for the season; and

WHEREAS, Landry was selected first overall in the inaugural Athletes Unlimited Softball League draft by the Volts;

NOW, THEREFORE, BE IT RESOLVED that the Regents governing The University of Oklahoma express profound appreciation to Coach Patty Gasso and the 2025 OU softball team for the excitement and pride they brought 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.

UNIVERSITY OF OKLAHOMA REPORT OF PURCHASES

DECEMBER 2024 – MARCH 2025

EXHIBIT M

EXHIBIT M

SUPPLIER	AMOUNT	CAMPUS	COLLEGE/DEPARTMENT	EXPENSE CATEGORY	METHOD	FUND
FUNDING SOURCES: CONSTRUCTION PROJECTS						
1 FURNITURE MARKETING GROUP INC	\$ 108,225.55	NORMN	OPERATIONS	EQUIPMENT NON CAPITALIZED-GENERAL EXPENSE	COMPETITIVE	CAPTL
2 HENRY HOME INTERIORS	\$ 69,998.70	NORMN	OPERATIONS	EQUIPMENT NON CAPITALIZED-GENERAL EXPENSE	COMPETITIVE	CAPTL
3 INTERIORS FOR BUSINESS	\$ 64,819.25	NORMN	OPERATIONS	EQUIPMENT NON CAPITALIZED-GENERAL EXPENSE	COMPETITIVE	CAPTL
4 JOHN A MARSHALL COMPANY	\$ 323,349.15	NORMN	OPERATIONS	EQUIPMENT NON CAPITALIZED-GENERAL EXPENSE	COMPETITIVE	CAPTL
5 JOHN A MARSHALL COMPANY	\$ 96,363.88	NORMN	OPERATIONS	EQUIPMENT GENERAL CAPITALIZED	COMPETITIVE	CAPTL
6 KRUEGER INTERNATIONAL INC	\$ 316,090.29	NORMN	OPERATIONS	EQUIPMENT NON CAPITALIZED-GENERAL EXPENSE	COMPETITIVE	CAPTL
7 SCOTTTRICE	\$ 625,675.06	NORMN	OPERATIONS	EQUIPMENT NON CAPITALIZED-GENERAL EXPENSE	COMPETITIVE	CAPTL
8 FSB	\$ 309,446.00	OUHSC	UNIVERSITY CORE HSC	SERVICE-ARCHITECT & ENGINEER	COMPETITIVE	CAPTL
SUPPLIER	AMOUNT	CAMPUS	COLLEGE/DEPARTMENT	EXPENSE CATEGORY	METHOD	FUND
FUNDING SOURCES: EDUCATIONAL & GENERAL						
9 3SHARE INC	\$ 86,400.00	NORMN	MARKETING & COMMUNICATION	SERVICE - GENERAL PROFESSIONAL	COMPETITIVE	EDGEN
10 CARAHSOFT TECHNOLOGY CORP	\$ 86,492.88	NORMN	IT NORMAN	SERVICE MAINTENANCE - SOFTWARE	COMPETITIVE	EDGEN
11 IDELL MARKETING LP	\$ 379,655.95	NORMN	IT NORMAN	EQUIPMENT NON CAPITALIZED SERVER/STORAGE EXPENSE	COMPETITIVE	EDGEN
12 ELLUCIAN COMPANY LLC	\$ 346,859.00	NORMN	IT NORMAN	SERVICE MAINTENANCE - SOFTWARE	COMPETITIVE	EDGEN
13 ELLUCIAN COMPANY LLC	\$ 59,148.00	NORMN	IT NORMAN	RENT/LEASE - SOFTWARE	SOLE SOURCE	EDGEN
14 EX LIBRIS USA INC	\$ 330,831.47	NORMN	UNIVERSITY LIBRARIES	SERVICE MAINTENANCE - SOFTWARE	SOLE SOURCE	EDGEN
15 INSIGHT GLOBAL LLC	\$ 64,480.00	NORMN	VP RESEARCH	SERVICE - GENERAL PROFESSIONAL	COMPETITIVE	EDGEN
16 INSIGHT PUBLIC SECTOR INC	\$ 90,240.00	NORMN	IT NORMAN	RENT/LEASE - SOFTWARE	COMPETITIVE	EDGEN
17 JAVA CONNECTIONS LLC	\$ 59,444.00	NORMN	UNIVERSITY LIBRARIES	EQUIPMENT SERVER/STORAGE CAPITALIZED	SOLE SOURCE	EDGEN
18 JOHN A MARSHALL COMPANY	\$ 227,409.15	NORMN	VP RESEARCH	EQUIPMENT NON CAPITALIZED-GENERAL EXPENSE	COMPETITIVE	EDGEN
19 JOHNSON CONTROLS INC	\$ 152,567.10	NORMN	PROVOST OFFICE NORMAN	SERVICE MAINTENANCE - BUILDING/LAND/EQUIPMENT	SOLE SOURCE	EDGEN
20 LINKEDIN CORPORATION	\$ 134,442.00	NORMN	IT NORMAN	RENT/LEASE - COMPUTERS & TECH	COMPETITIVE	EDGEN
21 LYRYSIS	\$ 85,364.00	NORMN	UNIVERSITY LIBRARIES	LIBRARY ONLINE SERIALS - EXPENSE	SOLE SOURCE	EGFEE
22 NANALYSIS CORP	\$ 120,045.03	NORMN	COLLEGE OF EARTH AND ENERGY	EQUIPMENT GENERAL CAPITALIZED	SOLE SOURCE	EDWCH
23 SALESFORCE INC	\$ 101,485.33	NORMN	COLLEGE OF LAW	RENT/LEASE - SOFTWARE	SOLE SOURCE	EDGEN
24 SCOTTTRICE	\$ 76,357.67	NORMN	UNIVERSITY LIBRARIES	EQUIPMENT NON CAPITALIZED-GENERAL EXPENSE	COMPETITIVE	EDGEN
25 STELLIC INC	\$ 134,200.00	NORMN	IT NORMAN	RENT/LEASE - SOFTWARE	COMPETITIVE	EDGEN
26 SYNERGY DATACOM SUPPLY INC	\$ 169,640.60	NORMN	IT NORMAN	EQUIPMENT NON CAPITALIZED-COMPUTERS & TECHNOLOGY	COMPETITIVE	EDGEN
27 TITAN PROFESSIONAL RESOURCES LLC	\$ 59,330.00	NORMN	IT NORMAN	SERVICE - EMPLOYEE PLACEMENT/TEMP	COMPETITIVE	EDGEN
28 TRINITY COLLEGE THE UNIVERSITY OF OXFORD	\$ 244,411.99	NORMN	COLLEGE OF LAW	TRAVEL DIRECT FOREIGN LODGING	SOLE SOURCE	EDGEN
29 UPPER CRUST FOOD SERVICE LLC	\$ 114,435.00	NORMN	COLLEGE OF ARTS & SCIENCES	SERVICE - GENERAL NON PROFESSIONAL	SOLE SOURCE	EGFEE
30 VARDOT LLC	\$ 90,480.00	NORMN	UNIVERSITY LIBRARIES	SERVICE - GENERAL PROFESSIONAL	COMPETITIVE	EDGEN
31 WATERMARK INSIGHTS LLC	\$ 165,649.76	NORMN	PROVOST OFFICE NORMAN	MISCELLANEOUS LICENSES/PERMITS	SOLE SOURCE	EDGEN
32 APFS STAFFING INC	\$ 59,640.00	OUHSC	COLLEGE OF DENTISTRY	SERVICE - EMPLOYEE PLACEMENT/TEMP	COMPETITIVE	EDGEN
33 EXAN ENTERPRISES INC	\$ 92,689.00	OUHSC	COLLEGE OF DENTISTRY	RENT/LEASE - SOFTWARE	SOLE SOURCE	EGFEE
34 GE PRECISION HEALTHCARE LLC	\$ 159,332.16	OUHSC	COLLEGE OF MEDICINE	EQUIPMENT GENERAL CAPITALIZED	COMPETITIVE	EDGEN
35 KRUEGER INTERNATIONAL INC	\$ 60,669.00	OUHSC	COLLEGE OF MEDICINE	EQUIPMENT NON CAPITALIZED-GENERAL EXPENSE	COMPETITIVE	EGFEE
36 LABLOGIC SYSTEMS INC	\$ 58,570.00	OUHSC	COLLEGE OF MEDICINE	SUPPLIES-SOFTWARE EXPENSE	COMPETITIVE	EDWCH
37 MYJOVE CORPORATION	\$ 73,000.00	OUHSC	LIBRARY HSC	LIBRARY ONLINE SERIALS - EXPENSE	SOLE SOURCE	EDGEN
38 SIEMENS MEDICAL SOLUTIONS USA INC	\$ 129,999.00	OUHSC	COLLEGE OF ALLIED HEALTH	EQUIPMENT GENERAL CAPITALIZED	COMPETITIVE	EDGEN
SUPPLIER	AMOUNT	CAMPUS	COLLEGE/DEPARTMENT	EXPENSE CATEGORY	METHOD	FUND
FUNDING SOURCES: SPONSORED PROJECTS (FEDERAL GRANTS, THIRD-PARTY CONTRACTS, ETC.)						
39 ACT INC	\$ 165,600.00	NORMN	COLLEGE OF EDUCATION	SUPPLIES-EXAMS	SOLE SOURCE	SPNSR
40 A-G ASSOCIATES INC	\$ 500,000.00	NORMN	UNIVERSITY OUTREACH - CONTINUING EDUCATION	SERVICE - GENERAL PROFESSIONAL	SOLE SOURCE	SPNSR
41 AMERESCO SOLAR LLC	\$ 207,791.75	NORMN	COLLEGE OF EARTH AND ENERGY	EQUIPMENT GENERAL CAPITALIZED	SOLE SOURCE	SPNSR
42 ATLAS MATERIAL TESTING TECHNOLOGY LLC	\$ 404,984.00	NORMN	COLLEGE OF ENGINEERING	EQUIPMENT GENERAL CAPITALIZED	SOLE SOURCE	SPNSR
43 BECKMAN COULTER INC	\$ 55,806.45	NORMN	COLLEGE OF ARTS & SCIENCES	EQUIPMENT GENERAL CAPITALIZED	COMPETITIVE	SPNSR
44 COUNTERPANE INC	\$ 100,000.00	NORMN	COLLEGE OF ARTS & SCIENCES	EQUIPMENT GENERAL CAPITALIZED	COMPETITIVE	SPNSR
45 DANTEC DYNAMICS INC	\$ 58,896.65	NORMN	COLLEGE OF EARTH AND ENERGY	EQUIPMENT GENERAL CAPITALIZED	COMPETITIVE	SPNSR
46 INSTRUMENTAL SOFTWARE TECHNOLOGIES INC	\$ 255,500.00	NORMN	COLLEGE OF EARTH AND ENERGY	EQUIPMENT FABRICATED CAPITALIZED	SOLE SOURCE	SPNSR
47 PANOPTIMIZATION LLC	\$ 55,000.00	NORMN	COLLEGE OF ENGINEERING	SOFTWARE-CAPITALIZED	SOLE SOURCE	SPNSR

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48	PROTEIN TECHNOLOGIES	\$ 79,852.10	NORMN	COLLEGE OF ENGINEERING	EQUIPMENT GENERAL CAPITALIZED	COMPETITIVE	SPNSR
49	SENSEAIR AB	\$ 75,045.00	NORMN	COLLEGE OF ENGINEERING	EQUIPMENT FABRICATED CAPITALIZED	SOLE SOURCE	SPNSR
50	STUDENT SUCCESS AGENCY	\$ 75,350.00	NORMN	COLLEGE OF EDUCATION	SERVICE - GENERAL PROFESSIONAL	SOLE SOURCE	SPNSR
51	TELOPS INC	\$ 53,693.89	NORMN	COLLEGE OF ENGINEERING	EQUIPMENT GENERAL CAPITALIZED	SOLE SOURCE	SPNSR
52	VILLAGE TRAVEL	\$ 89,200.00	NORMN	COLLEGE OF EDUCATION	NON-EMPLOYEE TAXABLE TRAVEL	COMPETITIVE	SPNSR
53	ZAIONC CORP	\$ 52,160.00	NORMN	UNIVERSITY OUTREACH - CONTINUING EDUCATION	SERVICE - GENERAL PROFESSIONAL	COMPETITIVE	SPNSR
54	JALYSON KELLEY & ASSOCIATES PLLC	\$ 55,000.00	OUHSC	COLLEGE OF MEDICINE	SERVICE SCIENTIFIC & TECHNICAL CONSULTING	SOLE SOURCE	SPNSR
55	CARDINAL HEALTH 110 LLC	\$ 175,000.00	OUHSC	COLLEGE OF MEDICINE	SUPPLIES - PHARMACEUTICAL	COMPETITIVE	SPNSR
56	CARDINAL HEALTH 110 LLC	\$ 75,000.00	OUHSC	COLLEGE OF MEDICINE	SUPPLIES - PHARMACEUTICAL	SOLE SOURCE	SPNSR
57	EVIDENT SCIENTIFIC INC	\$ 207,569.82	OUHSC	COLLEGE OF MEDICINE	SUPPLIES - LABORATORY	COMPETITIVE	SPNSR
58	FISHER SCIENTIFIC COMPANY LLC	\$ 103,033.07	OUHSC	COLLEGE OF MEDICINE	EQUIPMENT GENERAL CAPITALIZED	COMPETITIVE	SPNSR
59	HANOVER RESEARCH COUNCIL LLC	\$ 55,500.00	OUHSC	RESEARCH HSC	SERVICE-MANAGEMENT CONSULTING	SOLE SOURCE	NONSP
60	IRADIMED CORPORATION	\$ 88,665.24	OUHSC	RESEARCH HSC	EQUIPMENT GENERAL CAPITALIZED	SOLE SOURCE	SPNSR
61	KAPLAN INC	\$ 152,950.00	OUHSC	COLLEGE OF MEDICINE	SERVICE - GENERAL PROFESSIONAL	SOLE SOURCE	SPNSR
62	IMAGVENTURE INC	\$ 222,228.00	OUHSC	COLLEGE OF MEDICINE	EQUIPMENT GENERAL CAPITALIZED	COMPETITIVE	SPNSR
63	MEDICAL STAFFING NETWORK	\$ 62,000.00	OUHSC	COLLEGE OF MEDICINE	SERVICE-PROFESSIONAL PATIENT CARE	COMPETITIVE	SPNSR
64	OMEGA HEALTHCARE MANAGEMENT SERVICES	\$ 156,000.00	OUHSC	COLLEGE OF MEDICINE	SERVICE-MANAGEMENT CONSULTING	COMPETITIVE	NONSP
65	RESEARCH ASSOCIATES INC	\$ 53,180.00	OUHSC	COLLEGE OF MEDICINE	SERVICE - GENERAL PROFESSIONAL	COMPETITIVE	SPNSR
66	TELADOC HEALTH INC	\$ 275,190.00	OUHSC	COLLEGE OF MEDICINE	EQUIPMENT SERVER/STORAGE CAPITALIZED	COMPETITIVE	SPNSR
SUPPLIER		AMOUNT	CAMPUS	COLLEGE/DEPARTMENT	EXPENSE CATEGORY	METHOD	FUND
FUNDING SOURCES: SERVICE UNITS & AUXILIARIES							
67	AUSTRALIAN COURTWORKS INC	\$ 91,000.00	NORMN	ATHLETICS	SERVICE MAINTENANCE - BUILDING/LAND/EQUIPMENT	SOLE SOURCE	SUAUX
68	AVI-SPL LLC	\$ 684,660.43	NORMN	IT NORMAN	SERVICE - GENERAL PROFESSIONAL	COMPETITIVE	SUAUX
69	BELL IT SERVICES INC	\$ 129,584.40	NORMN	IT NORMAN	SUPPLIES - COMPUTER & TECHNOLOGY	COMPETITIVE	SUAUX
70	BOB MOORE FORD	\$ 53,901.00	NORMN	OPERATIONS	EQUIPMENT MOTOR VEHICLE CAPITALIZED	COMPETITIVE	SUAUX
71	CARPET STORE INC	\$ 157,626.52	NORMN	OPERATIONS	MERCHANDISE FOR RESALE	COMPETITIVE	SUAUX
72	CLEAR CREEK GOLF CAR & UTILITY VEH OF OK	\$ 54,430.00	NORMN	FLEET SERVICES	EQUIPMENT MOTOR VEHICLE CAPITALIZED	COMPETITIVE	SUAUX
73	COMPUTACENTER	\$ 341,335.36	NORMN	IT NORMAN	SERVICE MAINTENANCE - COMPUTER & TECHNOLOGY	COMPETITIVE	SUAUX
74	CONNELLY PAVING COMPANY	\$ 158,960.00	NORMN	OPERATIONS	SERVICE RESALE	COMPETITIVE	SUAUX
75	CONSOLIDATED HOSPITALITY SUPPLIES LLC	\$ 53,852.75	NORMN	OPERATIONS	EQUIPMENT NON CAPITALIZED-GENERAL EXPENSE	COMPETITIVE	SUAUX
76	DELL MARKETING LP	\$ 209,767.41	NORMN	IT NORMAN	EQUIPMENT SERVER/STORAGE CAPITALIZED	COMPETITIVE	SUAUX
77	DIGI SECURITY SYSTEMS LLC	\$ 230,053.91	NORMN	IT NORMAN	EQUIPMENT NON CAPITALIZED-COMPUTERS & TECHNOLOGY	COMPETITIVE	SUAUX
78	DIGI SECURITY SYSTEMS LLC	\$ 55,011.18	NORMN	IT NORMAN	SUPPLIES-SOFTWARE EXPENSE	COMPETITIVE	SUAUX
79	ELITE SPORTSWEAR LP	\$ 75,250.00	NORMN	ATHLETICS	SUPPLIES-UNIFORMS	COMPETITIVE	SUAUX
80	EM SPORTS SOLUTIONS LLC	\$ 147,775.00	NORMN	ATHLETICS	SERVICE-PROFESSIONAL HEALTHCARE	COMPETITIVE	SUAUX
81	EQUIFAX WORKFORCE SOLUTIONS LLC	\$ 160,000.00	NORMN	ADMINISTRATION & FINANCE	SERVICE-ACCOUNT/AUDIT/BILL/TAX	SOLE SOURCE	SUAUX
82	EVIDENT SCIENTIFIC INC	\$ 57,180.02	NORMN	VP RESEARCH	EQUIPMENT GENERAL CAPITALIZED	COMPETITIVE	SUAUX
83	GREAT PLAINS II LLC	\$ 126,103.95	NORMN	OPERATIONS	EQUIPMENT GENERAL CAPITALIZED	COMPETITIVE	SUAUX
84	H&H PLUMBING & UTILITIES INC	\$ 246,450.00	NORMN	OPERATIONS	SERVICE RESALE	COMPETITIVE	SUAUX
85	JACKSON MECHANICAL SERVICE INC	\$ 400,000.00	NORMN	OPERATIONS	SERVICE - GENERAL PROFESSIONAL	COMPETITIVE	SUAUX
86	NANOSCIENCE INSTRUMENTS	\$ 139,890.00	NORMN	VP RESEARCH	EQUIPMENT GENERAL CAPITALIZED	COMPETITIVE	SUAUX
87	OKLAHOMA CHILLER LLC	\$ 562,386.06	NORMN	OPERATIONS	SERVICE - GENERAL PROFESSIONAL	COMPETITIVE	SUAUX
88	OKLAHOMA CHILLER LLC	\$ 70,000.00	NORMN	OPERATIONS	EQUIPMENT NON CAPITALIZED-GENERAL EXPENSE	COMPETITIVE	SUAUX
89	OPTIV SECURITY INC	\$ 644,094.34	NORMN	IT NORMAN	RENT/LEASE - SOFTWARE	COMPETITIVE	SUAUX
90	ORACLE AMERICA INC	\$ 212,304.17	NORMN	IT NORMAN	SERVICE MAINTENANCE - SOFTWARE	COMPETITIVE	SUAUX
91	PRECISION BUILDERS LLC	\$ 90,648.00	NORMN	OPERATIONS	SERVICE RESALE	COMPETITIVE	SUAUX
92	PRESIDIO NETWORKED SOLUTIONS LLC	\$ 300,326.00	NORMN	IT NORMAN	RENT/LEASE - SOFTWARE	COMPETITIVE	SUAUX
93	RICHARDVILLE TENNIS SERVICES LLC	\$ 79,100.00	NORMN	ATHLETICS	SERVICE-OFFICIALS	SOLE SOURCE	SUAUX
94	SIGNAL COMMUNICATIONS INC	\$ 109,502.06	NORMN	IT NORMAN	EQUIPMENT NON CAPITALIZED-COMPUTERS & TECHNOLOGY	COMPETITIVE	SUAUX
95	SIGNAL COMMUNICATIONS INC	\$ 51,024.52	NORMN	IT NORMAN	EQUIPMENT GENERAL CAPITALIZED	COMPETITIVE	SUAUX
96	SKANDACOR	\$ 68,560.00	NORMN	OPERATIONS	EQUIPMENT GENERAL CAPITALIZED	COMPETITIVE	SUAUX
97	SOUTHWEST CONTRACT INC	\$ 97,363.25	NORMN	OPERATIONS	EQUIPMENT NON CAPITALIZED-GENERAL EXPENSE	COMPETITIVE	SUAUX
98	STARREZ INC	\$ 135,159.00	NORMN	OPERATIONS	RENT/LEASE - SOFTWARE	COMPETITIVE	SUAUX
99	STILL WATER DESIGN INC	\$ 50,350.00	NORMN	ATHLETICS	EQUIPMENT GENERAL CAPITALIZED	SOLE SOURCE	SUAUX

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100	STM CHARTERS	\$ 559,680.00	NORMN	ATHLETICS	TRAVEL DIRECT DOMESTIC PUBLIC TRANSPORTATION	SOLE SOURCE	SUAUX
101	T2 SYSTEMS INC	\$ 74,749.98	NORMN	OPERATIONS	EQUIPMENT GENERAL CAPITALIZED	COMPETITIVE	SUAUX
102	TEAM INDUSTRIAL SERVICES INC	\$ 90,000.00	NORMN	OPERATIONS	SERVICE - GENERAL PROFESSIONAL	COMPETITIVE	SUAUX
103	TERN COMMERCE INC	\$ 300,180.00	NORMN	ATHLETICS	MISCELLANEOUS FEES	COMPETITIVE	SUAUX
104	UNITED MECHANICAL INC	\$ 177,160.00	NORMN	OPERATIONS	SERVICE RESALE	COMPETITIVE	SUAUX
105	UNIVERSITY LOFT COMPANY	\$ 79,080.45	NORMN	OPERATIONS	EQUIPMENT NON CAPITALIZED-GENERAL EXPENSE	COMPETITIVE	SUAUX
106	VIDEO REALITY INC	\$ 372,116.82	NORMN	IT NORMAN	EQUIPMENT NON CAPITALIZED-COMPUTERS & TECHNOLOGY	COMPETITIVE	SUAUX
107	VILLAGE TRAVEL	\$ 59,923.00	NORMN	ATHLETICS	TRAVEL-DIRECT-DOMESTIC-LOCAL TRANSPORTATION	COMPETITIVE	SUAUX
108	ALLEN TOWN LLC	\$ 149,848.50	OUHSC	RESEARCH HSC	SUPPLIES - LABORATORY	SOLE SOURCE	SUAUX
109	AMERICAN ELEVATOR COMPANY INC	\$ 487,950.00	OUHSC	OPERATIONS HSC	SERVICE RESALE	COMPETITIVE	SUAUX
110	AUTOMATED BUILDING SYSTEMS INC	\$ 122,300.00	OUHSC	OPERATIONS HSC	SERVICE RESALE	COMPETITIVE	SUAUX
111	BELL IT SERVICES INC	\$ 135,579.18	OUHSC	IT HSC	EQUIPMENT NON CAPITALIZED-COMPUTERS & TECHNOLOGY	COMPETITIVE	SUAUX
112	EATON CORPORATION	\$ 941,409.22	OUHSC	IT HSC	EQUIPMENT GENERAL CAPITALIZED	COMPETITIVE	SUAUX
113	ELITE STAFFING & SERVICES LLC	\$ 165,000.00	OUHSC	OPERATIONS HSC	SERVICE - EMPLOYEE PLACEMENT/TEMP	COMPETITIVE	SUAUX
114	GROOMS IRRIGATION COMPANY	\$ 60,518.69	OUHSC	OPERATIONS HSC	SERVICE RESALE	COMPETITIVE	SUAUX
115	HUDSON TECHNOLOGIES COMPANY	\$ 55,000.00	OUHSC	OPERATIONS HSC	SUPPLIES - MAINTENANCE GENERAL	COMPETITIVE	SUAUX
116	HUNTER MECHANICAL AND CONTROLS INC	\$ 557,241.52	OUHSC	OPERATIONS HSC	MERCHANDISE FOR RESALE	COMPETITIVE	SUAUX
117	JOHNSON CONTROLS FIRE PROTECTION LP	\$ 672,916.57	OUHSC	OPERATIONS HSC	SERVICE RESALE	COMPETITIVE	SUAUX
118	OKLAHOMA ROOFING & SHEET METAL LLC	\$ 409,632.18	OUHSC	UNIVERSITY RESEARCH PARK HSC	LAND/BUILDING CAPITALIZED	COMPETITIVE	SUAUX
119	RF-IP INC	\$ 200,000.00	OUHSC	IT HSC	SERVICE - GENERAL NON PROFESSIONAL	COMPETITIVE	SUAUX
120	SIGNAL COMMUNICATIONS INC	\$ 115,924.01	OUHSC	IT HSC	EQUIPMENT NON CAPITALIZED-COMPUTERS & TECHNOLOGY	COMPETITIVE	SUAUX
121	VOSS LIGHTING	\$ 825,690.00	OUHSC	OPERATIONS HSC	MERCHANDISE FOR RESALE	COMPETITIVE	SUAUX
	SUPPLIER	AMOUNT	CAMPUS	COLLEGE/DEPARTMENT	EXPENSE CATEGORY	METHOD	FUND
FUNDING SOURCES: ALL OTHER FUNDS							
122	ADINSTRUMENTS INC	\$ 50,652.00	NORMN	COLLEGE OF ARTS & SCIENCES	EQUIPMENT GENERAL CAPITALIZED	SOLE SOURCE	MISCA
123	ARCROYAL SYSTEMS LLC	\$ 249,700.00	NORMN	VP RESEARCH	SUPPLIES - LABORATORY	SOLE SOURCE	MISCA
124	AUVERMANN,DETLEV	\$ 78,045.00	NORMN	UNIVERSITY LIBRARIES	LIBRARY BOOKS-CAPITALIZED	SOLE SOURCE	OUFND
125	CARAHSOFT TECHNOLOGY CORP	\$ 174,345.82	NORMN	VP RESEARCH	EQUIPMENT NON CAPITALIZED-COMPUTERS & TECHNOLOGY	COMPETITIVE	MISCA
126	DHR GLOBAL	\$ 150,000.00	NORMN	HUMAN RESOURCES	SERVICE - GENERAL PROFESSIONAL	COMPETITIVE	MISCA
127	DRS DAYLIGHT SOLUTIONS INC	\$ 149,925.05	NORMN	COLLEGE OF ENGINEERING	EQUIPMENT GENERAL CAPITALIZED	SOLE SOURCE	MISCA
128	HANOVER RESEARCH COUNCIL LLC	\$ 59,500.00	NORMN	COLLEGE OF LAW	SERVICE-MANAGEMENT CONSULTING	SOLE SOURCE	OUFND
129	HQ GRAPHENE SYSTEMS BV	\$ 96,251.00	NORMN	COLLEGE OF ARTS & SCIENCES	EQUIPMENT GENERAL CAPITALIZED	SOLE SOURCE	OUFND
130	ISAACSON MILLER INC	\$ 130,000.00	NORMN	HUMAN RESOURCES	SERVICE - GENERAL PROFESSIONAL	COMPETITIVE	MISCA
131	KINGS HALL AND COLLEGE OF BRASENOSE	\$ 167,960.00	NORMN	HONORS COLLEGE	TRAVEL DIRECT FOREIGN LODGING	SOLE SOURCE	MISCA
132	LEWIS BURKE ASSOCIATES	\$ 256,505.00	NORMN	VP RESEARCH	SERVICE SCIENTIFIC & TECHNICAL CONSULTING	SOLE SOURCE	MISCA
133	MOOR INSTRUMENTS INC	\$ 50,834.00	NORMN	COLLEGE OF ARTS & SCIENCES	EQUIPMENT GENERAL CAPITALIZED	COMPETITIVE	MISCA
134	NANOSCIENCE INSTRUMENTS	\$ 139,890.00	NORMN	VP RESEARCH	EQUIPMENT GENERAL CAPITALIZED	COMPETITIVE	MISCA
135	PARCHMENT LLC	\$ 57,750.00	NORMN	DIVISION OF ENROLLMENT MGMT	RENT/LEASE - SOFTWARE	SOLE SOURCE	MISCA
136	SHANDONG BEST-RAY LASER TECH CO LTD	\$ 140,135.00	NORMN	COLLEGE OF ENGINEERING	EQUIPMENT GENERAL CAPITALIZED	SOLE SOURCE	OUFND
137	SOUTHBRIDGE ACCESS LLC	\$ 52,970.00	NORMN	COLLEGE OF BUSINESS	TRAVEL DIRECT FOREIGN LODGING	SOLE SOURCE	AUFEE
138	SOUTHERN ILLINOIS AIRPORT AUTHORITY	\$ 59,000.00	NORMN	COLLEGE OF ATMOSPHERIC AND GEOGRAPHIC	EQUIPMENT MOTOR VEHICLE CAPITALIZED	SOLE SOURCE	OUFND
139	TELEDYNE PRINCETON INSTRUMENTS	\$ 125,040.00	NORMN	COLLEGE OF EARTH AND ENERGY	EQUIPMENT GENERAL CAPITALIZED	SOLE SOURCE	OUFND
140	TRIWEST GROUP LLC	\$ 320,000.00	NORMN	PROVOST OFFICE NORMAN	SERVICE - GENERAL PROFESSIONAL	COMPETITIVE	OUFND
141	VWR INTERNATIONAL LLC	\$ 65,407.29	NORMN	VP RESEARCH	SUPPLIES - LABORATORY	COMPETITIVE	MISCA
142	ZTRANSFORM	\$ 453,121.60	NORMN	COLLEGE OF JOURNALISM	EQUIPMENT NON CAPITALIZED-GENERAL EXPENSE	COMPETITIVE	MISCA
143	ACGME	\$ 70,750.63	OUHSC	COLLEGE OF MEDICINE - TULSA	MISCELLANEOUS LICENSES/PERMITS	SOLE SOURCE	RSTUL
144	ADINSTRUMENTS INC	\$ 69,130.00	OUHSC	COLLEGE OF MEDICINE	EQUIPMENT GENERAL CAPITALIZED	COMPETITIVE	OUFND
145	AMC STRATEGIES LLC	\$ 538,660.00	OUHSC	COLLEGE OF MEDICINE	SERVICE - GENERAL PROFESSIONAL	COMPETITIVE	CLNOP
146	AMN HEALTHCARE PHYSICIAN PERM PLACE LLC	\$ 55,166.16	OUHSC	COLLEGE OF MEDICINE	MISCELLANEOUS FEES	COMPETITIVE	MISCA
147	AMN LEADERSHIP SOLUTIONS INC	\$ 102,000.00	OUHSC	COLLEGE OF NURSING	ADVERTISING-JOB/PARTICIPANT	COMPETITIVE	MISCA
148	APFS STAFFING INC	\$ 83,198.40	OUHSC	COLLEGE OF DENTISTRY	SERVICE - EMPLOYEE PLACEMENT/TEMP	COMPETITIVE	MISCA
149	AVI-SPL LLC	\$ 62,817.77	OUHSC	COLLEGE OF MEDICINE	SUPPLIES - COMPUTER & TECHNOLOGY	COMPETITIVE	MISCA
150	CARL ZEISS MICROSCOPY LLC	\$ 215,492.37	OUHSC	COLLEGE OF MEDICINE	EQUIPMENT GENERAL CAPITALIZED	COMPETITIVE	MISCA
151	CARSTENS MEDIZINELEKTRONIK GMBH	\$ 71,505.01	OUHSC	COLLEGE OF ALLIED HEALTH	EQUIPMENT GENERAL CAPITALIZED	SOLE SOURCE	OUFND

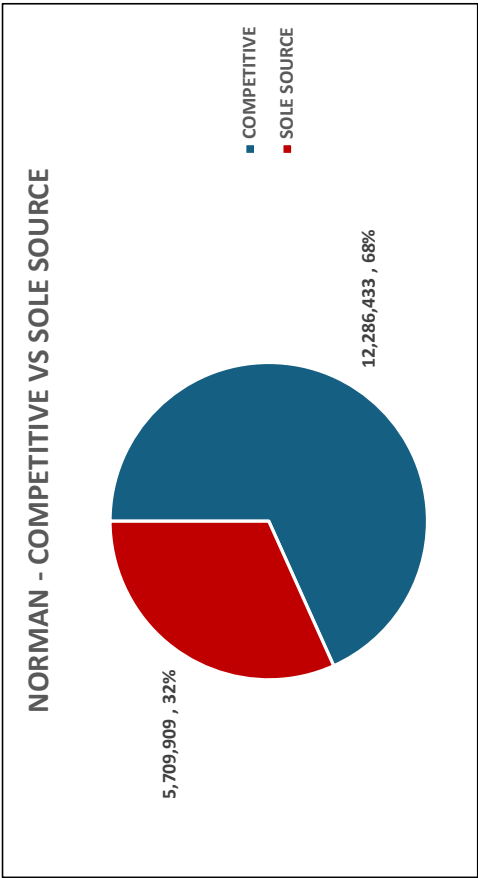
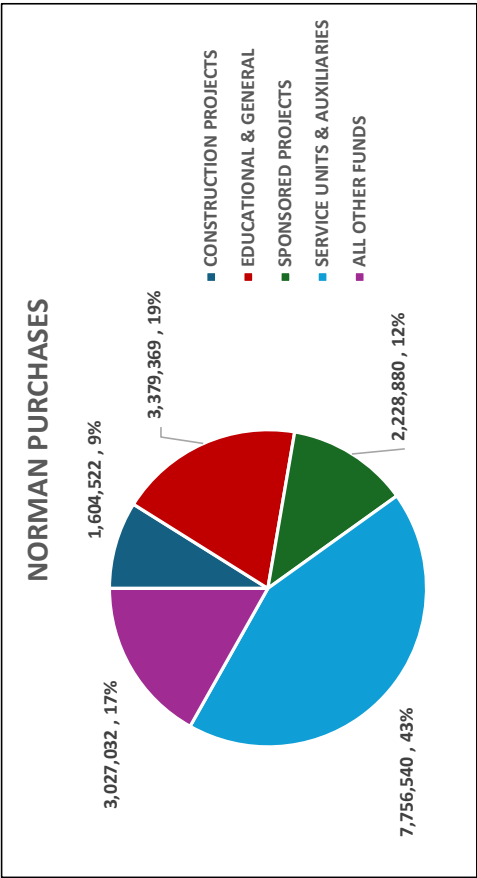
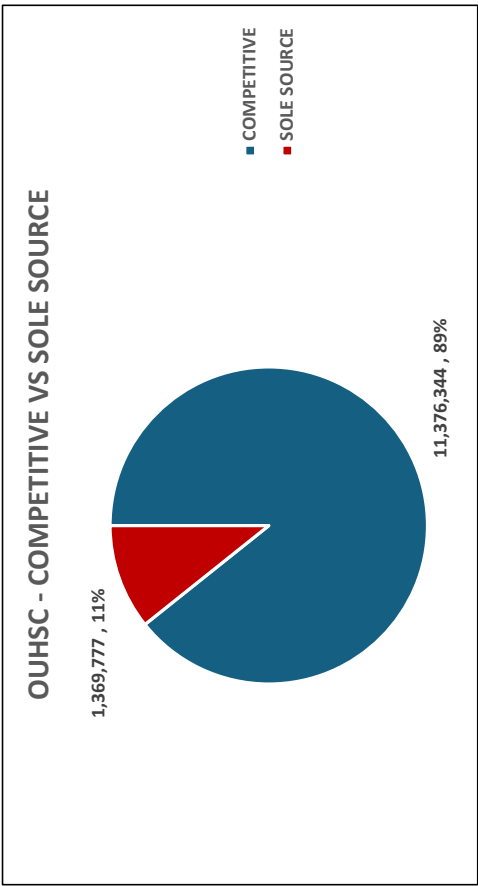
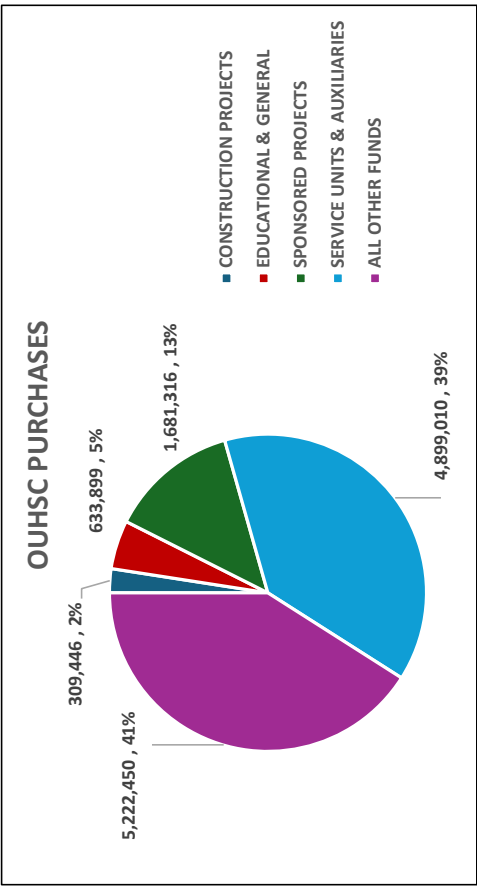
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152	CYCLOMEDICAL INTERNATIONAL INC	\$ 510,000.00	OUHSC	COLLEGE OF PHARMACY	SERVICE - GENERAL PROFESSIONAL	COMPETITIVE	MISCA
153	DENTAL LAB BRISTOL	\$ 135,797.68	OUHSC	COLLEGE OF DENTISTRY	SERVICE-PROFESSIONAL HEALTHCARE	COMPETITIVE	MISCA
154	ECKERT & ZIEGLER RADIOPHARMA GMBH	\$ 105,045.00	OUHSC	COLLEGE OF PHARMACY	EQUIPMENT GENERAL CAPITALIZED	COMPETITIVE	CLNOP
155	EXPRESS DENTAL LABORATORY LLC	\$ 132,100.00	OUHSC	COLLEGE OF DENTISTRY	SERVICE-PROFESSIONAL HEALTHCARE	COMPETITIVE	MISCA
156	GAUMARD SCIENTIFIC COMPANY INC	\$ 180,881.03	OUHSC	COLLEGE OF NURSING	EQUIPMENT GENERAL CAPITALIZED	COMPETITIVE	OUFND
157	HITACHI VANTARA LLC	\$ 85,302.00	OUHSC	COLLEGE OF MEDICINE - TULSA	RENT/LEASE - SOFTWARE	SOLE SOURCE	CLNOP
158	HOLOGIC SALES AND SERVICE LLC	\$ 187,180.00	OUHSC	COLLEGE OF MEDICINE	EQUIPMENT GENERAL CAPITALIZED	COMPETITIVE	MISCA
159	IDENTICAL DENTAL LABORATORY	\$ 203,084.69	OUHSC	COLLEGE OF DENTISTRY	SERVICE-PROFESSIONAL HEALTHCARE	COMPETITIVE	MISCA
160	INTERNATIONAL DENTAL ARTS INC	\$ 82,500.00	OUHSC	COLLEGE OF DENTISTRY	SERVICE-PROFESSIONAL HEALTHCARE	COMPETITIVE	MISCA
161	ISAACSON MILLER INC	\$ 385,000.00	OUHSC	COLLEGE OF MEDICINE	ADVERTISING-JOB/PARTICIPANT	COMPETITIVE	CLNOP
162	LEICA MICROSYSTEMS INC	\$ 59,625.00	OUHSC	COLLEGE OF MEDICINE	SERVICE SCIENTIFIC & TECHNICAL CONSULTING	SOLE SOURCE	MISCA
163	MCKESSON MEDICAL SURGICAL INC	\$ 85,667.99	OUHSC	COLLEGE OF MEDICINE - TULSA	EQUIPMENT NON CAPITALIZED-GENERAL EXPENSE	COMPETITIVE	CLNOP
164	MYHEALTH ACCESS NETWORK INC	\$ 97,665.36	OUHSC	COLLEGE OF MEDICINE - TULSA	RENT/LEASE - SOFTWARE	SOLE SOURCE	CLNOP
165	NIKON INSTRUMENTS INC	\$ 695,356.32	OUHSC	COLLEGE OF MEDICINE	EQUIPMENT GENERAL CAPITALIZED	COMPETITIVE	MISCA
166	NIKON INSTRUMENTS INC	\$ 77,134.22	OUHSC	COLLEGE OF MEDICINE	EQUIPMENT GENERAL CAPITALIZED	COMPETITIVE	OUFND
167	PHILIPS HEALTHCARE	\$ 119,016.69	OUHSC	COLLEGE OF MEDICINE - TULSA	SERVICE MAINTENANCE - SOFTWARE	SOLE SOURCE	CLNOP
168	PREMIER HEALTHCARE SOLUTIONS INC	\$ 55,000.00	OUHSC	COLLEGE OF MEDICINE	RENT/LEASE - SOFTWARE	SOLE SOURCE	CLNOU
169	RED CENTRAL INC	\$ 65,000.00	OUHSC	COLLEGE OF DENTISTRY	SERVICE-PROFESSIONAL HEALTHCARE	COMPETITIVE	MISCA
170	SCOTTRICE	\$ 136,824.00	OUHSC	COLLEGE OF MEDICINE	EQUIPMENT NON CAPITALIZED-GENERAL EXPENSE	COMPETITIVE	CLNOU
171	SCOTTRICE	\$ 113,328.77	OUHSC	COLLEGE OF MEDICINE	EQUIPMENT NON CAPITALIZED-GENERAL EXPENSE	COMPETITIVE	MISCA
172	SIEMENS MEDICAL SOLUTIONS USA INC	\$ 129,999.00	OUHSC	COLLEGE OF ALLIED HEALTH	EQUIPMENT GENERAL CAPITALIZED	COMPETITIVE	CLNOP
173	TECAN US INC	\$ 66,562.15	OUHSC	COLLEGE OF MEDICINE	EQUIPMENT GENERAL CAPITALIZED	COMPETITIVE	MISCA
174	THERMO ELECTRON NORTH AMERICA LLC	\$ 68,259.36	OUHSC	COLLEGE OF MEDICINE	SERVICE MAINTENANCE - BUILDING/LAND/EQUIPMENT	SOLE SOURCE	MISCA
175	ULTRADENT PRODUCTS INC	\$ 71,399.92	OUHSC	COLLEGE OF DENTISTRY	SUPPLIES - EDUCATIONAL	COMPETITIVE	OUFND
176	WARREN CLINIC INC	\$ 106,000.00	OUHSC	COLLEGE OF MEDICINE - TULSA	SERVICE - EMPLOYEE PLACEMENT/TEMP	COMPETITIVE	RSTUL



OU HEALTH SCIENCES CAMPUS
STATEMENTS OF NET POSITION
AS OF MARCH 31, 2025 AND 2024
UNAUDITED - MANAGEMENT'S USE ONLY
(\$ in thousands)

	<u>3/31/2025</u>	<u>3/31/2024</u>
Assets		
Unrestricted cash and cash equivalents	607,898	622,957
Restricted cash and cash equivalents	85,091	63,443
Accounts receivable, net	119,528	137,282
Lease receivable	32,537	28,841
Inventories and supplies, at cost	1,484	1,543
Loans to students, net	7,995	7,576
Deposits and prepaid expenses	1,971	2,079
Endowment investments	63,144	60,339
Investments	187,188	179,365
Investments in real estate	2,475	2,025
Net OPEB	1,449	1,409
Capital and lease assets, net	665,958	622,354
Total Assets	<u><u>1,776,718</u></u>	<u><u>1,729,213</u></u>
Deferred Outflows	<u><u>62,414</u></u>	<u><u>85,924</u></u>
Liabilities		
Accounts payable and accrued expenses	67,110	65,865
Unearned revenue	8,019	7,883
Accrued interest payable	2,455	1,777
Deposits held in custody for others	504	969
Accrued compensated absences	30,911	32,609
Net pension liability	228,979	247,961
Total OPEB liability	80,681	112,667
Federal loans liability	7,746	7,447
Other financing arrangements	8,740	10,740
Lease liability	253	455
Subscription liability	4,328	5,778
Revenue bonds payable	207,091	160,424
Total Liabilities	<u><u>646,817</u></u>	<u><u>654,575</u></u>
Deferred Inflows	<u><u>81,299</u></u>	<u><u>78,490</u></u>
Net Position		
Net Position	<u><u>1,111,016</u></u>	<u><u>1,082,072</u></u>
Total Net Position	<u><u>1,111,016</u></u>	<u><u>1,082,072</u></u>

OU HEALTH SCIENCES CAMPUS
STATEMENT OF REVENUES, EXPENSES AND CHANGES IN NET POSITION
FOR THE NINE MONTHS ENDING MARCH 31, 2025
UNAUDITED - MANAGEMENT'S USE ONLY
(\$ in thousands)

Operating Revenues	3/31/2025	3/31/2024
Student tuition and fees (net of scholarship allowances)	72,409	69,090
Patient care	39,501	49,414
Pharmaceutical sales	49,912	46,509
Federal grants and contracts	92,090	86,593
State grants and contracts	74,548	81,923
Private grants and contracts	188,278	187,134
Sales and services of educational activities	1,522	1,584
Sales and services of auxiliary enterprises:		
Steam and Chill	7,527	8,738
Other	27,927	31,493
Other revenues	10,966	8,330
Total operating revenues	564,680	570,808
Operating Expenses		
Compensation and benefits	456,149	441,119
Contractual services	79,334	73,266
Supplies and materials	66,357	63,328
Depreciation	25,007	23,647
Utilities	13,499	15,312
Communication	3,636	3,536
Scholarships	3,198	2,713
Other expense	22,792	22,730
Total operating expenses	669,972	645,651
Operating gain (loss)	(105,292)	(74,843)
Nonoperating Revenues and (Expenses)		
State appropriations	64,127	62,787
State on-behalf payments	8,507	10,043
Private gifts	6,922	8,868
Interest on indebtedness	(7,184)	(5,059)
Investment income/loss	20,197	16,012
Endowment income	17,364	15,869
Net nonoperating revenues and (expenses)	109,933	108,520
Income before other revenues, (expenses), gains, or (losses)	4,641	33,677
Other Revenue, Expenses, Gains or Losses		
State appropriations for capital projects	3,182	3,389
State school land funds	1,280	2,999
Total other revenue, (expenses), gains, or (losses)	4,462	6,388
Change in Net Position	9,103	40,065

UNIVERSITY OF OKLAHOMA - NORMAN CAMPUS
 STATEMENTS OF NET POSITION
 AS OF MARCH 31, 2025 AND 2024
 UNAUDITED - MANAGEMENT USE ONLY
 (\$ in thousands)

	<u>3/31/2025</u>	<u>3/31/2024</u>
Assets		
Unrestricted cash and cash equivalents	440,552	332,854
Restricted cash and cash equivalents	165,978	63,898
Accounts receivable, net	101,990	92,638
Leases receivable	37,626	37,703
Inventories and supplies, at cost	2,987	2,618
Loans to students, net	6,543	7,713
Deposits and prepaid expenses	3,034	11,957
Endowment investments	125,902	116,150
Investments	23,568	19,655
Investments in real estate	220	220
Net OPEB	2,042	1,553
Capital and lease assets, net	2,004,194	1,894,627
Total Assets	<u><u>2,914,636</u></u>	<u><u>2,581,586</u></u>
Deferred Outflows	<u><u>97,463</u></u>	<u><u>133,760</u></u>
Liabilities		
Accounts payable and accrued expenses	62,174	43,687
Unearned revenue	49,464	50,589
Accrued interest payable	11,519	9,140
Deposits held in custody for others	5,324	3,448
Accrued compensated absences	32,577	32,103
Retirement plan liability	9,920	7,187
Net pension liability	315,936	335,556
Total OPEB liability	90,490	153,201
Federal loans liability	4,516	5,825
Other financing arrangements	34,074	40,521
Lease liability	15,812	11,744
Subscription liability	16,056	13,439
Revenue bond payable	1,127,421	968,217
Total Liabilities	<u><u>1,775,283</u></u>	<u><u>1,674,657</u></u>
Deferred Inflows	<u><u>113,187</u></u>	<u><u>100,267</u></u>
Net Position		
Net Position	<u><u>1,120,049</u></u>	<u><u>936,667</u></u>
Total Net Position	<u><u>1,120,049</u></u>	<u><u>936,667</u></u>

UNIVERSITY OF OKLAHOMA - NORMAN CAMPUS
 STATEMENTS OF REVENUES, EXPENSES, AND CHANGES IN NET POSITION
 FOR THE NINE MONTHS ENDING MARCH 31, 2025 AND 2024
 UNAUDITED - MANAGEMENT'S USE ONLY
 (\$ in thousands)

	<u>3/31/2025</u>	<u>3/31/2024</u>
Operating Revenues		
Student tuition and fees (net of scholarship allowances)	391,204	360,905
Federal grants and contracts	120,732	121,287
State grants and contracts	99,632	90,471
Private grants and contracts	4,195	7,457
Sales and services of auxiliary enterprises:		
Housing and food service revenues	77,607	70,132
Net athletic revenues	73,666	85,667
Other	27,485	26,772
Other revenues	42,432	29,981
Total operating revenues	<u>836,953</u>	<u>792,672</u>
Operating Expenses		
Compensation and benefits	515,496	480,939
Contractual services	162,381	158,164
Supplies and materials	48,906	43,115
Depreciation and amortization	73,338	68,320
Utilities	30,857	33,449
Communication	4,158	4,707
Scholarships	24,342	26,807
Travel	23,123	22,510
Other expenses	43,857	47,716
Total operating expenses	<u>926,458</u>	<u>885,727</u>
Operating gain/(loss)	(89,505)	(93,055)
Nonoperating Revenues and (Expenses)		
State appropriations	111,847	109,430
State on-behalf payments	14,187	12,916
Federal grants and contracts	44,155	33,328
State grants and contracts	21,241	16,928
Private gifts	37,000	28,459
Interest on indebtedness	(34,390)	(27,181)
Investment income/(loss)	18,320	10,707
Gain/(loss) on disposal of assets	(1,117)	(1,097)
Endowment income	25,562	18,227
Net nonoperating revenues and (expenses)	<u>236,805</u>	<u>201,717</u>
Income before other revenues, (expenses), gains, or (losses)	147,300	108,662
Other Revenue, Expenses, Gains or Losses		
State appropriations for capital projects	13,500	8,318
Private gifts for capital assets	12,658	18,207
State school and land funds	9,714	7,777
On-behalf payments for OCIA capital leases	3,579	3,755
Additions to permanent endowments	2,492	24
Total other revenue, (expenses), gains, or (losses)	<u>41,943</u>	<u>38,081</u>
Change in Net Position	<u><u>189,243</u></u>	<u><u>146,743</u></u>

Section 5: University Community

5.1 Fraternities and Sororities

5.1.1 Membership Recruitment

Panhellenic Association - Formal membership recruitment for the organizations of the Panhellenic Association shall take place during the fall and/or spring semesters at the discretion of the Panhellenic Association. The Panhellenic Association shall follow the recruitment guidelines and “Unanimous Agreements” of the National Panhellenic Conference (NPC). Chapter size shall be based on the “Quota-Total” system recommended by NPC and used in combination with the “Preferential Bidding System” and “Continuous Open Bidding.”

Interfraternity Council - Formal membership recruitment for the organizations of the Interfraternity Council shall take place during the fall and/or spring semesters at the discretion of the Interfraternity Council. Open membership recruitment may take place throughout the fall and spring semesters.

5.2 Preservation of Peaceful Environment

The President and other appropriate University officials are authorized to take actions that are deemed reasonably necessary to preserve a peaceful and orderly environment on the campus and to protect the safety and welfare of members of the University community. This policy applies to all persons who enter the campus who are not University employees or students. Students and employees who disrupt the peaceful environment of a university campus are subject to disciplinary rules found in the respective institution’s student code and faculty and staff handbooks.

Campus police are hereby authorized to issue a Notice to Vacate to such persons, and remove such persons from campus, who interfere with, or who enter the campus to interfere with, the conduct of campus activities; provided, this authority does not apply to University employees or students, all of whom are covered under other University policies. Persons so removed may appeal in accordance with the appropriate Notice to Vacate.

5.3 Student Government Association Constitution

The Constitution of the University Student Government Association is available on the University’s website. Hard copies are also available in the appropriate student services offices on each campus.

5.4 Student Code

The current version of the Student Code shall be maintained on the University’s website.

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/ expression (consistent with applicable law), 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.

Inquiries regarding non-discrimination policies may be directed to:

For Cameron University—The University Equal Opportunity Officer and Title IX Coordinator, 580-581-6712, eo-tix@cameron.edu

For Rogers State University— The University Equal Opportunity Office, 918-343-7569, EqualOpportunity@rsu.edu.

Statement of Commitment to Equal Opportunity

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 fair and equal employment policies. 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, genetic information, gender identity/ expression (consistent with applicable law), 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 fair and equal treatment and opportunities 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 of individuals with disabilities as required by Section 503 of the Rehabilitation Act of 1973, 29 U.S.C. § 793, and qualified protected veterans as required by the Vietnam Era Veterans' Readjustment Act (VEVRAA), 28 U.S.C. § 60-300. Each University takes positive actions to employ and to advance in employment such individuals consistent with federal law.

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 Revisions to Institutional Equity Policies

Revisions to the Non-Discrimination Policy, Sexual Misconduct, Discrimination, and Harassment Policy, or other applicable institutional equity policies may be made automatically where necessary to comply with federal, state and local laws, or applicable regulations or guidance.

CAMERON UNIVERSITY
LONG-RANGE CAPITAL PLANNING COMMISSION
Campus Master Plan of Capital Projects
Fiscal Years 2026-2030

Project	May-25 Estimated Costs
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 Basement Remodel	300,000
Cameron Park and Cameron Exchange Renovations	1,200,000
Campus Accessibility	2,000,000
Elevator Replacement	1,200,000
Howell Hall Renovation	2,500,000
HVAC Upgrades	3,700,000
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	4,542,000
Shepler Buildings - Residence Room Lock Replacement	85,000
University Landscape	100,000
TOTAL	\$ 38,727,000

CAMERON UNIVERSITY
STATEMENTS OF NET POSITION
MARCH 31, 2025 AND 2024
UNAUDITED-MANAGEMENT USE ONLY

	<u>3/31/2025</u>	<u>3/31/2024</u>
Assets		
Unrestricted cash and cash equivalents	\$ 12,984,397	\$ 12,384,851
Restricted cash and cash equivalents	6,810,888	2,768,780
Accounts receivable, net	4,116,571	3,590,858
Leases receivable	507,737	583,791
Net other post-employment benefits asset	168,276	169,202
Deposits and prepaid expenses	2,514,465	2,333,539
Capital assets, net	<u>53,490,992</u>	<u>53,301,273</u>
Total Assets	<u><u>80,593,326</u></u>	<u><u>75,132,294</u></u>
 Deferred Outflows	 <u><u>5,288,754</u></u>	 <u><u>7,907,498</u></u>
 Liabilities		
Accounts payable and accrued expenses	601,580	546,506
Post-employment benefits obligation	2,462,897	2,358,032
Accrued compensated absences	279,734	365,798
Net pension liability	25,746,203	29,666,729
Unearned revenue	100,579	72,063
Leases payable	300,464	474,831
Capital lease payable	13,611,452	15,202,664
Deposits held in custody for others	<u>139,762</u>	<u>150,888</u>
Total Liabilities	<u><u>43,242,671</u></u>	<u><u>48,837,511</u></u>
 Deferred Inflows	 <u><u>5,192,950</u></u>	 <u><u>5,031,073</u></u>
 Net Position		
Net Position	<u>37,446,459</u>	<u>29,171,208</u>
Total Net Position	<u><u>\$ 37,446,459</u></u>	<u><u>\$ 29,171,208</u></u>

CAMERON UNIVERSITY
STATEMENTS OF REVENUE, EXPENSES AND CHANGES IN NET POSITION
FOR THE NINE MONTHS ENDED MARCH 31, 2025 AND 2024
UNAUDITED-MANAGEMENT USE ONLY

	<u>3/31/2025</u>	<u>3/31/2024</u>
Operating Revenues		
Student tuition and fees	\$ 20,436,798	\$ 20,213,740
Grants and contracts	4,032,965	2,506,004
Sales and services of educational activities	324,861	489,029
Sales and services of auxiliary enterprises	5,326,622	7,232,812
Other operating revenues	<u>40,047</u>	<u>15,964</u>
Total Operating Revenues	<u>30,161,293</u>	<u>30,457,549</u>
Operating Expenses		
Compensation and benefits	19,998,118	19,784,800
Contractual services	1,210,315	958,625
Supplies and materials	10,245,466	12,577,984
Depreciation	2,969,001	2,915,214
Utilities	1,342,527	1,510,017
Communication	96,676	133,539
Scholarships and fellowships	17,576,821	15,515,504
Other operating expenses	<u>1,545,791</u>	<u>1,847,624</u>
Total Operating Expenses	<u>54,984,715</u>	<u>55,243,307</u>
Operating loss	(24,823,422)	(24,785,758)
Nonoperating Revenues and (Expenses)		
State appropriations	14,787,552	14,500,630
Grants and contracts	10,035,617	8,930,498
Private gifts	913,249	567,192
Endowment and Investment income	<u>113,734</u>	<u>88,349</u>
Net Nonoperating Revenues and (Expenses)	25,850,152	24,086,669
Income Before Other Revenues, (Expenses), Gains or (Losses)	1,026,730	(699,089)
Other Revenue, Expenses, Gains or Losses		
Private gifts for capital projects	250,000	-
Capital state appropriations	<u>4,991,280</u>	<u>1,170,887</u>
Total Other Revenue, (Expenses), Gains and (Losses)	<u>5,241,280</u>	<u>1,170,887</u>
Change in Net Position	<u>\$ 6,268,010</u>	<u>\$ 471,798</u>

CAMERON UNIVERSITY
STATEMENT OF REVENUE, EXPENSES AND CHANGES IN NET POSITION
BUDGET TO ACTUAL
FOR THE NINE MONTHS ENDED MARCH 31, 2025
UNAUDITED-MANAGEMENT USE ONLY

	FY 25 <u>Annual Budget</u>	July 2024 - Mar 2025 <u>Actual</u>	Percent <u>of Budget</u>	Difference <u>Budget to Actual</u>
Operating Revenues				
Student tuition and fees	\$ 20,444,225			
Grants and contracts	6,833,024	\$ 20,436,798	100.0%	\$ 7,427
Sales and services of educational activities	605,114	4,032,965	59.0%	2,800,059
Sales and services of auxiliary enterprises	5,830,654	324,861	53.7%	280,253
Other operating revenues	<u>134,894</u>	5,326,622	91.4%	504,032
Total Operating Revenues	<u>33,847,917</u>	<u>40,041,246</u>	<u>29.7%</u>	<u>94,841</u>
		<u>30,161,292</u>	<u>89.1%</u>	<u>3,686,614</u>
Operating Expenses				
Compensation and benefits	30,883,136	19,998,118	64.8%	10,885,018
Contractual services	894,444	1,210,315	135.3%	(315,871)
Supplies and materials	13,357,268	10,245,466	76.7%	3,111,802
Depreciation	-	2,969,001	0.0%	(2,969,001)
Utilities	2,620,400	1,342,527	51.2%	1,277,873
Communication	186,600	96,676	51.8%	89,924
Scholarships and fellowships	16,206,122	17,576,821	108.5%	(1,370,699)
Other operating expenses	<u>2,076,591</u>	<u>1,545,792</u>	<u>74.4%</u>	<u>530,807</u>
Total Operating Expenses	<u>66,224,561</u>	<u>54,984,711</u>	<u>83.0%</u>	<u>11,239,853</u>
Operating Income (Loss)	(32,376,657)	(24,823,422)		(7,553,235)
Nonoperating Revenues (Expenses)				
State appropriations	18,894,583	14,787,552	78.3%	4,107,031
Grants and contracts	8,950,000	10,035,617	112.1%	(1,085,617)
Private gifts	1,090,570	913,249	83.7%	177,321
Endowment and Investment income	<u>435,341</u>	<u>113,734</u>	<u>26.1%</u>	<u>321,606</u>
Net Nonoperating Revenues	29,370,493	25,850,152	88.0%	3,520,341
Income (Loss) Before Other Revenues, Expenses, Gains or (Losses)	(3,006,164)			(4,032,894)
Other Revenues, Expenses, Gains or (Losses)				
Private gifts for capital projects	-			
State appropriations for capital purposes	<u>5,100,000</u>			250,000
Total Other Revenues, Expenses, Gains or (Losses)	<u>5,100,000</u>		<u>97.9%</u>	<u>108,720</u>
			<u>102.8%</u>	<u>(141,280)</u>
Change in Net Position	<u>\$ 2,093,836</u>			<u>\$ (4,174,174)</u>

ROGERS STATE UNIVERSITY
STATEMENT OF NET POSITION
March 2025 (FY25)
UNAUDITED - MANAGEMENT USE ONLY

EXHIBIT S

Assets	3/31/25	3/31/24
Unrestricted Cash and cash equivalents	\$ 25,385,415	\$ 25,637,710
Restricted Cash and cash equivalents	6,622,924	4,644,371
Accounts receivable - net	4,821,064	3,772,549
Accounts receivable from ODFA	12,000,000	-
Net other post-employment benefit asset	327,282	139,229
Deposits and prepaid expenses	-	-
Capital assets, net	58,987,701	60,140,136
Total Assets	<u>108,144,386</u>	<u>94,333,994</u>
 Deferred Outflows of Resources	 <u>4,449,322</u>	 <u>6,365,180</u>
 Liabilities		
Accounts payable and accrued expenses	1,519,260	1,353,807
Post-employment benefits obligation	-	-
Accrued compensated absences	1,143,227	1,019,683
Net pension liability	19,923,474	22,895,674
Unearned revenue	5,023,835	4,760,473
Bonds payable	1,475,840	1,634,873
Other financial arrangements	41,616,356	32,844,287
Leases payable	846,317	719,832
Deposits held in custody for others	231,011	219,527
Total Liabilities	<u>71,779,320</u>	<u>65,448,157</u>
 Deferred Inflows	 <u>3,762,451</u>	 <u>2,920,613</u>
 Net Position		-
Net Position	37,051,937	32,330,405
Total Net Position	<u>\$ 37,051,937</u>	<u>\$ 32,330,405</u>

ROGERS STATE UNIVERSITY
STATEMENT OF REVENUES, EXPENSES AND CHANGES TO NET POSITION
FOR THE NINE MONTHS ENDED MARCH 31, 2025 AND 2024
UNAUDITED - MANAGEMENT USE ONLY

Operating Revenues	<u>3/31/25</u>	<u>3/31/24</u>
Student tuition and fees	\$ 19,029,515	\$ 18,006,095
Federal grants and contacts	1,584,214	2,035,039
State and private grants and contracts	3,602,039	3,141,692
Auxiliary enterprises	7,472,085	6,868,466
Other operating revenues	299,828	197,998
Total Operating Revenue	<u>31,987,681</u>	<u>30,249,290</u>
Operating Expenses		
Compensation and benefits	18,661,092	17,709,598
Contractual services	2,701,798	2,548,246
Supplies and materials	7,291,757	6,173,395
Depreciation	2,869,301	2,509,237
Utilities	1,297,745	1,233,707
Communications	192,765	175,328
Scholarships and fellowships	18,412,980	15,805,105
Other operating expenses	1,522,613	2,004,377
Total Operating Expenses	<u>52,950,052</u>	<u>48,158,993</u>
Operating Loss	(20,962,371)	(17,909,703)
Nonoperating Revenues (Expenses)		
State appropriations	12,216,516	11,984,731
Federal and State Grants	7,993,484	6,746,027
Endowment and Investment income	294,793	237,653
Interest expense	(771,913)	(791,836)
Net Nonoperating Revenues	<u>19,732,880</u>	<u>18,176,575</u>
Income Before Other Revenues, (Expenses), Gains or (Losses)	(1,229,492)	266,871
Other Revenues, Expenses, Gains or Losses		
Capital state appropriations	5,225,139	1,675,926
Capital Grants and Gifts	-	25,000
Total Other Revenue, (Expenses), Gains and (Losses)	<u>5,225,139</u>	<u>1,700,926</u>
Change in Net Position	<u>\$ 3,995,647</u>	<u>\$ 1,967,798</u>