

**MINUTES OF A SPECIAL MEETING  
THE UNIVERSITY OF OKLAHOMA BOARD OF REGENTS  
July 28, 2020**

	<u>Page</u>
<b><u>MINUTES FOR JUNE 18, 2020</u></b> .....	37201

**THE UNIVERSITY OF OKLAHOMA**

REPORT OF THE PRESIDENT OF THE UNIVERSITY .....	37201
REPORT OF THE CHAIRMAN OF THE BOARD.....	37203

**CONSENT ITEMS**

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

Title IX Regulations - ALL .....	37204 37205
Selection of On-Call Outside Counsel - ALL.....	37204 37205
Student Health Insurance - ALL .....	37204 37208
Consolidated Budget and Planning Software Solution - ALL .....	37204 37209
Trademark Licensing Agency Agreement for the University of Oklahoma - ALL ....	37204 37210

**ACTION ITEMS**

**THE UNIVERSITY OF OKLAHOMA**

Approval of Strategic Plan – All.....	37211
Revisions to Board Bylaws – All.....	37211
Changes to General Education Requirements - NC .....	37212
Student Activity Fee Rate for Academic Year 2022 – NC & LAW .....	37214
Academic Personnel Actions - ALL .....	37215
Administrative and Professional Personnel Actions - ALL .....	37222
Executive Session - All.....	37230

**MINUTES OF A SPECIAL MEETING  
THE UNIVERSITY OF OKLAHOMA BOARD OF REGENTS  
JULY 28, 2020**

A special meeting of the Board of Regents governing The University of Oklahoma, Cameron University and Rogers State University was called to order in Headington Hall on the Norman Campus in Norman, Oklahoma, at 4:30 p.m. on July 28, 2020.

The following Regents were present: Gary C. Pierson, Chairman of the Board, presiding; Regents Frank Keating, Michael A. Cawley, Phil B. Albert, Natalie Shirley, Eric Stevenson, and Anita L. Holloway.

Others attending all or a part of the meeting included Mr. Joseph Harroz, President of The University of Oklahoma; Dr. Jill Irvine, Interim Senior Vice President and Provost – Norman Campus; Jason Sanders, M.D., Senior Vice President and Provost – Health Sciences Center Campus; Vice Presidents Sean Burrage, Joseph Castiglione, Eric Conrad, Mackenzie Dilbeck, and David Surratt; Chief Legal Counsel Anil Gollahalli; and Executive Secretary of the Board of Regents, Dr. Chris A. Purcell. Also in attendance was Norman Campus Faculty Senate Chair Amy Bradshaw.

Notice of the time, date and place of this meeting was submitted to the Secretary of State, and the agenda was posted in the Office of the Board of Regents on or before 8:30 a.m. on July 24, 2020, both as required by 25 O.S. 1981, Section 301-314.

## **MINUTES**

Regent Shirley moved approval of the minutes of the meetings held on June 18, 2020 as printed and distributed prior to the meeting. The following voted yes on the motion: Regents Keating, Cawley, Albert, Shirley, Stevenson, and Holloway. The Chairman declared the motion unanimously approved.

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

Welcome to everyone and I want to thank Athletics for hosting us the last two days in these facilities and want to thank our Board of Regents. This Board is incredibly talented and spent the last two days assessing risks of all types, looking at all kinds of contingencies, working through the complexities of COVID, which is something we've never seen before, obviously, and talking about strategic planning for our future. As we look at where we are, let's address the first, which is, it's good to be in a room with everyone. I know that we're masked, but it is so nice to see people in three dimensions and not just two, on a zoom call and to be together. As we move on, as we head towards the beginning of classes, you know, on August 3rd, we have Phase Three return to the Norman campus. On August 11th, our students are coming here and everything is being done through the lens of safety based upon science and advice, and we're very thankful for having Dr. Dale Bratzler, OU physician and public health expert, who's helped guide us to make sure every decision is fact-based, and based on medicine, information and science. We're bringing back the students, the students are coming back in a three-step process. Many of you already know this, but our students will come. They're going to complete an at home saliva-based test to make sure that they test negative so they can come into our dorms. They'll do that from their homes where they're living and then come to campus, once they have a test that is

negative. Then of course, complete online health screening. As we go through this, there are so many priorities, but the first priority obviously is the health, safety, and welfare of our students, faculty, staff, and our visitors. We also want to provide the best possible educational experience. To the maximum extent possible, we would like to be together in this environment and working together. A lot of questions about how do you do that? We've obviously been working on that a lot, also working with the Board on this. As we go through it, the goal has not just been to adhere to requirements; not simply what the law allows, but to provide the maximum level of flexibility we can. I'm very thankful to the Provost for all the work that she has done and all of the team and staff behind that. I should say Provosts, but the Health Sciences Center campus has obviously been going full bore. One of the questions was to each of our faculty, do you feel comfortable coming back to campus? Are there issues that cause you specific concern about returning to the classrooms? The goal was to make sure we provided our students with the majority in-person experience. And can we also do that while providing flexibility to our faculty? We asked over a week and a half period for a faculty to raise any concerns or thoughts they had, not to disclose medical information to us, but to tell us, are they, especially, at risk? Are they caring for someone as a primary caretaker that is especially at risk? And then third is there a next category. To date we've been able to handle for flexibility 97% of those individuals, and the other 3% we're working on as well. Same thing with staff, making sure that those that fit into one of those categories that don't meet the legal definition, but we can allow them to work from a distance, we're doing. With our students as well, building out ways for our students, if they do test positive, to go ahead and maintain and continue their education while they're here. So a lot of work has gone into this. I'm so grateful for the staff and faculty who have put so much time into this. We are excited about this next topic I want to cover (I saw the Chairman watching his watch just now, which was a clear signal to me) is the strategic plan. You've already been provided a copy of one page that lays out what's in that strategic plan, but this is a truly monumental moment in the history of this University. For the first time, in at least a generation for the Norman Campus, there's a written strategic plan that's being presented to the Board and I'm hopeful it will be passed. We'll talk about it a bit, but it all focuses through our purpose. What is the essence of the University of Oklahoma? Not just a mission statement, but the essence of who we are. And the answer is what do we do at our core? And that is we change lives. We change lives. And then as you look at that strategic plan, what are those pillars? And you'll see these five pillars that attached to it. And from each of those pillars are strategies. And then tactics that flow into that. Every decision we make, every step we take, will be viewed through the lens of this strategic plan. This is the path to our collective best university. As we look at it, there, there are five pillars: become a top tier public research university, prepare students for a life of meaningful service and positive impact, make sure OU excellence is attainable and affordable, become a place of belonging and emotional growth for all students, and enrich and positively impact the state. I do want to say this. This has been a 14-month long process that brings us to this point asking for the Board's approval -14 months. And there are so many individuals who put so much time and energy into this, but I want to thank just a few of them. There'll be more thank you's at a time when everyone's not sitting here. This is a Norman Campus strategic plan; we'll next turn to Tulsa and the Health Sciences Center. First of all, for a strategic plan to have meaning, it has to have collective input, collective wisdom, and a collective commitment that attaches to that. I was just talking a minute ago with the current chair of the Faculty Senate, Amy Bradshaw, about PACBAC, a group formed out of the Faculty Senate that came and worked over the last

14 months hand-in-glove. The co-chairs of that are Dr. Sarah Ellis and Dr. Kyle Harper. Regrettably, Dr. Ellis couldn't be here, but they worked together. They put in so many, so many hours on this, and this plan represents the best of all of us and best of our thinking. Norman Campus Faculty Senate at that time, Dr. Joshua Nelson and Dr. Amy Bradshaw, the Staff Senate student leadership, SGA president, Justin Norris, from the OU community, alumni, faculty, staff, students, the Board of Regents who provided invaluable help on this. There are so many thousands. We had 5,000 responses to a campus-wide survey. We had 900-plus hours by the PACBAC committee working on this, six town halls across the campuses, nearly 3000 hours, collectively devoted from the core administrative team. And so many other meetings involving deans and incoming deans and the entire group. So this is a truly exciting moment. This is one that has us look towards the future. And when we asked the question, what is our future? What do we hope to be? What do we aspire to be? And how do we accomplish it? This strategic plan provides that ability for us to focus through that purpose and to lead us forward. And I think everyone in this room deserves to be congratulated for that. So I'll end by saying, let's congratulate all of those who worked on this. Thank you.

## **REPORT OF THE CHAIRMAN OF THE BOARD**

A couple of comments or three comments from me. When you're elected a chair of a board of anything you hope for four things: that you have board members that are smart, that are dedicated, that are collaborative, and most importantly, that are willing to work hard. Those are my criteria, and as chairman of this board, I can tell you that I could not be happier and more proud of this board of directors. There has been an enormous amount of turnover in the board, over the last 15 months, and it's essentially a new board. I believe the number is 57%. This is the finest board I've ever served on, and I've served on a bunch of them. So from the chair's position, I want to thank all of you. You work hard, you work smart, you really care, and that's important, and there are no personal agendas here. There is simply the University of Oklahoma, Rogers and Cameron and their wellbeing. That's a sign of high character, and I appreciate every one of you for that. Second area is to the Sooner Nation and all people COVID. I ask that you do three things, be flexible. We have 15,000 faculty; we have 26,000 students. We have 1,000,002 moving parts at any given time. On any given day, we have a situation that's not within our control. We will always default to safety, but one size does not fit everybody's needs. We recently polled through the University and Provost's Office, what our students wanted, and it's almost an exact duplication of numbers that want one thing versus the other at polar opposites. So we can't devise a single system that makes everybody completely happy all day, every day. We are doing absolutely the best we can. And I'll tell you, this staff and the faculty and everybody involved, and this Board is working tirelessly on trying to get it as right as right can be. There will be no perfect solution period. There will be no perfect solution, but we will do the best we can under all the circumstances as they develop each and every day. So for all Sooners, I ask that you be flexible, that you be understanding of the situation beyond just yourself. And last, I really sincerely on behalf of the entire Board, ask that you be respectful of our faculty and our staff. This is affecting them just as it's affecting everybody else. And it's hard on all of us. It's just passe to say it's unprecedented, it's beyond unprecedented, whatever that word is. The staff and the faculty will be respectful. And as to the students, the same admonition, be understanding, be flexible and be kind to one another, because this is a hard time for us all, we're all working through

it together. The last thing I'll comment on is the strategic plan. I've been in business a longer time than I want to admit. The second most difficult thing an executive team can ever do is to put together a high-quality strategic plan. It is enormously difficult because there are so many different items to consider, people to consider, business aspects to consider, legal aspects to consider. Only the finest plans can be picked up and read in one sitting and be understandable. The bad ones are typically either terribly short or terribly long, and they're just a bunch of words. That's not what we have here. We have a group of faculty, students, staff, executives, Regents, who have worked really hard to put something meaningful together. It's elegant in its simplicity, it is pure, and it's simple. On behalf of the Board of Regents, we are going to make sure on an everyday basis that it is implemented. We did not spend this time looking into the future as best we can for this thing to go on the shelf and say, wasn't that fun? This is our roadmap into the future, and that future is quite uncertain, not because of the COVID, but because everything in the world is changing all the time. I'm very proud of what the administration, the faculty, the students, and this Board put together. I said, that's the second most difficult thing to do is draft an elegant, straightforward, easy to understand for everybody plan, the most difficult thing without question is its implementation. And I ask everybody that is a Sooner to read the plan, to understand it. If you're confused by it, respectfully ask questions about it. If you have a challenge, you can challenge, but challenge and apply it the right way. A lot of work has gone into this. At the end of the day, come together behind this plan and execute it every day. We will all be better if we do that. President Harroz has been charged to make sure that that happens. So it's nice to emerge from a period of difficulty that we've had for a while, with our eyes firmly fixed on the future. And that's exactly where this administration is, and this where this Board of Regents is - very bright days are ahead of us. I personally, and on behalf of this Board am really looking forward to them. We're ready to get these dang masks off, but that'll come in due course.

## **CONSENT ITEMS**

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

### **THE UNIVERSITY OF OKLAHOMA**

#### **TITLE IX REGULATIONS – ALL**

#### **SELECTION OF ON-CALL OUTSIDE COUNSEL – ALL**

#### **STUDENT HEALTH INSURANCE – ALL**

#### **CONSOLIDATED BUDGET AND PLANNING SOFTWARE SOLUTION – ALL**

#### **TRADEMARK LICENSING AGENCY AGREEMENT FOR THE UNIVERSITY OF OKLAHOMA – ALL**

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

**TITLE IX REGULATIONS – ALL**

In May 2020, the U.S. Department of Education, Office of Civil Rights, issued a final rule relating to sexual misconduct in K-12 and post-secondary educational environments, with an effective date of August 14, 2020. The most significant components of the proposed rule:

- Establish a new definition of sexual harassment;
- Draw a distinction between formal complaints and other reports; and
- Impose specific procedural requirements for grievances.

The University currently provides supportive measures to reporting parties and also complies with many of the due process protections for respondents set forth in the Final Rule, but revision of existing policies and procedures is necessary to clarify points raised by the new rule and achieve full compliance.

A multi-campus working group comprised of Institutional Equity, Student Affairs, Provosts' Offices, Diversity, Equity & Inclusion, Human Resources, and Legal Counsel has been meeting multiple times per week to review the regulation, develop administrative recommendations, and identify required policy and procedural modifications needed to achieve timely implementation of the new requirements. Specifically, focus input groups have been held for students, faculty, and staff on all three campuses. The working group is nearing completion of its work and will soon make recommendations to senior administration.

Because the effective date of the Final Rule is before the next regularly scheduled Board of Regents' meeting, an exception to normal Board review and approval processes is requested. Final implemented changes will be presented to the Board's Administration and Operations Committee for information prior to the next regularly scheduled Board meeting.

President Harroz recommended the Board of Regents approve the following actions:

- I. Authorize the University President to develop and approve revisions to the University's current Sexual Misconduct, Discrimination, and Harassment Policy, to take effect on August 14, 2020;
- II. Authorize the University President to develop and approve revisions to the Student Code of Rights and Responsibilities, Norman/HSC Faculty Handbook(s), and/or Staff Handbook to take effect August 14, 2020; and
- III. Authorize the University President to adopt other interim policies, revoke/rescind policies, enter into contracts, and employ or reassign personnel as may be reasonably necessary to timely comply with the United States Department of Education's Final Rule (as published in the Federal Register on May 19, 2020) governing the response by higher education institutions to incidents of sexual harassment.

**SELECTION OF ON-CALL OUTSIDE COUNSEL – ALL**

The University utilizes the services of external law firms to provide services in specialized areas or in areas where additional resources are needed to supplement those available in-house. For example, one current need for specialized legal services involves the integration of aspects of the Health Sciences Center with the University's hospital partner; Legal Counsel intends to engage the Polsinelli law firm to assist with this project due to its unique expertise in this area. Engagements of legal services are coordinated exclusively through the Office of Legal

Counsel. In order to (1) effectuate timely engagement of counsel as needs arise, (2) ensure competitive pricing for services, and (3) ensure transparency in counsel selection, the establishment of an on-call roster of pre-established, qualified firms is proposed.

The Office of Legal Counsel worked with the Purchasing Department to solicit the submission of qualifications in nine areas of expertise during the months of February and March 2020. Submissions were received from 9 law firms in the area of employee benefits; 15 firms in the area of general litigation; 13 firms in the area of intellectual property; 4 firms in the area of medical malpractice defense; 12 firms in the area of oil and gas; 13 firms in the area of real estate; 12 firms in the area of securities litigation; 10 firms in the area of taxation; and 7 firms in the area of workers compensation. A maximum of five (5) firms are selected in each area, except intellectual property, which required an additional selection due to specialized technical expertise. Criteria used for selection included (1) demonstrated expertise in subject area, (2) familiarity with nuances attendant to higher education and state entities, (3) prior experience representing the University, and (4) competitive pricing.

Any fees expended will be reported to the Board in accordance with established financial reporting Board policies.

Employee Benefits	Location
Crowe & Dunlevy	Oklahoma City, OK
Gable Gotwals	Oklahoma City and Tulsa, OK
McAfee & Taft	Oklahoma City, OK
Ogletree Deakins	Oklahoma City, OK
Winstead	Dallas, TX

General Litigation	Location
Crowe & Dunlevy	Oklahoma City, OK
Gable Gotwals	Oklahoma City and Tulsa, OK
Phillips Murrah	Oklahoma City, OK
Rupert, Steiner & Morgan	Oklahoma City, OK
Whitten Burrage	Oklahoma City, OK

Intellectual Property	Location
Conley Rose	Plano, TX
Crowe & Dunlevy	Oklahoma City, OK
Dunlap Coddling	Oklahoma City, OK
McAfee & Taft	Oklahoma City, OK
Parker Highlander	Austin, TX
Winstead	Dallas, TX

Medical Malpractice Defense	Location
Doerner Saunders	Oklahoma City, OK
Gable Gotwals	Oklahoma City and Tulsa, OK
Phillips Murrah	Oklahoma City, OK
Whitten Burrage	Oklahoma City, OK

## Oil &amp; Gas

## Location

Connor & Winters	Oklahoma City, OK
Doerner Saunders	Oklahoma City, OK
Perkins Coie	New York, NY

## Real Estate

## Location

Connor & Winters	Oklahoma City, OK
Gable Gotwals	Oklahoma City and Tulsa, OK
Perkins Coie	New York, NY
Phillips Murrah	Oklahoma City, OK

## Securities Litigation

## Location

Crowe & Dunlevy	Oklahoma City, OK
Doerner Saunders	Oklahoma City, OK
Gable Gotwals	Oklahoma City and Tulsa, OK
Perkins Coie	New York, NY
Winstead	Dallas, TX

## Tax

## Location

Crowe & Dunlevy	Oklahoma City, OK
Gable Gotwals	Oklahoma City and Tulsa, OK
McAfee & Taft	Oklahoma City, OK
Phillips Murrah	Oklahoma City, OK
Polsinelli	Kansas City, MO

## Workers Compensation

## Location

Bonham & Howard	Oklahoma City, OK
Christensen Law Group	Oklahoma City, OK
Cynthia Braly	Tulsa, OK
John Shears	Edmond, OK
McClure Law	Oklahoma City, OK

President Harroz and the General Counsel recommended the Board of Regents:

- I. Authorize the selection of the law firms presented below to provide on-call legal services in specialty areas routinely required for the Norman, Oklahoma City and Tulsa campuses of the University of Oklahoma for a one-year period with option to renew for four additional one-year periods;
- II. Authorize the General Counsel, with the approval and concurrence of the President and Chair of the Board, to engage with other legal firms in specialty areas not routinely utilized on an as-needed basis; and
- III. Authorize the General Counsel to execute the engagement letters as may be required.



**STUDENT HEALTH INSURANCE – ALL**

In mid-February 2020, OU Human Resources in conjunction with student health consultant, Rogers Consulting Group, LLC, began the renewal process for the student health insurance plan. It was determined that no plan design changes would be made. The plan carrier, Blue Cross Blue Shield - Academic Blue, would also remain the same for the 2020-2021 academic year.

In academic year 2020-2021, total premium costs for the student health insurance plan on the Norman campus will remain unchanged. The rates for the Health Sciences Center will experience a 10% increase over the Spring 2020 rates due to claims experience. The Health Sciences Center student health plan rates are reviewed and adjusted each semester. Please find a summary of the proposed 2020-2021 Norman Campus rates below. The first table shows the rates for domestic, international, and graduate assistant students at the Norman campus. The second table shows the rates for students attending the Center for English as a Second Language (CESL) also on the Norman campus. The third table shows the rates for students at the Health Sciences Center campus. Health insurance coverage is a mandate per Regents policy through the Student Health Plan or a qualified plan at the Health Sciences Center.

NORMAN					
Coverage Type	Annual	Fall	Spring	Spring / Summer	Summer
Coverage Begins	08/19/20	08/19/20	01/19/21	01/19/21	05/17/21
Coverage Ends	08/18/21	01/18/21	05/16/21	08/18/21	08/18/21
Student Only	\$2,078.00	\$884.00	\$682.00	\$1,225.00	\$543.00
Spouse Only	\$1,870.00	\$796.00	\$614.00	\$1,102.00	\$489.00
Children Only	\$1,663.00	\$708.00	\$546.00	\$980.00	\$435.00

CESL						
Coverage Type	Fall 1	Fall 2	Spring 1	Spring 2	Summer 1	Summer 2
Coverage Begins	08/19/20	10/16/20	01/19/21	03/15/21	05/10/21	06/28/21
Coverage Ends	10/15/20	01/18/21	03/14/21	05/09/21	06/27/21	08/18/21
Student Only	\$335.00	\$549.00	\$318.00	\$324.00	\$283.00	\$300.00
Spouse Only	\$302.00	\$494.00	\$286.00	\$291.00	\$255.00	\$270.00
Children Only	\$268.00	\$439.00	\$254.00	\$259.00	\$227.00	\$240.00

Health Sciences Center						
Coverage Type	Annual*	Fall 1	Fall 2	Spring*	Spring/ Summer *	Summer 1*
Coverage Begins	07/01/20	07/01/20	08/15/20	01/01/21	01/01/21	06/01/21
Coverage Ends	06/30/21	12/31/20	12/31/20	05/31/21	06/30/21	06/30/21
Student Only	\$3,943.00	\$2,018.00	\$1,524.00	\$1,656.00	\$1,985.00	\$329.00
Student + Spouse	\$8,477.00	\$4,338.00	\$3,277.00	\$3,560.00	\$4,267.00	\$707.00
Student + Child(ren)	\$7,690.00	\$3,935.00	\$2,972.00	\$3,229.00	\$3,871.00	\$642.00
Student + Family	\$12,224.00	\$6,255.00	\$4,725.00	\$5,133.00	\$6,153.00	\$1,020.00

\*Rates are tentative; subject to spring underwriting.

Health Sciences Center						
Stand Alone Needle Stick	\$74.00	Annual				

President Harroz recommended the Board of Regents approve Student Health Insurance rate renewals for all campuses and a Student Health Insurance premium increase for the Health Sciences Center:

**CONSOLIDATED BUDGET AND PLANNING SOFTWARE SOLUTION – ALL**

The University currently lacks an integrated budget and planning system. This proposed item selects a software solution with corresponding consulting and implementation services to provide a comprehensive and integrated budget and planning tool for all campuses. The solution will work in conjunction with the newly consolidated Peoplesoft Financials, Human Resources and campus-specific student ERP systems to better monitor, manage and report the financial operations of the University.

The University issued a competitive solicitation to ensure the most competitive pricing available. The following firms responded:

Deloitte/Workday	New York, New York/Pleasanton, California
EPMI	Houston, Texas
Huron/Oracle	Chicago, Illinois/Redwood City, California
Prophix	Ontario, Canada
TruEd/Anaplan	Broomfield, Colorado/San Francisco, California

The evaluation committee comprised the following individuals:

- Brad Avery, Assistant Vice President for Administration & Finance and Controller
- Stewart Berkinshaw, Associate Vice President and Chief Budget Officer
- Dean Coffman, IT Architect, Information Technology
- Colin Fonda, Associate Director for Human Resources
- Lindsey Loveday, Assistant Controller
- Heather Markgraf, Senior Budget Analyst
- Nicole McPhetridge, Associate Budget Director
- Bart Mercer, Budget Director
- Amy Redden, IT Analyst II, Information Technology

The evaluation criteria were: pricing for system and implementation, proposal and solution quality for system and implementation, and suitability for requirements.

The proposals submitted by EPMI and Prophix were deemed unresponsive and eliminated. The results of the evaluation of the responsive proposals were as follows:

Vendor	Total Score
Deloitte/Workday	85.89
Huron/Oracle	75.33
TruEd/Anaplan	71.56

The evaluation team determined that award to Deloitte/Workday, of New York, New York/Pleasanton, California, met the requirements of the RFP and represents the best overall value to the University.

Funding has been identified, is available and set aside within the budget.

President Harroz recommended the Board of Regents authorize the President or his designee to award contracts in an overall five-year amount of \$2,917,771, the best value bid, to Workday, Inc. of Pleasanton, California, for software subscription licensing, and Deloitte of New York, New York, for implementation services of the Workday Adaptive Planning solution integrated into the University's consolidated Enterprise Resource Planning (ERP) systems supporting all campuses.

## **TRADEMARK LICENSING AGENCY AGREEMENT FOR THE UNIVERSITY OF OKLAHOMA - ALL**

The University currently has an agreement with the Collegiate Licensing Company (CLC) to serve as the University's exclusive agent to license the use of University-owned trademarks and indicia in connection with the marketing of various articles of merchandise. The current agreement expires July 1, 2020. The contractual relationship has been extended four times previously. CLC has proposed terms for an extension and renewal through June 30, 2030 with Changed Circumstances provisions that allow for earlier termination or modification including changes in opportunities for the University.

During the good faith negotiations and due diligence by the Trademark Advisory Committee and Athletic Department in review of the proposal for an extension of the term, it was determined that the best interests of the University are served by an extension of the agreement with CLC for an additional ten years through June 30, 2030, rather than participating in a multi-party bid process. The agreement would permit early review and termination for changed circumstances including if the NCAA and/or Big 12 Conference (or any subsequent association or conference) adopts new rules or enters into any agreement that presents the University with and the University accepts the opportunity to participate in any agreement which materially changes the rights granted under this Agreement, or exploits rights under any related agreement.

Under the proposed terms and conditions of the extension and based on current licensing royalty revenues, the University's licensing program for Primary Apparel through CLC's agreement with Top of the World will have a net growth in the primary apparel category alone of over \$95,000 annually; \$950,000 over the term of the agreement. Additional licensing revenues based on the new fee structure alone with CLC will increase by approximately \$37,500 annually and \$375,000 over the term of the agreement based on 2019 revenues without any increases in revenues. Additionally, CLC is providing the University a signing bonus of \$300,000 as an upfront payment unrelated to future royalties. CLC is also waiving its contractual share of the TOW Primary Apparel License signing bonus which amounts to \$225,000 to which CLC is contractually entitled. This annual average additional financial consideration, the signing bonuses independent of future royalties, and terms of the extension may not be realized in a multi-party bid process and are in the best interest of the University based on recent due diligence and review of similar agreements at other institutions.

It is requested that the President or Athletic Director with the assistance of the Office of the General Counsel is authorized to negotiate and execute the final terms of the extension agreement consistent with the above terms to include terms and conditions customary and reasonable for agreements of this type.

President Harroz recommended the Board of Regents:

- I. Approve an extension of the agreement with the Collegiate Licensing Company of Atlanta, Georgia, from the end of the current term on June 30, 2020, for an additional 10 years through June 30, 2030 with appropriate Changed Circumstance language for term modification; and
- II. Authorize the President or the Athletic Director with the assistance of the Office of the General Counsel to negotiate and execute the final terms of the agreement to include terms and conditions customary and reasonable for agreement of this type.

## **ACTION ITEMS**

### **APPROVAL OF STRATEGIC PLAN - NC**

In at least the last 25 years, the University has not issued a clear strategy for the future. With the fundamental disruption that has occurred and will certainly continue along with the pressures of the current pandemic, it is not feasible to succeed without a plan for the future. Therefore, the Board of Regents and President Harroz initiated a comprehensive and inclusive process to create a new Strategic Plan for the University.

This extraordinarily complex task required great effort from many people. A core team of five executive leaders committed twice-weekly meetings to the strategic planning process over the last year. This group shared ideas and concepts with the University's 18-person executive leadership team, holding feedback and strategy sessions with that group during weekly meetings. The President's Academic Planning and Budget Advisory Committee's 11-member group, cochaired by Provost Kyle Harper and School of Music faculty member Dr. Sarah Ellis, representing faculty of varying ranks and multiple disciplines, worked on the plan and interacted with campus stakeholders, including the leadership of faculty, students, and staff. The Norman Deans' Council has provided critical feedback throughout the entire process. A survey of OU community members from all constituencies yielded more than 5,000 responses. Six town hall meetings were hosted by executive leadership and Provost Harper across all three campuses to solicit feedback. Final input on a draft of the plan was sought from executive leadership, the Deans' Council, student leadership, and the Executive Committees of the Faculty and Staff Senates. The Board of Regents and incoming Deans commented and provided input on the draft, to revise, refine, and provide a higher degree of clarity, preparing the University to move forward.

President Harroz recommended the Board of Regents approve the University's Strategic Plan for the Norman Campus as it was presented.

Regent Cawley moved approval. The following voted yes on the motion: Regents Keating, Cawley, Albert, Shirley, Stevenson, and Holloway. The Chairman declared the motion unanimously approved.

### **REVISIONS TO BOARD BYLAWS – ALL**

The Board of Regents Bylaws were last revised in 2017. In recognition of evolving institutional strategic priorities and to more closely align the University with peer institution models of governance, which generally reflect a subject matter oversight approach rather geographically specific, the attached revisions are proposed. Proposed changes are intended to:

- Update Board's standing committees;
- Formalize Board Member conflict of interest policies;
- Provide protocol for business arising between meetings;
- Clarify ambiguous provisions; and
- Correct typographical errors (e.g. pronouns, numbering, formatting).

The proposed changes were circulated to the Board for review in accordance with the timeframes as required under current operative Bylaws.

This item was pulled from the agenda prior to the meeting. No action was taken.

## **CHANGES TO GENERAL EDUCATION REQUIREMENTS – NC**

*Oklahoma State Regents of Higher Education (OSRHE) Academic Affairs Policy 3.15 stipulates undergraduate degree requirements, including the standards for general education, defined in this policy as “a standard curriculum required in all undergraduate programs. The general education curriculum provides broad exposure to multiple disciplines and emphasizes the learning of facts, values, understandings, skills, attitudes, and appreciations believed to be meaningful concerns that are common to all students by virtue of their involvement as human beings living in a global society.”*

*The policy requires the completion of a basic general education core of a minimum of 40 semester credit hours. An institution may determine the content and distribution of courses within the bounds of guidelines of this policy and may adopt additional requirements. Such additional degree requirements must be approved by the State Regents and published in the official catalog of the institution.*

The University administration desires to modify the University's requirements for General Education in order to implement a mandatory Diversity, Equity, and Inclusion course across the curriculum by Fall 2021.

In generating a proposal, the administration sought a solution that would limit the impact of the change in the General Education requirements on any one unit or discipline and that could be implemented without increasing the total number of hours of any degree program. The recommended changes are the result of work and examination by the Diversity, Equity and Inclusion Implementation Taskforce. They have been reviewed by the Faculty Senate Executive Committee, PACGEO, and the Academic Programs Council and approved by the Provost.

### Substantive Changes

1. Remove Capstone from the General Education (Core V in current policy).
2. Add the Diversity, Equity and Inclusion course to General Education requirements as an independent Core category (new Core V in the proposed policy).

### Non-substantive Changes

1. Change Core IV from Humanities to Arts and Humanities
2. Change Foreign Language to Language
3. Change Non-western Culture to World Culture
4. Change Western Civilization and Culture to Western Culture

The proposed general education policy is reproduced below.

## PROPOSED GENERAL EDUCATION POLICY

### GENERAL EDUCATION REQUIREMENTS

A minimum of 40 credit hours of general education courses is required for graduation. Some colleges or majors require students to complete additional hours of general education coursework or to take specific courses to fulfill general education requirements. The list of courses approved for general education credit is available in the Gen Ed Planner. Courses must be distributed among the following areas:

#### I. SYMBOLIC AND ORAL COMMUNICATION (3-6 courses, 9-22 hours)

- A. English Composition (2 courses, 6 hours).
- B. Language (2 courses, 6-10 hours). This requirement can be satisfied by successfully completing two semesters of the same language at the college level equivalent to two semesters at OU. 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. (Note: The Gaylord College of Journalism and Mass Communication, College of Arts and Sciences, and the College of International Studies require students to complete three semesters of college-level language or pass an assessment test. The College of Arts & Sciences and College of International Studies requirement cannot be met by high school coursework. Some majors require a fourth semester of language.)
- C. Mathematics (1 course, 3 hours).
- D. Other. Courses in this category are not required, but may be used when additional credit hours are needed to bring the total hours completed to 40. Approved courses in this area include communication, logic and public speaking.

#### II. NATURAL SCIENCE (2 courses, 7-8 hours)

At least two courses of three or more credit hours each and totaling a minimum of seven credit hours are required. The courses must be from different disciplines, and at least one course must include a laboratory component, denoted by [L] in the list of general education courses. (Note: The College of Arts and Sciences requires its students to complete one course in the Biological Sciences and one course in the Physical Sciences.)

#### III. SOCIAL SCIENCE (2 courses, 6 hours)

One course must be Political Science 1113, "American Federal Government" (3 hours)

#### IV. ARTS & HUMANITIES (4 courses, 12 hours)

- A. Artistic Forms (1 course, 3 hours)
- B. Western Culture (2 courses, 6 hours). One course must be History 1483, "United States 1492-1865," or History 1493, "United States 1865 to Present." The other course may not be History 1483 or History 1493.
- C. World Culture (1 course, 3 hours)

**Note:** The Gaylord College of Journalism and Mass Communication, College of Arts and Sciences, and College of International Studies require additional upper-division Humanities courses outside the major (2 courses, 6 hours).

**V. DIVERSITY, EQUITY, AND INCLUSION (1 course, 3 hours)****VI. UPPER-DIVISION REQUIREMENT**

At least one of the courses (minimum of 3 hours) used to satisfy the general education requirements must be at the upper-division level and outside of the student's major.

President Harroz recommended the Board of Regents approve the proposed changes to the University's General Education requirements.

Regent Shirley moved approval. The following voted yes on the motion: Regents Keating, Cawley, Albert, Shirley, Stevenson, and Holloway. The Chairman declared the motion unanimously approved.

**STUDENT ACTIVITY FEE RATE FOR ACADEMIC YEAR 2022 – NC & LAW**

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

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

**NORMAN CAMPUS AND LAW**

The University is requesting an increase to the mandatory fee rate listed below for undergraduate, graduate, and law students geographically located on the Norman campus.

The University assesses the Student Activity Fee in order to support the mission of the institution outside the classroom in educational, student governmental, cultural, social / entertainment, healthcare and well-being, and recreational activities and opportunities. The Student Activity Fee is assessed per credit hour to lower and upper division, graduate level, and professional students. The Student Activity Fee was last increased for FY2006 with the per credit hour fee changing from \$5.15 to \$5.95.

The University is requesting an increase to the Student Activity Fee of \$1.50 per credit hour, increasing the total fee from \$5.95 to \$7.45 per credit hour effective Fall 2022.

The University is requesting an annual increase to the Student Activity Fee of 0.5 percent each year for the following ten years.

**MANDATORY FEES – NORMAN CAMPUS:**

	FY2021 Rate	FY2022 Rate
Charged by Credit Hour		
Student Activity Fee	\$5.95	\$7.45

Annual Increase of .05 Percent Annually for Ten Years

YEAR	TERM	0.5% INCREASE
1	Fall 2022	\$ 7.49
2	Fall 2023	\$ 7.52
3	Fall 2024	\$ 7.56
4	Fall 2025	\$ 7.60
5	Fall 2026	\$ 7.64
6	Fall 2027	\$ 7.68
7	Fall 2028	\$ 7.71
8	Fall 2029	\$ 7.75
9	Fall 2030	\$ 7.79
10	Fall 2031	\$ 7.83

President Harroz recommended the Board of Regents approve the proposed annual increase to the Student Activity Fee for Fiscal Year 2022 (July 2021 – June 2022).

Regent Keating moved approval. The following voted yes on the motion: Regents Keating, Cawley, Albert, Shirley, Stevenson, and Holloway. The Chairman declared the motion unanimously approved.

**ACADEMIC PERSONNEL ACTIONS – ALL**

Norman Campus:

**LEAVE(S) OF ABSENCE:**

Forester, Max B., Professor of Mathematics, sabbatical leave of absence with half pay, January 1, 2020 through May 15, 2020 and August 16, 2020 through December 31, 2020, changed to sabbatical leave of absence with half pay, January 1, 2020 through May 15, 2020. Fall 2020 portion of sabbatical leave postponed.

Harper, J. Kyle, Professor of Classics and Letters, sabbatical leave of absence with full pay, July 1, 2020 through June 30, 2021.



Moodie, Deonnie, Associate Professor and Chair of the Department of Religious Studies, sabbatical leave of absence with full pay, August 16, 2020 through December 31, 2020, changed to sabbatical leave of absence with full pay, January 1, 2021 through May 15, 2021.

Wisniewski, John, Associate Professor of Physics and Astronomy and President's Associates Presidential Professor, sabbatical leave of absence with half pay, January 1, 2020 through May 15, 2020 and August 16, 2020 through December 31, 2020, changed to sabbatical leave of absence with full pay, January 1, 2020 through May 15, 2020.

Yang, Rui Q., Professor of Electrical and Computer Engineering, sabbatical leave of absence with full pay, August 16, 2020 through December 31, 2020, changed to sabbatical leave of absence with full pay, January 1, 2021 through May 15, 2021.

Zhu, Meijun, Professor of Mathematics, sabbatical leave of absence with full pay, August 16, 2020 through December 31, 2020, changed to sabbatical leave of absence with full pay, January 1, 2021 through May 15, 2021.

#### NEW APPOINTMENT(S):

Tischler, Joseph, Ph.D., Associate Professor of Physics and Astronomy and Avenir Foundation Chair in Condensed Matter Physics #1, annualized rate of \$146,000 for nine months, January 1, 2021. New tenured faculty.

#### REAPPOINTMENT(S):

Hooper, Henry T., reappointed to a five-year renewable term as Instructor of Finance, given additional title of Director of Finance Placement and Outreach, annualized rate of \$108,516 for 12 months, July 1, 2020 through June 30, 2025. Correction to June 2020 agenda.

#### CHANGE(S):

Barnes, Ronald, Professor of Electrical and Computer Engineering and Gerald Tuma Presidential Professor, salary changed from annualized rate of \$118,520 for 9 months to annualized rate of \$108,520 for 9 months, August 16, 2020. Presidential Professor monetary award ceases after the fourth year with the title continuing.

Brady, Noel, Professor of Mathematics and President's Associates Presidential Professor, delete title Chair of Department of Mathematics, salary changed from annualized rate of \$144,504 for 12 months to annualized rate of \$113,501 for 9 months, August 1, 2020. Changing from 12-month academic administrator to 9-month faculty. Correction to March 2020 agenda.

Buckley, Michael, Professor of Management and International Business, J.C. Penney Company Chair in Business Leadership and Tom G. Clark Presidential Professor, delete title Interim Director of JC Penney Leadership Program, salary remains at annualized rate of \$201,756 for 9 months, April 1, 2018. Retroactive action.

Brugar, Kristy, Associate Professor of Instructional Leadership and Academic Curriculum and Robert L. and Nan A. Huddleston Presidential Professor, title changed from Interim Chair to Chair of the Department of Instructional Leadership and Academic Curriculum, salary changed from annualized rate of \$76,624 for 9 months to annualized rate of \$110,498 for 12 months, July 1, 2020. Changing from a 9-month faculty to a 12-month academic administrator. Correction to June 2020 agenda.

Dunn, Anne K., Associate Professor and Chair of Microbiology and Plant Biology, salary changed from annualized rate of \$125,262 for 12 months to annualized rate of \$131,262 for 12 months, July 1, 2020. Correction to June 2020 agenda.

Frick, William, Professor of Educational Leadership and Policy Studies and Rainbolt Family Endowed Education Presidential Professor, salary changed from annualized rate of \$100,683 for 9 months to \$90,683 for 9 months, August 16, 2020. Presidential Professor monetary award ceases after the fourth year with the title continuing.

Gaffin, Douglas, David Ross Boyd Professor of Biology and President's Associates Presidential Professor, delete titles Interim Dean of the McClendon Honors College and Carol Elizabeth Young Chair in Honors, salary changed from annualized rate of \$195,164 for 12 months to annualized rate of \$141,572 for 9 months, August 1, 2020. Changing from a 12-month academic administrator to a 9-month faculty. Correction to June 2020 agenda.

Hamerla, Ralph, Associate Professor of Honors and Associate Dean of the McClendon Honors College, delete title Reach for Excellence Professor of Honors #9, given additional titles Interim Dean of the McClendon Honors College and Carol Elizabeth Young Chair in Honors, additional stipend of \$40,193 while Interim Dean, August 1, 2020.

Harper, J. Kyle, Professor of Classics and Letters, delete title Senior Vice President and Provost, given additional titles Senior Advisor to the President and Provost Emeritus, salary remains at annualized rate of \$329,086 for 12 months, July 1, 2020. After sabbatical, salary will revert to \$274,238.

Irvine, Jill, Professor of International and Area Studies, President's Associates Presidential Professor, Senior Vice Provost, Office of the Senior Vice President and Provost, given additional title Interim Senior Vice President and Provost—Norman Campus, annualized rate of \$232,760 for 12 months, additional stipend of \$57,796 while Interim Senior Vice President and Provost, July 1, 2020.

Kibbey, Tohren, Professor of Civil Engineering and Environmental Science and Lloyd G. and Joyce Austin Presidential Professor, salary changed from annualized rate of \$127,222 for 9 months to annualized rate of \$117,222 for 9 months, August 16, 2020. Presidential Professor monetary award ceases after the fourth year with the title continuing.

Lupia, Richard A., Associate Director, Head Curator, Associate Curator and Professor of Sam Noble Oklahoma Museum of Natural History and Associate Professor of Geosciences, given additional title Norman R. Gelpman Professor, salary remains at annualized rate of \$120,000 for 12 months, August 16, 2020.

Snyder, Lori A., Associate Professor of Psychology, annualized rate of \$80,259 for 9 months, additional stipend of \$64,345 for serving as Interim Senior Vice Provost, Office of the Senior Vice President and Provost, July 1, 2020.

Williams Diehm, Kendra L., Professor of Educational Psychology, Director and Zarrow Family Chair in Learning of the Zarrow Center for Learning Enrichment and Brian E. and Sandra O'Brien Presidential Professor, salary changed from annualized rate of \$106,927 for 12 months to annualized rate of \$101,927 for 12 months, August 16, 2020. Presidential Professor monetary award ceases after the fourth year with the title continuing.

#### RESIGNATION(S)/TERMINATION(S):

Demiralp, Ilhan, Assistant Professor of Finance and Director of MBA Programs in the Division of Finance, July 1, 2020.

Grant, Carl, Interim Dean of University Libraries and Associate Dean for Knowledge Services and Chief Technology Officer, July 3, 2020.

Hicks, Daniel, Associate Professor of Economics, August 16, 2020.

## RETIREMENT(S):

Cifelli, Richard L., Professor of Biology, Curator of Vertebrate Paleontology of the Sam Noble Oklahoma Museum of Natural History and Samuel Roberts Noble Presidential Professor, October 1, 2020. Named Professor Emeritus of Biology and Curator Emeritus of the Sam Noble Oklahoma Museum of Natural History.

Kasulis, Jack J., Associate Professor of Marketing and Supply Chain Management, Senior Director of Center for Business of Healthcare and Ruby K. Powell Professor of Marketing, July 1, 2020. Named Professor Emeritus of Marketing and Supply Chain Management.

Kong, Fanyou, Senior Research Scientist of the Center for Analysis and Prediction of Storms, September 11, 2020.

Health Sciences Center:

## NEW APPOINTMENT(S):

Baghban Ferdows, Nasim, Ph.D., Assistant Professor of Health Administration and Policy, annualized rate of \$105,000 for 12 months, June 30, 2020 through June 30, 2021. New tenure track appointment. Correction to start date approved by the Board of Regents on June 18, 2020

Boylan, Paul Michael, Pharm.D., Assistant Professor of Pharmacy Clinical and Administrative Sciences, annualized rate of \$108,000 for 12 months, July 13, 2020 through June 30, 2021. New consecutive term appointment

Cox, Gary, J.D., Professor of Health Administration and Policy, Associate Dean for Public Health Practice and Community Partnerships, College of Public Health, and Clinical Professor of Family and Preventive Medicine; annualized rate of \$205,000 for 12 months, June 29, 2020 through June 30, 2021. Includes an administrative supplement of \$30,000 while serving as Associate Dean for Public Health Practice and Community Partnerships, College of Public Health. University Base \$175,000. New consecutive term appointment

Fernandes, Jolyn, Ph.D., Assistant Professor of Pediatrics, annualized rate of \$128,625 for 12 months, May 26, 2020 through June 30, 2020. New consecutive term appointment

Gatalica, Zoran, M.D., Professor of Pathology, annualized rate of \$100,000 for 12 months, July 13, 2020 through June 30, 2021. New consecutive term appointment

Guidry, Corey Michael, Pharm.D., Assistant Professor of Pharmacy Clinical and Administrative Sciences, annualized rate of \$106,000 for 12 months, July 31, 2020 through June 30, 2021. New consecutive term appointment

Hord, Norman, Ph.D., Professor and Chair of Nutritional Sciences, annualized rate of \$150,000 for 12 months, August 31, 2020 through June 30, 2021. Includes an administrative supplement of \$50,000 while serving as Chair of Nutritional Sciences. Tenurable Base \$100,000. Tenure credentials under review by University committees

Koszalinski, Rebecca Susan, Ph.D., Associate Professor of Nursing, annualized rate of \$106,000 for 12 months, July 15, 2020 through June 30, 2021. New tenure track appointment

Kumar, Lakshmi Magudilu Srishyla, Assistant Professor of Communication Sciences and Disorders, annualized rate of \$68,500 for 12 months, August 20, 2020 through June 30, 2021. New tenure track appointment

Moon, Mary Brennan, Ph.D., Assistant Professor of Cell Biology, annualized rate of \$100,000 for 12 months, May 10, 2020 through June 30, 2020. New consecutive term appointment

Smith, Kathryn Jean, Pharm.D., Assistant Professor of Pharmacy Clinical and Administrative Sciences, annualized rate of \$108,000 for 12 months, July 15, 2020 through June 30, 2021. New consecutive term appointment

Vitiello, Peter F., Ph.D., Associate Professor of Pediatrics, annualized rate of \$175,000 for 12 months, June 1, 2020 through June 30, 2020. New consecutive term appointment

#### CHANGE(S):

Al Sakka, Yacoub, Associate Professor of Restorative Sciences, Division of Prosthodontics; salary changed from annualized rate of \$152,250 for 12 months to annualized rate of \$157,250 for 12 months, July 1, 2020 through June 30, 2021. Promotion. Correction to FY21 Budget

Allen, Pamela, Associate Professor of Dermatology and The Harold L. Boyer/Mark Allen Everett Chair in Dermatology, given additional title Vice Chair, Department of Dermatology, July 1, 2020.

Banks, Ronald E., Professor of Research, Department of Pathology and Director, Comparative Medicine; salary changed from annualized rate of \$211,977 for 12 months to annualized rate of \$216,977 for 12 months, July 1, 2020 through June 30, 2021. Promotion. Correction to FY21 Budget

Bard, David E., Professor of Pediatrics and The CHF Wal-Mart/Sam's Club Endowed Chair in Pediatrics; given additional title Chief Research Informatics Officer, Health Sciences Center; salary changed from annualized rate of \$212,000 for 12 months to annualized rate of \$243,800 for 12 months, July 5, 2020 through June 30, 2021. Includes an administrative supplement of \$90,000 while serving as Chief Research Informatics Officer, Health Sciences Center. University base \$75,000

Bender, Denise Gaffigan, Associate Professor of Rehabilitation Sciences, David Ross Boyd Professor, and The Jill Pitman Jones Professorship of Physical Therapy; salary changed from annualized rate of \$133,739 for 12 months to annualized rate of \$134,568 for 12 months, June 21, 2020 through June 30, 2021. Distinguished Professorship. Correction to FY 21 Budget

Cai, Changjie, title changed from Assistant Professor of Research to Assistant Professor of Occupational and Environmental Health, annualized rate of \$90,000 for 12 months, June 21, 2020 through June 30, 2021. New tenure track appointment

Carlson, Barbara Waag, Associate Dean for Research and Professor of Nursing and The Bob and Doris Klabzuba Professorship of Nursing; salary changed from annualized rate of \$155,000 for 12 months to annualized rate of \$165,000 for 12 months, July 1, 2020 through June 30, 2021. Includes an administrative supplement of \$10,000 while serving as Interim Chair for Research Faculty, College of Nursing. Tenured base \$123,600. Endowed professorship two-year term extension through June 30, 2022

Chinthalapally, Venkateshwar Rao, George Lynn Cross Research Professor of Medicine and The Dr. and Mrs. W.W. Kerley and Mrs. Cash Cade Chair in Cancer Clinical Research, salary changed from annualized rate of \$291,407 for 12 months to annualized rate of \$294,631 for 12 months, June 21, 2020 through June 30, 2021. Increase to VA funding. Correction to FY21 Budget

Cowperthwaite, Robyn L., Assistant Professor of Psychiatry and Behavioral Sciences, given additional title The Rainbolt Family Chair in Child Psychiatry, July 1, 2020. Five-year term endowed chair appointment

Dresser, Susan C., Clinical Assistant Professor of Nursing, salary changed from annualized rate of \$92,460 for 12 months to annualized rate of \$102,460 for 12 months, July 1, 2020 through June 30, 2021. Additional responsibilities

Fisher, Mark J., Assistant Professor of Nursing, changing from tenure track appointment to consecutive term appointment, July 1, 2020.

Franklin, Rachel McClintock, Regents' Professor and Professor of Family and Preventive Medicine, salary changed from annualized rate of \$141,747 for 12 months to annualized rate of \$148,747 for 12 months, June 21, 2020 through June 30, 2021. Distinguished Professorship. Correction to FY21 Budget

Greenwood-VanMeerveld, Beverley, George Lynn Cross Research Professor of Physiology, President's Associates Presidential Professor, and The Presbyterian Health Foundation Chair in Neurosciences; salary changed from annualized rate of \$264,023 for 12 months to annualized rate of \$271,023 for 12 months, July 1, 2020 through June 30, 2021. Distinguished Professorship. Correction to FY21 Budget

Herman, Terence Spencer, Professor of Radiation Oncology, The E.L. and Thelma Gaylord Foundation Chair in Cancer Survivorship and Palliative Care, Adjunct Professor of Radiological Sciences, and Adjunct Professor of Medicine; title Chair, Department of Radiation Oncology deleted, June 21, 2020.

Hill, Molly Reid, David Ross Boyd Professor of Microbiology and Immunology, salary changed from annualized rate of \$105,000 for 12 months to annualized rate of \$112,000 for 12 months, July 1, 2020 through June 30, 2021. Distinguished Professorship. Correction to FY21 Budget

Holtzclaw, Barbara J., title changed from Professor to Professor of Research, College of Nursing, salary changed from annualized rate of \$119,702 for 12 months, full time, to annualized rate of \$59,851 for 12 months, 0.50 time, June 21, 2020 through June 30, 2020. Change in FTE

Mannel, Robert S., Associate Vice Provost for Cancer Programs, Director, Stephenson Cancer Center, Professor of Obstetrics and Gynecology, and The Rainbolt Family Chair in Cancer; given additional title Interim Chair, Department of Radiation Oncology, June 21, 2020.

Mickel, Natasha Marie, title changed from Adjunct Assistant Professor of Health Sciences Library and Information Management to Assistant Professor of Family and Preventive Medicine; salary changed from annualized rate of \$82,000 for 12 months to annualized rate of \$109,000 for 12 months, May 24, 2020 through June 30, 2020. New consecutive term appointment

Onan, Abbey Kristin, Clinical Associate Professor of Restorative Sciences, Division of Comprehensive Care, salary changed from annualized rate of \$108,150 for 12 months to annualized rate of \$115,000 for 12 months, July 5, 2020 through June 30, 2021. Additional responsibilities

Planas, Lourdes Gladys, Associate Professor of Pharmacy Clinical and Administrative Sciences, given additional title Adjunct Associate Professor of Family and Preventive Medicine, June 21, 2020.

Reilly, Kathryn, title changed from Professor to Clinical Professor of Family and Preventive Medicine, June 21, 2020.

Sparkman, Amy Leanne, Assistant Professor of Pediatrics, given additional title The CHF John H. Stuemky, M.D. Endowed Chair in Pediatric Emergency Medicine, July 1, 2020. Five-year term endowed chair appointment

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

Fox, Ashley Nicole, Assistant Professor of Pharmacy Clinical and Administrative Sciences, July 13, 2020. Accepted a position with the University of New Mexico Hospital

Hebert Arsers, Emily, Assistant Professor of Research, Department of Family and Preventive Medicine, July 31, 2020. Accepted a position with the University of Texas Health Sciences Center, School of Public Health

Hubacz, Jenna C., Assistant Professor of Restorative Sciences, Division of Prosthodontics, June 30, 2020.

Koticha, Tapan N., Assistant Professor of Diagnostic and Preventive Sciences, Division of Periodontics, July 3, 2020.

Ramadan, Mohammadomar T., Assistant Professor of Urology, July 2, 2020. Accepted a position with SSM Health St. Anthony Hospital

Restuccia, Gabriela, Clinical Assistant Professor of Developmental Sciences, Division of Orthodontics, June 30, 2020.

RETIREMENT(S):

Crawford, Pamela, Assistant Professor of Nursing, July 1, 2020.

Garrett, Kennon M., Associate Professor and Vice Chair of Physiology and Adjunct Associate Professor of Psychiatry and Behavioral Sciences, July 1, 2020.

Huffman, Patricia Ann Pryor, Assistant Professor of Nursing, June 22, 2020.

Meyer, William H., Professor of Pediatrics, The CHF Ben Johnson Endowed Research Chair in Pediatric Hematology/Oncology, and Adjunct Professor of Pathology, August 1, 2020.

Ogans, Judy K., Associate Professor of Nursing and Associate Dean for Student Affairs, College of Nursing, July 1, 2020.

Sylvester, Lorraine, Adjunct Assistant Professor of Rehabilitation Sciences. Named Clinical Professor Emeritus of Rehabilitation Sciences, June 26, 2020.

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

Regent Cawley moved approval. The following voted yes on the motion: Regents Keating, Cawley, Albert, Shirley, Stevenson, and Holloway. The Chairman declared the motion unanimously approved.

DEATH(S):

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

Kelly, Drew Patrick, Assistant Professor of Orthopedic Surgery and Rehabilitation, June 11, 2020.

Runolfsson, Thordur, Professor of Electrical and Computer Engineering and Williams Professor of Telecommunications Networking, June 17, 2020.

Stoner, Julie Ann, Ph.D., David Ross Boyd Professor of Biostatistics and Epidemiology, Professor of Medicine, President's Associates Presidential Professor, and The Edward E. and Helen T. Bartlett Foundation Chair in Public Health, June 18, 2020.

## **ADMINISTRATIVE AND PROFESSIONAL PERSONNEL ACTIONS – ALL**

### Health Sciences Center:

#### CHANGE(S):

Adams, Michyla, title changed from Clinical Pharmacist, Pharmacy Management Consultant, College of Pharmacy, to Pharmacist Manager, Pharmacy Management Consultant, College of Pharmacy, salary changed from an annualized rate of \$108,120 for 12 months to an annualized rate of \$124,338 for 12 months, July 5, 2020. Managerial Staff. Promotion.

Reed, Trisha E., title changed from Assistant Director of Electronic Medical Records, OU Physicians, to Enterprise Electronic Health Records Conversion and Activation Project Manager, Project Apollo, OU Physicians, salary changed from an annualized rate of \$96,438 for 12 months to an annualized rate of \$108,000 for 12 months, June 21, 2020. Managerial Staff. Promotion.

### Norman Campus:

#### NEW APPOINTMENT(S):

Bowman, Marcus, Senior Associate Athletics Director [Administrator III], Athletics Department, annualized rate \$175,000 for 12 months, effective August 13, 2020. Managerial Staff.

#### CHANGE(S):

\*Beamer, Shane, Assistant Coach, Football, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments.

\*Bedenbaugh, William E., Assistant Coach, Football, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments.

\*Coale, Sherri, Head Coach, Women's Basketball, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments.

\*Coale, Colton, Assistant Coach, Women's Basketball, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments.

\*Cohen, Audra, Head Coach, Women's Tennis, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments.

\*Crain, Lianne, Head Coach, Women's Rowing, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments.

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

\*Daub, Bryce, Director of Strength and Performance, Basketball, Athletics Department, review of compensation and to make any necessary adjustments

---

\* See motion on page 37224.

- \*Drouin Luttrell, Veronique, Head Coach, Women's Golf, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments.
- \*Gasso, Patty, Head Coach, Women's Softball, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments.
- \*Gray-Walton, Lindsey, Head Coach, Women's Volleyball, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments.
- \*Grinch, Alex, Assistant Coach, Football, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments.
- \*Gundy, Joseph C., Assistant Coach, Football, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments.
- \*Hartman, Carlin, Assistant Coach, Men's Basketball, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments.
- \*Hybl, Ryan, Head Coach, Men's Golf, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments.
- \*Johnson, Arthur, Head Coach, Men's Baseball, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments.
- \*Kindler, Kathie J. Head Coach, Women's Gymnastics, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments.
- \*Kruger, Lon, Head Coach, Men's Basketball, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments.
- \*Langford, Timothy Lee, title changed from Interim Head Coach [Coach/Sports Professional I] to Head Coach Men's and Women's Track and Cross Country Coach[Coach/Sports Professional III] Athletics Department, salary changed from annualized rate of \$99,950 for 12 months to an annualized rate \$125,000 for 12 months, July 1, 2020 and consideration of contract of employment, and to take any necessary action. Managerial Staff. Change position in department, increase.
- \*Manning, Roy, Assistant Coach, Football, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments.
- \*Molinari, James, Assistant Coach, Men's Basketball, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments.
- \*Odom, Brian, Assistant Coach, Football, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments.
- \*Riley, Lincoln, Head Coach, Football, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments.
- \*Rosselli, Lou, Head Coach, Men's Wrestling, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments.
- \*Simmons, Dennis L., Assistant Coach, Football, Athletics Department, annual review of compensation and contract of employment and to make any necessary adjustments.

---

\* See motion on page 37224.



\*Stiles, Jackie, Assistant Coach, Women's Basketball, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments.

\*Thibodeaux, Calvin D., Assistant Coach, Football, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments.

Wegemer, Joel V., title changed from Deputy Director [Administrator III] to Interim Director [Administrator III], Law Center Library, salary changed from an annualized rate of \$100,219 for 12 months to annualized rate of \$130,219 for 12 months, June 15, 2020. Administrative Staff.  
Added responsibilities, increase.

\*Williams, Mark W., Head Coach, Men's Gymnastics, Athletics Department, review of compensation and contract of employment and, to make any necessary adjustments.

\*Williamson, Pooh, Assistant Coach, Men's Basketball, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments.

\*Wylie, Bennie, Director of Sports Performance, Football, Athletics Department, review of compensation and contract of employment and, to make any necessary adjustments.

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

Regent Shirley moved approval of the recommendation with the following amendments that were presented to members of the Board and made available to the public. The following voted yes on the motion: Regents Keating, Cawley, Albert, Shirley, Stevenson, and Holloway. The Chairman declared the motion unanimously approved.

Beamer, Shane, Assistant Coach, Football, Athletics Department, – that the employment agreement be modified effective February 1, 2020, with material changes to the terms of the employment agreement to include as follows:

1. Extend the term of the employment agreement to January 31, 2022.
2. Increase the current Base Salary from \$280,000 annually to \$285,000 annually, payable monthly.
3. Increase the additional and outside income from unrestricted private funds for personal services, fund raising, and all other athletics-related contracts and activities for the University from an annual total of \$190,000 to an annual total of \$255,000 payable monthly.

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

Bedenbaugh, William E., Assistant Coach, Football, Athletics Department, – that the employment agreement be modified effective February 1, 2020, with material changes to the terms of the employment agreement to include as follows:

1. Extend the term of the employment agreement to January 31, 2022.
2. Increase the current Base Salary from \$280,000 annually to \$285,000 annually, payable monthly.
3. Increase the additional and outside income from unrestricted private funds for personal services, fund raising, and all other athletics-related contracts and activities for the University from an annual total of \$420,000 to an annual total of \$475,000 payable monthly.

---

\* See motion on page 37224.

4. Continue an Annual Stay Benefit in the annual sum of Fifty Thousand Dollars (\$50,000) (“Annual Sum”) payable to Coach on May 1 of each contract year (“Annual Date”). Coach will be entitled to each Annual Sum if Coach remains employed at the University as an Assistant Football Coach through each Annual Date outlined.

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

Coale, Sherri, Head Coach, Women’s Basketball, Athletics Department, – that the employment agreement be modified effective July 1, 2020, with material changes to the terms of the employment agreement to include as follows:

1. Extend the term of the employment agreement to June 30, 2024.

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

Coale, Colton, Assistant Coach, Women’s Basketball, Athletics Department, – that the employment agreement be modified effective July 1, 2020, with material changes to the terms of the employment agreement to include as follows:

1. Extend the term of the employment agreement to June 30, 2021.

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

Cohen, Audra, Head Coach, Women’s Tennis, Athletics Department, – that the employment agreement be modified effective July 1, 2020, with material changes to the terms of the employment agreement to include as follows:

1. Extend the term of the employment agreement to June 30, 2024.

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

Crain, LEEANNE, Head Coach, Women’s Rowing, Athletics Department, – that the employment agreement be modified effective July 1, 2020, with material changes to the terms of the employment agreement to include as follows:

1. Extend the term of the employment agreement to June 30, 2022.

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

Crowell, Nicholas, Head Coach, Men’s Tennis, Athletics Department, – that the employment agreement be modified effective July 1, 2020, with material changes to the terms of the employment agreement to include as follows:

1. Extend the term of the employment agreement to June 30, 2024.

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

Daub, Bryce, Director of Strength and Performance, Basketball, – Athletics Department, that the compensation be modified effective July 1, 2020 to increase the current Base Salary from \$150,000 annually to \$167,500 annually, payable monthly.

Drouin Luttrell, Veronique, Head Coach, Women’s Golf, Athletics Department, – that the employment agreement be modified effective July 1, 2020, with material changes to the terms of the employment agreement to include as follows:

1. Extend the term of the employment agreement to June 30, 2023.

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

Gasso, Patty, Head Coach, Women's Softball, Athletics Department, – that the employment agreement be modified effective July 1, 2020, with material changes to the terms of the employment agreement to include as follows:

1. Extend the term of the employment agreement to June 30, 2027.

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

Gray-Walton, Lindsey, Head Coach, Women's Volleyball, Athletics Department, – that the employment agreement be modified effective July 1, 2020, with material changes to the terms of the employment agreement to include as follows:

1. Extend the term of the employment agreement to June 30, 2024.
2. Increase the current Base Salary from \$180,000 annually to \$185,400 annually, payable monthly.

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

Grinch, Alex, Assistant Coach, Football, Athletics Department, – that the appointment be approved effective February 1, 2020, with material terms of the employment agreement to include:

1. Extend the term of the employment agreement to January 31, 2023.
2. Increase the current Base Salary from \$280,000 annually to \$285,000 annually, payable monthly.
3. Increase the additional and outside income from unrestricted private funds for personal services, fund raising, and all other athletics-related contracts and activities for the University from an annual total of \$1,020,000 to an annual total of \$1,315,000, payable monthly.
4. Increase the Annual Stay Benefit in the annual sum of \$100,000 to the annual sum of \$200,000 ("Annual Sum") payable to Coach on May 1 of each contract year ("Annual Date"). Coach will be entitled to each Annual Sum if Coach remains employed at the University as an Assistant Football Coach through each Annual Date outlined.

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.

Gundy, Joseph C., Assistant Coach, Football, Athletics Department, – that the employment agreement be modified effective February 1, 2020, with material changes to the terms of the employment agreement to include as follows:

1. Extend the term of the current employment agreement to January 31, 2022.
2. Increase the current Base Salary from \$280,000 annually to \$285,000 annually, payable monthly.
3. Increase the additional and outside income from unrestricted private funds for personal services, fund raising, and all other athletics-related contracts and activities for the University from an annual total of \$255,000 to an annual total of \$295,000 payable monthly.

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

Hartman, Carlin, Assistant Coach, Men's Basketball, Athletics Department, – that the employment agreement be modified effective July 1, 2020, with material changes to the terms of the employment agreement to include as follows:

1. Extend the term of the current employment agreement to June 30, 2021.

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

Hybl, Ryan, Head Coach, Men's Golf, Athletics Department, – that the employment agreement be modified effective July 1, 2020, with material changes to the terms of the employment agreement to include as follows:

1. Extend the term of the employment agreement to June 30, 2025.

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

Johnson, Arthur, Head Coach, Men's Baseball, Athletics Department, – that the employment agreement be modified effective July 1, 2020, with material changes to the terms of the employment agreement to include as follows:

1. Extend the term of the employment agreement to June 30, 2024.

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

Kindler, Kathie J., Head Coach, Women's Gymnastics, Athletics Department, – that the employment agreement be modified effective July 1, 2020, with material changes to the terms of the employment agreement to include as follows:

1. Extend the term of the employment agreement to June 30, 2026.

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

Kruger, Lon, Head Coach, Men's Basketball, Athletics Department, – that the employment agreement be modified effective July 1, 2020 with material changes to the terms of the employment agreement to include as follows:

1. Extend the term of the employment agreement to June 30, 2024.

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

Langford, Timothy, Head Coach, Men's and Women's Track and Cross Country, Athletics Department, – approve the employment agreement effective July 1, 2020 with material terms to include:

1. Provide an initial contract term through June 30, 2021.
2. Title changed from Interim Head Coach to Head Coach Men's and Women's Track and Cross Country Coach, Athletics Department.
3. Base Salary changed from annualized rate of \$99,950 for 12 months to an annualized rate \$125,000 for 12 months payable monthly.

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

Manning, Roy, Assistant Coach, Football, Athletics Department, – that the appointment be approved effective February 1, 2020, with material terms of the employment agreement to include:

1. Extend the term of the employment agreement to January 31, 2022.

2. Increase the current Base Salary from \$280,000 annually to \$285,000 annually, payable monthly.
3. Increase the additional and outside income from unrestricted private funds for personal services, fund raising, and all other athletics-related contracts and activities for the University from an annual total of \$145,000 to an annual total of \$185,000, payable monthly.

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

Molinari, James, Assistant Coach, Men's Basketball, Athletics Department, – that the employment agreement be modified effective July 1, 2020, with material changes to the terms of the employment agreement to include as follows:

1. Extend the term of the current employment agreement to June 30, 2021.

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

Odom, Brian, Assistant Coach, Football, Athletics Department, – that the appointment be approved effective February 1, 2020, with material terms of the employment agreement to include:

1. Extend the term of the employment agreement to January 31, 2022.
2. Increase the current Base Salary of \$275,000 annually to \$285,000 annually, payable monthly.
3. Increase the additional and outside income from unrestricted private funds for personal services, fund raising, and all other athletics-related contracts and activities for the University from an annual total of \$100,000 to an annual total of \$150,000, payable monthly.

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

Riley, Lincoln, Head Coach, Football, Athletics Department, – that the employment agreement be modified effective February 1, 2020, with material changes to the terms of the employment agreement to include as follows:

1. Extend the employment term to January 31, 2026.
2. Continue the Base Salary Compensation of \$325,000 annually with one-twelfth paid monthly, plus benefits provided to University employees, which benefits shall be computed using only the Base Salary payable through standard University payroll procedures on a monthly basis.
3. Increase the additional and outside income from unrestricted private funds for personal services, fund raising and promotional activities, and all other athletics-related contracts and activities from the total annual amount of \$3,975,000 to the total annual amount of \$4,975,000 with one-twelfth payable monthly. Effective February 1, 2021 through January 31, 2022 this amount shall be \$6,375,000 with one-twelfth of this sum to be paid monthly. Effective February 1, 2022 through January 31, 2023 this amount shall be \$6,390,000 with one-twelfth of this sum to be paid monthly. Effective February 1, 2023 through January 31, 2024 this amount shall be \$6,400,000 with one-twelfth of this sum to be paid monthly. Effective February 1, 2024 through January 31, 2025 this amount shall be \$6,410,000 with one-twelfth of this sum to be paid monthly. Effective February 1, 2025 through January 31, 2026 this amount shall be \$6,410,000 with one-twelfth of this sum to be paid monthly.
4. Decrease the current Annual Stay Benefit in the annual sum of \$700,000 to the Annual Sum of \$500,000 ("Annual Sum") payable to Coach on June 1 of each contract year ("Annual Date"). Coach will be entitled to each Annual Sum if Coach remains employed at the University as the Head Football Coach through each Annual Date outlined.

5. Decrease the supplemental retirement income plan(s) (“Plans”) from an annual amount of \$1,000,000 to an annual amount of \$350,000, with one-twelfth (1/12th) of this sum to be contributed to the Plans monthly (the “Supplemental Retirement”). The Coach will be 100% vested and non-forfeitable in the Supplemental Retirement benefit in the Plans at the time the contribution is made to the Plans.
6. Eliminate the Additional Stay Benefit in the amount of One Million Dollars (\$1,000,000) (“Stay Benefit”) payable to Coach on April 1, 2021 (“Stay Benefit Date”). Provide new Stay Benefits of \$500,000 (“2021 Stay Benefit”) payable if Coach remains employed as the Head Football Coach through April 1, 2021 (“2021 Stay Benefit Date”) and \$700,000 (“2024 Stay Benefit”) payable if Coach remains employed as the Head Football Coach from April 1, 2021 through January 31, 2024 (“2024 Stay Benefit Date”). Coach will be entitled to each Stay Benefit if Coach remains employed at the University as the Head Football Coach through each of the Stay Benefit Dates.

Additionally, authorize the President, with the assistance of the General Counsel, to (1) amend existing University retirement plans or adopt additional retirement plans as necessary to fulfill contractual commitments to the Coach as authorized in this action and (2) negotiate and execute the final terms of the modified agreement to include additional or other modified terms and conditions customary and reasonable for agreements of this type.

Rosselli, Lou, Head Coach, Men’s Wrestling, Athletics Department, – that the employment agreement be modified effective July 1, 2020, with material changes to the terms of the employment agreement to include as follows:

1. Extend the term of the employment agreement to June 30, 2024.

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

Simmons, Dennis L., Assistant Coach, Football, Athletics Department, – that the employment agreement be modified effective February 1, 2020, with material changes to the terms of the employment agreement to include as follows:

1. Extend the term of the employment agreement to January 31, 2022.
2. Increase the current Base Salary from \$275,000 annually to \$285,000 annually, payable monthly.
3. Increase the additional and outside income from unrestricted private funds for personal services and fund raising activities for the University from the annual total of \$185,000 to the annual total of \$225,000 payable monthly.

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

Stiles, Jackie, Assistant Coach, Women’s Basketball, Athletics Department, – that the employment agreement be modified effective July 1, 2020, with material changes to the terms of the employment agreement to include as follows:

1. Extend the term of the current employment agreement to June 30, 2021.

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

Thibodeaux, Calvin D., Assistant Coach, Football, Athletics Department, – that the employment agreement be modified effective February 1, 2020, with material changes to the terms of the employment agreement to include as follows:

1. Extend the term of the employment agreement to January 31, 2022.
2. Increase the current Base Salary from \$275,000 annually to \$285,000 annually, payable monthly.

3. Increase the additional and outside income from unrestricted private funds for personal services, fund raising, and all other athletics-related contracts and activities for the University from an annual total of \$100,000 to an annual total of \$150,000 payable monthly.

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

Williams, Mark W., Head Coach, Men's Gymnastics, Athletics Department, – that the employment agreement be modified effective July 1, 2020, with material changes to the terms of the employment agreement to include as follows:

1. Extend the term of the employment agreement to June 30, 2026.

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

Williamson, Pooh, Assistant Coach, Men's Basketball, Athletics Department, – that the employment agreement be modified effective July 1, 2020, with material changes to the terms of the employment agreement to include as follows:

1. Extend the term of the current employment agreement to June 30, 2021.

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

Wylie, Bennie, Director of Sports Performance, Football, Athletics Department, - that the employment agreement be modified effective February 1, 2020, with material changes to the terms of the employment agreement to include as follows:

1. Extend the term of the employment agreement to January 31, 2022.
2. Increase the current Base Salary from \$280,000 annually to \$285,000 annually, payable monthly.
3. Increase the additional and outside income from unrestricted private funds for personal services, fund raising, and all other athletics-related contracts and activities for the University from the annual total of \$100,000 to the annual total of \$145,000, payable monthly.

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

## **EXECUTIVE SESSION**

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

- a. Confidential communications between the Board and its attorney(s) concerning pending research or financial investigation(s) and/or claims, where the Board's attorney has determined disclosure will seriously impair the ability of the Board to conduct the investigation(s) in the public interest as authorized under 25 O.S. § 307(B)(4);
- b. Confidential communications between the Board and its attorney(s) concerning potential claim(s) involving real estate operations, where the Board's attorney has determined disclosure will seriously impair the ability of the Board to process the claim(s) in the public interest as authorized under 25 O.S. § 307(B)(4);

- c. Confidential communications between the Board and its attorney(s) concerning pending personnel claims, where the Board's attorney has determined disclosure will seriously impair the ability of the Board to conduct the investigation(s) in the public interest as authorized under 25 O.S. § 307(B)(4);
- d. Confidential communications between the Board and its attorney(s) concerning pending negligence, unjust enrichment claims or other legal claims, where the Board's attorney has determined disclosure will seriously impair the ability of the Board to conduct the investigation(s) in the public interest as authorized under 25 O.S. § 307(B)(4);
- e. Routine, periodic review of employment of University President(s) as authorized under 25 O.S. § 307(B)(1).
- f. Routine, periodic review of employment of University personnel as listed in Attachment A as authorized under 25 O.S. § 307(B)(1).
- g. Discussion of assessment of potential vulnerability of governmental facilities as authorized under 25 O.S. § 307(B)(11)(b) and 51 O.S. § 24A.28(A)(2).
- h. Discussion of confidential trade secret information as authorized under 25 O.S. § 307(B)(7) and 51 O.S. § 24A.19.
- i. Discussion of confidential information pertaining to donors or prospective donors under 25 O.S. § 307(B)(7) and 51 O.S. § 24A.16a.
- j. Discussion of filed litigation against the 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):

This item was included in the agenda for the purpose of meeting with General Counsel in executive session as listed above. No executive session was held on this item, and there was no report.

There being no further business, the meeting adjourned at 4:49 p.m.

---

Chris A. Purcell, Ph.D.  
Executive Secretary of the  
Board of Regents