

**JOURNAL OF THE FACULTY SENATE**  
The University of Oklahoma (Norman campus)  
Regular session - April 13, 1992 - 3:30 p.m.  
Conoco Auditorium (Neustadt Wing, Bizzell Library)

The Faculty Senate was called to order by Professor Jay C. Smith, Chair.

**PRESENT:** Barman, Bennett, Breipohl, Christian, Cornelius, Cozad, Cross, Curtis, Fonteneau, Harm, Harris, Havener, Hinson, Hopkins, Johnson, Kidd, Kuriger, Kutner, Latrobe, Levy, Livesey, London, Nelson, Norwood, O'Halloran, Paolino, St. John, Schlegel, J. Smith, P. Smith, Stanhouse, Sullivan, Swisher, Vehik, Vestal, White, Whitecotton, Whitmore, Willinger

PSA representatives: Barth, Scott, Spencer

**ABSENT:** Boyd, Carr, Dillon, Foote, Harper, Hill, Hilliard, Jaffe, Kenderdine, Schnell, Striz, Swoyer, Zaman

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**APPROVAL OF JOURNAL**

On page 7 of the Senate Journal for the regular session of March 16, 1992, the word "exits" should read "exists" in the last paragraph. With that correction, the journal was approved.

**ANNOUNCEMENTS**

The request by the OU Retirees Association for membership on the Employment Benefits Committee was approved. The representative will be an ex-officio, non-voting member (see 1/92 Senate Agenda).

A progress report of the committee reviewing the faculty appeals processes was distributed at the meeting (see Appendix I). Prof. Smith commented that the brochure mentioned in the report will be published next year and should be helpful in clarifying the procedures that should be followed.

The Faculty Senate will elect its officers and fill vacancies on its standing committees during the May meeting. The standing committees on the Senate include the Committee on Committees, the Faculty Welfare Committee, and the Faculty Compensation Committee. Faculty who are interested in volunteering or nominating faculty colleagues (and have their permission to nominate them) should contact Sonya Fallgatter in the Faculty Senate Office at 5-6789.

A handout prepared by the Budget Office concerning salaries paid OU administrators and a comparison of those salaries with other institutions was distributed at the meeting (see Appendix II).

The celebration of the 50th Anniversary of the Norman Campus Faculty Senate and the dedication of the new office space for the Senate will be held Thursday, April 16, from 1:00 to 3:00 p.m. in the second floor lobby of Jacobson Hall. The Faculty Tribute Luncheon that day will highlight the Senate celebration. Prof. Smith thanked the luncheon planning committee members for their decision to do that for the Senate. Dessert for the luncheon will be served at the dedication ceremony at Jacobson Hall immediately following the luncheon.

The Senate unanimously approved a motion to allow non-senators to participate in the following discussions.

**REMARKS BY DR. RICHARD VAN HORN, PRESIDENT, AND A QUESTION AND ANSWER PERIOD**

Prof. Smith explained that the Executive Committee had asked the President about the roles of the vice presidents on campus and how those roles would relate to the new academic vice president and provost. Dr. Van Horn volunteered to come to the Senate to answer those kinds of questions.

Dr. Van Horn said the University's goals, which have not changed, are to be excellent in undergraduate education, the best in the state, a national role model, and a major graduate and research university (defined as being in the top 70 in external research support), to have a nationally recognized competitive faculty, and to have a major increase in graduate enrollment. He pointed out that OU has the best undergraduate students in the state and has had two years of improvement in retention.

On April 16 a new Provost will be named. The President hopes the new Provost will update the strategic plan, proceed on the 21st century education project, refine the budget process, and address the funding issues. To help ease the budget situation, Dr. Van Horn is looking for major kinds of projects that are good for the University and will bring in some overhead funding. For example, the University is a competitor for the management of the National Institute of Petroleum and Energy Research (NIPER) and the National Security Education Act.

President Van Horn explained that the position of Vice President for Research has existed for only a few months and is still evolving. The new Provost and the Vice President for Research will have to discuss what their relationship will be. What is clear is that the Provost is the senior administrative officer at the Norman campus. The President asked the Regents to make the position Senior Vice President and Provost. This title will be more easily understood by people outside the University. The deans report to the Provost. The Provost has the direct responsibility for academic programs. About two years ago the budget allocation responsibility at the Norman campus was transferred to the Provost. The Vice President for Research wears three hats. He has direct responsibility for the Sarkey's Energy Center, which is still evolving. He has University-wide responsibility for research policy, structure and procurement, so he works directly with the Washington liaison, and has responsibility for technology transfer--obtaining patents and licensing. As dean of the graduate college on the Norman campus, he is part of the Provost's staff.

Prof. Christian asked why the University should take on the NIPER contract, noting that it would inflate the amount the institution gets in research funding, but would there be adequate faculty input. Dr. Van Horn said it would increase OU's visibility in energy research, provide a vehicle for offering some graduate courses, and bring some funds in to support our programs. The President said he would not know what role there would be for faculty until he sees the request for procurement. It could be run as a management contract or as part of the academic program. The level of faculty interest will depend on the degree of academic contact.

Prof. Fonteneau said the lack of M&O funds has caused departments to cut back on services and support. She asked whether there was any promise in the upcoming budget for some relief. Her second question related to support for junior faculty. She said research opportunities for junior faculty are limited, and it is her understanding that the number of fellowships was cut. She asked whether support could be brought up to a competitive level sufficient to retain faculty. Speaking to the first issue, Dr. Van Horn said college deans make decisions on allocations to departments, and department heads make decisions on how much should go to salaries or M&O. There is no University policy; therefore, the allocations will vary by department. OU only receives \$6,000 per student in tuition and state support, compared to universities like the University of Texas at Austin which receives \$12,000. Universities with higher per student funding spend a lower percentage on faculty salaries. Here, most of the money goes into faculty salaries, so there is little left for support. Deans and department heads do not have much flexibility. Turning to the second question, the President said research fellowships for junior faculty have increased. Most of the research funding comes from outside, so 90% of the funding will have to be external for probably the next ten years.

Prof. Johnson asked about the creation of a research institute that would employ research faculty. He asked what kind of commitment the University would make for these pseudo-faculty and how long it would be supported by the University if it did not bring in enough money to cover its salaries. Dr. Van Horn answered that a separate research institute would have to be financially independent. It would be a violation of state law to transfer state money to a research facility. Faculty members who lost their research funding could be supported by such an institute. He said it might be necessary to charge more of the academic year faculty salaries to research grants--up to 20% in some areas. If that happens, then the University would have to set aside money to pick up the salaries of tenured and tenure-track

faculty in departments whose funding fell off. He explained that NIPER employs research staff, not tenure-track faculty, and if its funds dried up, the University would have to let them go. Prof. Johnson questioned whether it would take an investment of University funds to get the facility started. He mentioned the University's prior situation with the Energy Resources Center that lost a large contract. He remarked that it would be worthwhile for Vice President for Research O'Neil to include faculty in any negotiations so they can identify possible problems and concerns. Dr. Van Horn responded that he believes Dr. O'Neil would involve the Research Council. He said he does not see anything wrong with having a separate research institute. Legally, the University could not invest money in a research institute unless it came from the OU Foundation.

When asked how flexible the University is willing to be on overhead expenses, given the differences between hard and soft sciences, Dr. Van Horn said the University has waived a lot of overhead in the past. He said he did not see this as an issue between hard and soft sciences, but rather a broad University issue. What is needed is a thoughtful policy on when we should and should not collect overhead. The University should collect 100% on every contract and use it to support the libraries and facilities and provide seed money. If there is an argument not to collect full overhead, then the Vice President for Research and the Research Council should be involved. If we do not collect overhead, then we are using state money to support research programs. Responding to a comment that there are some areas that do not use University facilities as intensely, President Van Horn responded that there are endless numbers of special circumstances.

Prof. Kidd asked about the new assistant director of the Sarkey's Energy Center. Dr. Van Horn said Gus Gertsch (Associate Vice President for Research) was hired as a staff member through the Personnel Services process and came from Georgia Tech (as did Dr. O'Neil). His primary job is looking at the areas in which the University should be more competitive as far as technology transfer. This investment will be evaluated in a few years. His salary came from University funds set aside for the Energy Center.

#### **REMARKS BY DR. ROLAND LEHR ON THE NORTH CENTRAL ACCREDITATION**

Dr. Roland Lehr, special assistant in the provost's office, is coordinating OU's accreditation preparations. He said the University as a whole is accredited, and a review is done every ten years. OU has been accredited since 1913 by the North Central Association. The accreditation team will be here April 27-29. The University chose a special emphasis approach, and a team of visitors was chosen based on that special emphasis. OU's report, which is in three parts, is on file in the library. Subcommittees prepared the second and third parts, which examine beyond-the-classroom educational experiences and computing and telecommunications. The subcommittees were composed of faculty, staff, and students, and they solicited faculty opinion. Dr. Lehr explained that he wanted to inform faculty about the accreditation because some faculty will be visited.

Prof. Hopkins asked whether there would be any lead time. Dr. Lehr answered that there would be very little advance notice. Prof. Hopkins questioned whether specific areas would be targeted. Dr. Lehr said that was hard to say.

Dr. Dan Davis, Dean of the College of Liberal Studies, chaired the subcommittee on OU's educational mission beyond the classroom. He said the subcommittee decided to look at aspects outside the classroom that focus on academic life and cultural enrichment and leadership and professional development. Surveys were conducted on all campuses and included both undergraduate and graduate students. Dr. Davis distributed a list of recommendations (available from the Senate office).

Mr. Allen Moore, executive assistant to the president, chaired the subcommittee on computing and telecommunications. This subcommittee first looked at what was in the strategic plan that related to this area. The subcommittee selected four areas on which to focus: libraries and information services, electronic networks, classroom instruction, and electronic delivery beyond the classroom. Surveys of faculty and students were conducted. Most of the survey data of students revealed that students are not aware of a lot of available technology. Mr. Moore discussed some of the proposed actions for each area (available from the Senate office). He explained that the actions are within our current capabilities, but funding them will be the problem.

Dr. Lehr said he was planning additional publicity to make faculty more familiar with the process.

#### **SENATE CHAIR'S REPORT**

Due to time considerations, the Chair asked that his report be entered in the minutes, rather than taking time to present it at the meeting. He did mention three items that will be on the agenda for Thursday's OU Regents' meeting: the Faculty Senate Chair's report, a resolution congratulating the Faculty Senate on its fiftieth anniversary, and a proposal to change the name of Jacobson Hall to Jacobson Faculty Hall.

Fifty years ago this very day, on April 13, 1942, the University Senate--now called the Norman Campus Faculty Senate--met for the first time. I have been asked by the University of Oklahoma Board of Regents to report to them the activities of the Senate, and what follows are excerpts from the report.

In January of 1942, upon the recommendation of President Joseph A. Brandt, the University of Oklahoma Board of Regents, led by its Chair Lloyd Noble of Ardmore, approved the creation of a University Senate whose members were to be "democratically chosen from the members of the faculty." President Brandt told the Board of Regents when he recommended the creation of the Senate: "I feel it will do much to create a more wholesome democratic feeling on the part of the faculty and that they will have a larger part in determining policies of the University." The Senate's charge from the beginning has been, as taken from the Regent's minutes, "to originate, review, and advise on issues concerning academic affairs, faculty and student research activities, faculty governance, and any other area of University operation that might have an impact on the academic environment of the University."

Faculty at the University of Oklahoma participate in governance in different ways. They participate directly in departments, serving on committees, and sharing administrative type activities (such as "Graduate College Liaison") with departmental chairs and deans. Faculty also participate in University governance through the Faculty Senate which represents all faculties on the Norman Campus.

The Agenda for the first meeting of the Senate on April 13, 1942, included the creation of a committee-on-committees that would thereafter choose the faculty members of all standing and special committees of the University. Today, fifty years later, there are over forty standing University councils and committees and at least a dozen special committees, conducting University business and making recommendations to the Board, the President, the Provost and other Executive Officers of the University. Several hundred individual faculty members, representing all of the degree granting colleges on the Norman campus, work on these councils and committees at tasks such as (to list only a few) searching for a new Academic Vice President and Provost, previewing films screened on campus (the Film Review Committee), monitoring the integrity and rigor of the University curriculum (the Academic Programs Council), helping with decisions regarding scarce resources (the Budget Council), helping maintain a proud, and academically respectful, tradition of non-academic, extracurricular activities (the Athletics Council), helping extend the University (the Continuing Education Council), helping plan the University's Physical Plant (the Campus Planning Council), encouraging the University mission of knowledge discovery (the Research Council) and supporting the core, the heart of a comprehensive university (the Library Committee).

David Levy, David Ross Boyd Professor of American History, in the text of a brochure for the 50th Anniversary Celebration of the University of Oklahoma Norman Campus Faculty Senate states: "Over the last half century, hundreds of members of the faculty, chosen by their colleagues, have served on the Senate. There is not important policy of the University of Oklahoma that this body has not helped to shape, no concern of the faculty that this body has not brought forward for discussion and resolution. From the defense of academic freedom to the establishment of sounder curriculum, from defining the duties of faculty members and the methods of evaluating their performance to establishing and structuring the committee and council system of the institution, from considering long range planning to debating short range financial exigencies, the Senate has gone about its work. It has spoken the view of the faculty on salaries and fringe benefits, on the proper punishment of academic misconduct, on the penalties for sexual harassment, on the role of athletics at the University, on the need for effective affirmative action policies. The Senate has lobbied the legislature and refined the procedures for awarding tenure, adjudicating grievances, and searching for new members of the faculty and the administration. It has managed the faculty's relationships with the staff, the administration, and the student government."

"No one will claim, of course, that the Faculty Senate has always had its way. There have been many occasions when its advice was rejected or ignored by the administration and the Board of Regents, and doubtless many members of the faculty have known moments of feeling ignored and powerless. But in the vast majority of instances the view of the faculty, as presented by the Senate, have been taken seriously and have modified or established the official policies of the University."

The faculty of the OU Norman Campus has received tremendous support and encouragement for its 50th Anniversary celebration, especially from Regents' Chairperson Hogan, President Van Horn, and Interim Provost Gipson, as well as from Vice Presidents Elbert and Bennett, who provided services for our new office space and our celebration. Ron Burton and the University of Oklahoma Foundation continued its

support of faculty. Our new Faculty Senate office space is the best in Oklahoma!

I am happy to report that I am enriched by my association with this University's faculty. It is diverse. It is local, national, and international. It is hard-working and caring. It has its "stars," it has pride and it has a determination to be better. That faculty also stands ready to be called upon, and expects to be called upon, to continue the charge, given to it by the Board of Regents in 1942 and reaffirmed in 1992, to participate in the future directions of the University. Thank you.

**FOCUS ON EXCELLENCE: GEOTECHNIQUES PROGRAM, by Prof. Susan Vehik, Chair-Elect**

Due to time considerations, Prof. Vehik asked that her report be entered in the minutes, rather than taking time to present it at the meeting.

This month's Focus on Excellence centers on the Geotechniques Program. The Geotechniques Program is an integrated program in remote sensing, geographic information systems, and cartography. The program is part of the College of Geosciences and involves the departments of Geography, the School of Geology and Geophysics, and the School of Meteorology. Beyond the College of Geosciences, faculty and students from Anthropology, Botany, Civil Engineering and Environmental Science, Computer Science, Management Information Systems, Regional and City Planning, and Zoology have also been active participants and contributors to the program. Research and service units involved in the program include the Oklahoma Climatological Survey, Cooperative Institute for Applied Remote Sensing (CIARS), NEXRAD Operational Support Facility, Oklahoma Geological Survey, Oklahoma Biological Survey, Weather Center, National Severe Storms Laboratory, and National Weather Service Forecast Office.

Faculty members actively participating in the Geotechniques Program include Claude E. Duchon, Meteorology; David R. Legates, Gregory A. Plumb, Hans Spaeth, and T.H. Lee Williams, all of Geography; David W. Stearns, School of Geology; Christopher Shove, Regional and City Planning; Baxter E. Vieux, Civil Engineering and Environmental Science; and Harold W. Yates, Geosciences. There are presently fifteen courses offered in geotechniques. The Geosciences Computing Network provides a variety of hardware and software facilities in support of both basic and applied geotechniques studies.

A number of past and present research projects utilizing geotechniques have been supported either partially or wholly by external funding. These include the spatial demographics of prenatal care, digital stereo mapping of geologic structures, fish species distribution in south-central Oklahoma, historic geography of the U.S. collegiate fraternity system, school land capability in the Oklahoma panhandle, estimating and monitoring erosion of reservoir shorelines, and compression of digital continuous spatial data.

This month's Focus on Excellence congratulates the Geotechniques Program and the faculty who participate in it.

**REPORT OF THE SENATE COMMITTEE ON COMMITTEES REGARDING END-OF-THE-YEAR  
VACANCIES ON COUNCILS/COMMITTEES/BOARDS**

Prof. Vehik presented a slate of Faculty Senate nominees for end-of-the-year vacancies on committees which the Senate will vote on at the May meeting (available from the Senate office). She reminded the group that the administration will appoint some additional faculty as part of the committee restructuring approved last year. Nominations can be submitted to the Senate office, but the permission of the nominee must be obtained.

**RETIREMENT ISSUES - TIAA/CREF VESTING PERIOD AND AGE THRESHOLD**

For background information, see 11/91 Journal, page 7; 12/91 Journal, page 6; 1/92 Journal, page 4; and 2/92 Journal, page 7.

Prof. Trent Gabert, Chair of the Senate's Faculty Welfare Committee (FWC), presented the following recommendation of the committee:

ENTRY AGE FOR TIAA-CREF BENEFITS BEGIN AT AGE 25, WITH A MAXIMUM VESTING PROBATION PERIOD OF THREE YEARS, OR UNTIL AGE 28, WHICHEVER IS EARLIER.

NEW HIRES TO THE UNIVERSITY OF OKLAHOMA WOULD BE ABLE TO BRING PRIOR TIAA-CREF ENROLLMENT TO COUNT AT OU TOWARD THE VESTING PERIOD. PROBATIONARY VESTMENTS BELONG TO THE UNIVERSITY OF OKLAHOMA. FOLLOWING COMPLETION OF THE VESTING PROBATION PERIOD OR AGE 28, AND BEING CURRENTLY EMPLOYED, THE EARNED VESTMENT BECOMES PART OF THE INDIVIDUAL'S RETIREMENT PORTFOLIO.

Rationale: The Faculty Welfare Committee believes that entry age and the vestment probation period for TIAA-CREF should positively relate to the concept of building a quality retirement plan and allow portability of retirement portfolio. Establishing an entry age at 25 years generally eliminates age discrimination, allows the portfolio to build immediately, and also allows portability by age 28. This recommendation seems to be a positive position statement for both staff and faculty.

Prof. Breipohl said he was concerned about increasing the University's contribution, when it looks like the administration is moving in the opposite direction. Prof. Gabert said it could increase by about \$250,000, with staff included. He pointed out that President Van Horn is interested in providing portability to faculty. By reducing the age to 25, most faculty would be covered, yet adding a vestment period will provide some commitment to the University.

Prof. Whitmore asked who had originated the issue of age. Prof. Gabert said lowering the age threshold originated with the faculty; the President had not indicated a particular age. Prof. Whitmore asked what is done at other institutions. Prof. Gabert reported that 550 of about 600 institutions have a zero vesting period and age of entry is 25 or 26. However, because most of those programs were established for faculty only, they now are in violation of the IRS non-discrimination test and will have to come up with acceptable programs for staff. The Employment Benefits Committee had recommended a five-year vesting period and an age of 25. The FWC believed a five-year period would reduce the portability prospect. Prof. Smith said



the philosophy of the Faculty Senate should be to recommend what is best for the faculty.

Prof. Livesey asked if there had been any discussion about immediate participation. Prof. Gabert said that would be a possibility except that a lot of staff come here at a very young age. Setting the age at 25 would allow employees to retire after 30 years at age 55. The recommendation of the Faculty Welfare committee was approved on a voice vote.

Prof. Gabert reported on the status of the CREF transferability and cashability options approved by the Senate in January. The University is in the process of identifying companies for the transferability option and will recommend 100% cashability of CREF at retirement. Prof. Gabert explained that it is not possible to transfer TIAA, but in practice, 10% of the TIAA accumulations can be transferred to CREF each year. These recommendations will be considered by the Regents in May or June.

Following up on an issue that was raised in one of the retirement discussions, Prof. Gabert said, if the \$9000 salary exclusion for TIAA/CREF was eliminated, it would take a TIAA/CREF contribution of about 13.5% over a 30-year period to equal what we are now getting in OTRS and TIAA-CREF. In order to have retirement income at an 80% level, the contribution may need to be 16% or 17%.

#### **RESOLUTIONS OF APPRECIATION TO OUTGOING REGENTS SARAH HOGAN AND SYLVIA LEWIS**


Prof. Claren Kidd presented the appended resolutions of appreciation on behalf of the Executive Committee (see Appendix III). Prof. Smith noted that the University is losing two important, faculty-oriented Regents, who have supported the faculty. The resolutions were unanimously approved on a voice vote.

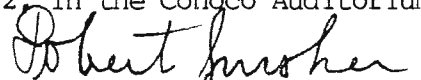
The following items (available from the Senate office) were distributed at the meeting, and action will be taken in May:

Recommendation of the committee reviewing the definition of faculty  
Results of the experimental drop policy  
Graduate Student Senate proposal for a sexual orientation clause in  
the discrimination section of the Faculty Handbook  
Resolution on promotional exhibits in academic areas

#### **ADJOURNMENT**

The meeting adjourned at 5:00 p.m. The next regular session of the Senate will be held at 3:30 p.m. on Monday, May 4, 1992, in the Conoco Auditorium.

  
Sonya Fallgatter  
Administrative Coordinator

  
Robert Swisher  
Secretary

Ad Hoc Committee on Appeals Processes - Progress Report  
Submitted by Ken Wedel

Our subcommittee met on a regular basis throughout the school year. We reviewed written documents which outlined concerns expressed by faculty and heard the concerns expressed by faculty (including the past and current chair of the Faculty Appeals Board). As chair of the subcommittee, I also interviewed Beth Wilson, Affirmative Action Officer. We reviewed policy set forth in the Faculty Handbook, the Book of Procedural Guidelines, and the Final Report of the Ad Hoc Committee on the Appeals Process - 1986.

Following initial discussions we decided to focus on three main areas of appeals processes: (1) clarifying existing policies, (2) exploration of an ombudsperson service for faculty, and (3) revisions of current policies - with a particular aim at consolidation of various processes. While work is still in progress on areas (2) and (3), an end product has been produced to assist in clarifying existing policies. The result is a draft of a brochure on faculty grievance processes. The draft is now under review by the Provost's office for accuracy. I anticipate that a final draft will be available by the end of the semester.

I would suggest that a subcommittee be appointed to continue work on this project next year and some agreement be made early on as to the goal of any policy revisions, i.e., whether to simplify policy, factor in greater peer review, specify more succinct time deadlines, etc. It seems that we struggled all year with the problem of trying to decide what would be a better approach for faculty. Speaking for myself, it appears that the biggest problem is not so much the policies and procedures that are now in place, but how they have been carried out. It appears that most everyone is disappointed in the way policies are currently implemented.

**FY92 Administrative Compensation Survey  
CUPA\* and University of Oklahoma Comparison**

<u>Title</u>	<u>OU Salary</u>	<u>CUPA Mean Salary</u>	<u>OU/ CUPA</u>
Chief Executive of System (President)	\$152,880	\$153,277	99.7%
Asst. to Chief Exec of System	50,000	n/a	n/a
Chief Academic Officer (Interim Provost)	88,072	125,295	70.3%
Director, Affirmative Action	65,300	64,179	101.7%
Chief Legal Counsel	92,000	94,430	97.4%
Chief Business Officer (VP/Admin)	102,900	114,278	90.0%
Bursar	54,124	52,581	102.9%
Controller	73,950	86,103	85.9%
Auditor	63,690	63,026	101.1%
Director, Grants and Contracts	61,000	86,900	70.2%
Chief Budget Officer	65,690	71,474	91.9%
Director, Accounting	55,832	62,367	89.5%
Director, Institutional Research	61,247	64,570	94.9%
Chief, Physical Plant Officer	76,335	81,602	93.5%
Director, Campus Security (Dir. of Public Safety)	53,000	62,533	84.8%
Chief Development Officer (VP/Univ)	109,000	120,228	90.7%
Director, Annual Giving	54,399	46,347	117.4%
Director, Alumni Affairs	66,934	77,018	86.9%
Chief Student Affairs Officer (VP)	91,000	94,894	95.9%
Director, Student Placement	55,294	56,783	97.4%
Dean, Arts and Sciences	115,500	114,827	100.6%
Dean, Business	106,400	127,568	83.4%
Dean, Education	85,930	104,633	82.1%
Dean, Engineering	102,600	126,573	81.1%
Dean, Fine Arts	78,278	n/a	n/a
Dean, Architecture	83,487	94,804	88.1%
Dean, Liberal Studies	76,411	n/a	n/a
Dean, Continuing Education	89,007	93,272	95.4%
Dean, Law	106,000	131,631	80.5%
Dean, Library & Info Systems	79,380	90,780	87.4%
Dean, Students (Dean of Stu/Asst VP Stu Svcs)	52,782	69,525	75.9%
Director, University Computing Services	74,750	82,222	90.9%
Director, Personnel Services	67,980	70,707	96.1%
Director, Information Systems	72,990	103,452	70.6%
Director, Mental Health (Student Counseling)	52,000	63,129	82.4%
Director, University Publications	39,100	49,192	79.5%
Director, Information Office	45,155	57,783	78.1%
Director, Minority Student Services	46,823	n/a	n/a
Registrar (Assc. Prov/Acting Registrar)	63,809	69,117	92.3%
Director, Financial Aid	52,782	64,854	81.4%
<b>Average</b>	<b>\$75,897 **</b>	<b>\$85,888</b>	<b>88.4%</b>

Comparative information not available for Research Officer (VP for Research), Dean of Geosciences, Director of Architectural & Engineering Services and Director of Lloyd Noble Center.

Director of Purchasing at OU is combined with Risk Management, therefore, no comparison is available.

Sources: The University of Oklahoma FY92 Budget Book

\* The College and University Personnel Association (CUPA) "FY91-92 Administrative Compensation Survey". Comparison is to Doctoral Institutions.

\*\* Data excluded from Oklahoma University average where no comparable figures were available from CUPA.

*The University of Oklahoma*  
**FY92 Forty Highest Paid Administrators With Comparable Data  
National and Peer Averages**

10-Apr-92

<u>Title</u>	<u>OU Salary</u>	<u>Chronicle</u>	<u>OU/ Chronicle</u>	<u>Peers</u>	<u>OU/ Peers</u>	<u>Date Hired</u>
Chief Executive of System (President)	\$152,880	\$150,000	101.9%	\$151,150	101.1%	07-15-89
Asst. to Chief Exec of System	50,000	76,392	65.5%	N/A	N/A	09-04-90
Chief Academic Officer (Interim Provost)	88,072	113,300	77.7%	120,900	72.3%	07-01-86
Director, Affirmative Action	65,300	57,145	114.3%	65,729	99.3%	09-10-87
Chief Legal Counsel	92,000	84,798	108.5%	90,900	101.2%	07-01-88
Chief Business Officer (VP/Admin)	102,900	100,600	102.3%	113,600	90.6%	02-01-79
Bursar	54,124	48,420	111.8%	55,954	96.7%	08-16-71
Controller	73,950	72,200	102.4%	83,868	88.2%	06-01-87
Auditor	63,690	55,148	115.5%	65,652	97.0%	12-07-77
Director, Grants and Contracts	61,000	62,496	97.6%	71,650	85.1%	06-19-74
Chief Budget Officer	65,690	64,760	101.4%	72,612	90.5%	11-04-85
Director, Accounting	55,832	53,450	104.5%	57,200	97.6%	05-30-70
Director, Institutional Research	61,247	59,750	102.5%	63,404	96.6%	04-21-75
Chief, Physical Plant Officer	76,335	72,683	105.0%	82,140	92.9%	07-01-79
Director, Campus Security (Dir. of Public Safety)	53,000	53,529	99.0%	62,200	85.2%	09-01-70
Chief Development Officer(VP/Univ)	109,000	100,000	109.0%	117,500	92.8%	04-02-90
Director, Annual Giving	54,399	42,285	128.6%	54,800	99.3%	08-04-75
Director, Alumni Affairs	66,934	54,000	124.0%	70,000	95.6%	04-15-80
Chief Student Affairs Officer (VP)	91,000	89,000	102.2%	96,000	94.8%	08-01-91
Director, Student Placement	55,294	49,000	112.8%	65,282	84.7%	07-25-78
Dean, Arts and Sciences	115,500	96,696	119.4%	109,183	105.8%	07-01-90
Dean, Business	106,400	108,333	98.2%	125,921	84.5%	07-01-87
Dean, Education	85,930	89,362	96.2%	103,200	83.3%	07-01-85
Dean, Engineering	102,600	109,668	93.6%	127,680	80.4%	06-01-87
Dean, Fine Arts	78,278	88,511	88.4%	N/A	N/A	09-01-91
Dean, Architecture	83,487	93,300	89.5%	94,662	88.2%	08-01-
Dean, Liberal Studies	76,411	N/A	N/A	109,338	69.9%	07-01-
Dean, Continuing Education	89,007	80,128	111.1%	92,767	95.9%	09-15-87
Dean, Law	106,000	129,972	81.6%	136,128	77.9%	09-01-83
Dean, Library & Info Systems	79,380	85,238	93.1%	96,000	82.7%	09-01-78
Dean, Students (Dean of Stu/Asst VP Stu Svcs)	52,782	60,211	87.7%	68,275	77.3%	08-13-74
Director, University Computing Services	74,750	N/A	N/A	78,200	95.6%	07-16-84
Director, Personnel Services	67,980	66,338	102.5%	68,800	98.8%	04-27-87
Director, Information Systems	72,990	78,246	93.3%	88,950	82.1%	08-08-88
Director, Mental Health (Student Counseling)	52,000	54,514	95.4%	61,700	84.3%	08-22-83
Director, University Publications	39,100	46,000	85.0%	N/A	N/A	10-19-70
Director, Information Office	45,155	51,348	87.9%	N/A	N/A	09-01-80
Director, Minority Student Services	46,823	45,636	102.6%	47,013	99.6%	08-18-77
Registrar (Assc. Prov/Acting Registrar)	63,809	57,170	111.6%	69,050	92.4%	09-01-79
Director, Financial Aid	52,782	54,832	96.3%	68,700	76.8%	Vacant
<b>Average</b>	<b>\$74,543 *</b>	<b>\$75,117</b>	<b>99.2%</b>	<b>\$86,281</b>	<b>86.4%</b>	<b>-</b>

Comparative information not available for Research Officer (VP for Research), Dean of Geosciences, Director of Architectural & Engineering Services and Director of Lloyd Noble Center.

Director of Purchasing at OU is combined with Risk Management, therefore, no comparison is available.

Sources: The University of Oklahoma FY92 Budget Book  
The Chronicle of Higher Education, February 5, 1992, p. A15. Comparison is to Doctoral Institutions.

\* Data excluded from Oklahoma University average where no comparable figures were available from The Chronicle of Higher Education.

**RESOLUTION OF APPRECIATION TO REGENT SARAH HOGAN**

WHEREAS, Sarah Hogan has devoted seven years of service as a member of the University of Oklahoma Board of Regents, including this past year as the Chair of the Board;

WHEREAS, she has seen an increase in the number of National Merit Scholars and new programs and policies affecting racial and sexual harassment and cultural diversity;

WHEREAS, she made an effort to visit numerous academic units on campus and to bring together the Health Sciences Center and the Norman campus of the University of Oklahoma;

WHEREAS, she helped the Faculty Senate locate and renovate Jacobson Hall space for the spacious and comfortable Senate offices and meeting rooms;

WHEREAS, this commitment requires an incredible investment of time and emotional energy;

BE IT THEREFORE RESOLVED that the Faculty Senate on the Norman campus of the University of Oklahoma expresses its sincerest appreciation for her inspiring leadership and participation on the Board in promoting support of higher education to assure the citizens of Oklahoma a rightful and challenging role in the future of this state, region, and country--now and in the decades to come.

**RESOLUTION OF APPRECIATION TO REGENT SYLVIA LEWIS**

WHEREAS, Sylvia Lewis has devoted six years of service as a member of the University of Oklahoma Board of Regents;

WHEREAS, she has seen an increase in the number of National Merit Scholars and new programs and policies affecting racial and sexual harassment and cultural diversity;

WHEREAS, she has provided support and caring interest, especially in the individual rights of The University of Oklahoma faculty and students;

WHEREAS, this commitment requires an incredible investment of time and emotional energy;

BE IT THEREFORE RESOLVED that the Faculty Senate on the Norman campus of The University of Oklahoma expresses its sincerest appreciation for her inspiring leadership and participation on the Board in promoting support of higher education to assure the citizens of Oklahoma a rightful and challenging role in the future of this state, region, and country--now and in the decades to come.