

IMPORTANT:

Recommendations contained in this agenda are tentative and unofficial prior to Regents' action at the scheduled meeting.

Final Agenda

Posted no later than 24 hours prior to the meeting time,
as provided by Oklahoma Statutes.



Regents' Meeting - Agenda

University of Oklahoma Board of Regents

Postoak Lodge and Retreat, Tulsa

Jun 14, 2023 8:30 AM - Jun 15, 2023 5:30 PM CDT

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VIII. New Business?

Consideration of any matter not known about, or which could not have been reasonably foreseen, prior to the time of posting the agenda.

IX. Next Scheduled Meeting

The next meeting of the Board of Regents is currently scheduled for September 12-13, 2023.

ISSUE: EXECUTIVE SESSION – ALL**ACTION PROPOSED:**

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

- a. Confidential communications between the Board and its attorney(s) concerning pending or potential research or financial investigation(s) and/or pending or potential investigations and/or claims regarding negligence, unjust enrichment, real estate operations, personnel, and other legal claims, where the Board's attorney has determined disclosure will seriously impair the ability of the Board to conduct the investigation(s) and/or claims in the public interest as authorized under 25 O.S. § 307(B)(4), including the following:
 - Review, discuss and/or consider adoption, modification, and/or rejection of programmatic, financial, student, career services, research, study abroad, academic-online or in-person, departmental, and personnel matters and issues regarding Rogers State University, Cameron University, University of Oklahoma, and the University of Oklahoma Health Sciences Center
 - Review, discuss, and/or consider adoption, modification, and/or rejection of financial settlements with affiliated and/or historically affiliated entities
 - Review, discuss, and/or consider the application of recent federal, state, local, and administrative laws and regulations relating to pending and/or anticipated litigation matters and potential and/or pending legal risks
 - Review, discuss, and/or consider existing and/or potential improvements to facilities, land and equipment related to athletics operations, teams, student athletes, personnel and businesses in connection with conference realignment
- b. Routine, periodic review, and/or consideration and adoption, modification, or other action related to employment, including terms and conditions, of University President(s) as authorized under 25 O.S. § 307(B)(1).
- c. Routine, periodic review, and/or consideration and adoption, modification, or other action related to employment, including terms and conditions, of University personnel as listed in Attachment A as authorized under 25 O.S. § 307(B)(1).
- d. Routine, periodic review, and/or consideration and adoption, modification, or other action related to employment, including terms and conditions, of University personnel as listed in the Academic and the Administrative and Professional Personnel Actions agenda items of the Rogers State University, Cameron University, and the University of Oklahoma public agendas as authorized under 25 O.S. § 307(B)(1).
- e. Routine, periodic review, and/or consideration and adoption, modification, or other action related to required background checks and security clearances for University personnel identified in Attachment A and all members of the Board of Regents as authorized under 25 O.S. § 307(B)(1).
- f. Discussion of assessment of potential vulnerability of governmental facilities as authorized under 25 O.S. § 307(B)(11)(b) and 51 O.S. § 24A.28(A)(2).

- g. Discussion of confidential trade secret information as authorized under 25 O.S. § 307(B)(7), 12 O.S. § 2508, 78 OS § 86, 51 O.S. § 24A.19, 51 O.S. §24A.10a, and 63 O.S. § 3224(D), including the following:
- Review, discuss, and/or consider adoption, modification, and/or rejection of programmatic, financial, student, academic-online or in-person, study abroad, research, departmental, and personnel matters for Rogers State University, and/or Cameron University, and/or the University of Oklahoma, and/or the University of Oklahoma Health Sciences Center
 - Review, discuss, and/or consider adoption, modification, and/or rejection of financial settlements with affiliated and/or historically affiliated entities
 - Review, discuss, and/or consider existing and/or potential improvements to facilities and equipment related to athletics operations, teams, student athletes, personnel, and businesses in connection with conference realignment
- h. Discussing the purchase and/or appraisal of real property as authorized under 25 O.S. § 307(B)(3)
- i. Discussion of confidential information pertaining to donors or prospective donors under 25 O.S. § 307(B)(7) and 51 O.S. § 24A.16a.
- j. Discussion of filed litigation against Cameron University, including the following cases and/or claims where the Board’s attorney has determined disclosure will seriously impair the ability of the Board to conduct the investigation(s) in the public interest as authorized under 25 O.S. § 307(B)(4):
- None.
- k. Discussion of filed litigation against Rogers State University, including the following cases and/or claims where the Board’s attorney has determined disclosure will seriously impair the ability of the Board to conduct the investigation(s) in the public interest as authorized under 25 O.S. § 307(B)(4):
- None.
- l. Discussion of litigation filed against or threatening to the University of Oklahoma, including the following cases and/or claims, where the Board’s attorney has determined disclosure will seriously impair the ability of the Board to process the claim or conduct the investigation(s) in the public interest as authorized under 25 O.S. § 307(B)(4):
1. *B.E.R.T., et al. v. University et al.*, Case No. CIV-21-1022 in the United States District Court for the Western District of Oklahoma;
 2. *Bolt et al v. State of Oklahoma et al.*, Case No. 5:20-cv-00795-J in the United States District Court for the Western District of Oklahoma;
 3. *Burdine v. STATE OF OKLAHOMA EX REL., Board of Regents of The University of Oklahoma* Case No. CJ-2020-1928 in the District Court for Oklahoma County, Oklahoma;
 4. *Roberto Cates as Next-of-kin of Eva Cates Deceased v. STATE OF OKLAHOMA EX REL., Board of Regents of The University of Oklahoma, et al.* Case No. CJ-2021-1840 in the District Court for Oklahoma County, Oklahoma;

5. *Daniels v. Board of Regents for the University of Oklahoma et al* Case No. 5:22-cv-00625-R in the United States District Court for the Western District of Oklahoma;
6. *Davenport v. State of Oklahoma, ex rel Board of Regents for the University of Oklahoma*, Case No. CJ-2019-6846, In the District Court for Oklahoma County, Oklahoma;
7. *State of Oklahoma v. Davis, Gwennyth Olivia*. Case No. CM-2021-1311 in the District Court for Cleveland County, Oklahoma;
8. *Estate of Elizabeth Whittaker*, Case No., PB-2020-1372, in the District Court for Oklahoma County, Oklahoma;
9. *Garg v. University*, Case No. CJ-2018-628 in the District Court for Cleveland County, Oklahoma;
10. *In re: Genentech, Inc. Herceptin (Trastuzumab) Marketing and Sales Practices Litigation*, 16-MD-2700 in the United States District Court for the Northern District of Oklahoma;
11. *Knox/Shepherd v. Oklahoma State Regents for Higher Education and Board of Regents for the University of Oklahoma, Cameron University and Rogers State University*, Case No. CJ-2020-2383 in the District Court for Oklahoma County, Oklahoma;
12. *Hughes, et al v. Deborah Shropshire, et al*, Case No. CV-21-1094-F, In the United States District Court for the Western District of Oklahoma;
13. *Lewis v. Regents of the University of Oklahoma*, Case No. CJ-2022-1018, in the District Court of Cleveland County, Oklahoma;
14. *Melton v. University, et al.*, Case No. CJ-21-423 in the District Court for Cleveland County, Oklahoma;
15. *Meyer v. University, et al.*, Case No. CIV-15-403 in the United States District Court for the Western District of Oklahoma;
16. *The Sustainable Journalism Foundation. Et al., v. Board of Regents* Case No. CV-2021-1770 in the District Court for Cleveland County, Oklahoma;
17. *Tufaro v. University, et al.*, Case No. CIV-20-1138-J in the United States District Court for the Western District of Oklahoma;
18. *Tufaro v. University, et al.*, Case No. 23-6039, in the 10th Circuit Court of Appeals;
19. *Tully v. State Of Oklahoma, operating as the Stephenson Cancer Center, Nicholas Shepherd* Case No. CJ-2020-4061 in the District Court for Oklahoma County, Oklahoma;
20. *Estate of Montae IMBT Johnson*, Case No. PR-21-00851-1 in Probate Court, Dallas County Texas;

21. *USA Today and The Oklahoman v. State of Oklahoma, ex rel Board of Regents of the University of Oklahoma*, Case No CV-2022-4152, in the District Court of Cleveland County, Oklahoma;
22. Natural Gas Claim. Claim by the University for damages caused by Winter Storm Uri;
23. *Robert Albino v. State of Oklahoma, ex rel The Board of Regents of the University of Oklahoma and the University Graduate College*, Case No. CJ-2022-3611, In the District Court of Tulsa County (transferred to Cleveland County on February 13, 2023. Cleveland County case number CJ-2023-235);
24. *Sarah Rogers v. University of Oklahoma, College of Medicine and OU Health Partners, Inc.*, CJ-2023-00106 (District Court for Tulsa County);
25. *Barry Jointer v. Board of Regents for the University of Oklahoma*, Case No. 23-CV-68-HE, in the United States District Court for the Western District of Oklahoma;
26. *In re: Diamond Sports Group, et al*, Case No. 23-90116 (CML); In the Bankruptcy Court for the Southern District of Texas, Houston Division (Ballys Bankruptcy);
27. *House v. Nat'l Collegiate Athletic Ass'n (In re: Coll. Athlete NIL Litig.)*, Case No. 4:20-cv-03919, in the United States District Court for the Northern District of California;
28. *Boston G. Williamson v. State of Oklahoma, ex rel. Board of Regents of the University of Oklahoma, and Tracy Pearl, J.D.*, Case No. CJ-23-637, In the District Court of Cleveland County, Oklahoma.
29. *Jane Doe v. State of Oklahoma ex rel. Board of Regents of the University of Oklahoma and John Doe*, Case No. CIV-23-495, in the United States District Court for the Western District of Oklahoma.

ATTACHMENT A

Individuals include:

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

ISSUE: 2024 MEETING DATES – ALL

ACTION PROPOSED:

Action to approve the dates for Board of Regents’ regular meetings during 2024 is proposed.

BACKGROUND AND/OR RATIONALE:

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

ISSUE: SUBSTANTIVE PROGRAM CHANGES – CU**ACTION PROPOSED:**

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

BACKGROUND AND/OR RATIONALE:

The Oklahoma State Regents for Higher Education require that all substantive changes in degree programs be presented to the institution's governing board for approval before being forwarded to the State Regents for consideration. The changes in the academic programs presented below have been approved by the President, upon recommendations of the appropriate faculty, academic unit and dean, the Curriculum Committee or Graduate Council, and the Vice President for Academic Affairs. The changes are being submitted to the Board of Regents for approval prior to submission to the State Regents.

1. PROGRAM: A.S. in Criminal Justice

PROPOSED CHANGE: Request for Embedded Certificate

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

2. PROGRAM: B.S. in Physics

PROPOSED CHANGE: Program Deletion

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

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

PROPOSED CHANGE: Request for Embedded Certificate

COMMENTS: The addition of an embedded certificate in Coaching and Teaching within the B.S. in Sports and Exercise program will allow students to develop skills to meet the state, professional, and ethical standards necessary enter the workforce as athletic coaches. The certificate will also address the need for secondary and middle school teachers in Oklahoma. Curriculum for the 15-hour embedded certificate is comprised of existing SES and EDUC-prefix courses used to fulfill major core and elective requirements in the B.S. in Sports and Exercise program. No additional funds are requested for the certificate.

ISSUE: CAMPUS MASTER PLAN OF CAPITAL PROJECTS – CU**ACTION PROPOSED:**

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

BACKGROUND AND/OR RATIONALE:

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

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

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

Project Additions

Burch Hall 2nd Floor Remodel
Howell Hall Renovation

Project Modifications

None

Deleted Projects

Shepler Center - Elevators - Replacement/Addition

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

**CAMERON UNIVERSITY
LONG-RANGE CAPITAL PLANNING COMMISSION
Campus Master Plan of Capital Projects
Fiscal Years 2024-2028**

Project	<u>May 2023</u> Estimated Costs
Academic & Other Equipment	\$1,500,000
Athletic Facilities Upgrades	9,100,000
Athletic Field Lighting	400,000
Building Exterior Updates	3,000,000
Burch Hall 2nd Floor Remodel	300,000
Cameron Park and Cameron Exchange Renovations	1,200,000
Campus Accessibility	2,000,000
CETES Facility Modifications	1,500,000
Howell Hall Renovation	1,500,000
HVAC Upgrades	2,200,000
Infrastructure Improvements	3,000,000
Music Building - Enclosed Passageway	100,000
Nance-Boyer Renovation	4,000,000
Parking Lots & Access Roads	2,000,000
Shepler Buildings - Residence Floor Renovations	3,042,000
Shepler Buildings - Residence Room Lock Replacement	85,000
University Landscaping	<u>100,000</u>
TOTAL	\$35,027,000

ISSUE: DUNCAN CAMPUS FIRE SUPPRESSION SYSTEM WATER DAMAGE REPAIR– CU**ACTION PROPOSED:**

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

BACKGROUND AND/OR RATIONALE:

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

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

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

ISSUE: FISCAL YEAR 2024 BUDGET – CU**ACTION PROPOSED:**

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

BACKGROUND AND/OR RATIONALE:

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

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

PLAN 2023 Goals

- Goal One – Transform student lives
 - Expand operations at the Student Enrichment Center to provide supplemental advising, financial literacy counseling, career mentoring, and internship placement
 - Centralize tutoring labs on the Lawton campus in Nance-Boyer Hall and the Eugene D. McMahon Library for extended hours of operation and increased student convenience
- Goal Two - Provide quality educational opportunities for the diverse community of Cameron University learners
 - Increase student financial support
 - Expand engineering opportunities for students and employers in the Lawton-Fort Sill community
 - Implement a student experiential portfolio to record service, awards, and work experiences to complement the academic transcript
 - Incorporate grant-funded Instructional Extension Agents into the Academic Advising Center to provide on-campus and off-campus advising and college preparation services for current and prospective students and extend services to provide support to parents and high school counselors for the newly required completion of FAFSA materials for high school graduates
- Goal Three – Recruit, develop, and retain highly qualified faculty and staff committed to advancing the mission of the university
 - Provide the second year of support through the strategic compensation update plan
 - Implement a comprehensive employee tuition waiver program that includes spouses and dependents
- Goal Four – Strengthen the economic, cultural, and civic life of the Cameron University service area in southwest Oklahoma and beyond
 - Celebrate Academic Festival XII on the topic of mental health

- Goal Five – Renovate and refresh existing facilities and technologies to meet the needs of current and future students
 - Extend university advancement and fundraising efforts with an emphasis on cybersecurity, computing and engineering technology projects
 - Complete construction and renovation projects in Duncan and Lawton
- Goal Six – Establish a strong brand and identity for the university
 - Develop the next university strategic plan and campus master plan

BUDGET OVERVIEW:

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

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

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

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

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

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

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

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

ISSUE: TUITION AND MANDATORY FEE RATES FOR ACADEMIC YEAR 2023-2024 – CU**ACTION PROPOSED:**

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

BACKGROUND AND/OR RATIONALE:

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

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

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

UNDERGRADUATE TUITION RATES

(Nonresident students pay both resident and nonresident tuition)

Proposed AY 23-24 Resident Tuition <u>Per Credit Hour</u>	Annual Undergraduate Tuition and Mandatory Fees <u>30 Credit Hours – 2 Semesters</u>
\$174.00	\$6,900.00
Proposed AY 23-24 Nonresident Tuition <u>Per Credit Hour</u>	Annual Undergraduate Tuition and Mandatory Fees <u>30 Credit Hours – 2 Semesters</u>
\$314.00	\$16,320.00

UNDERGRADUATE GUARANTEED RESIDENT TUITION RATE

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

UNDERGRADUATE GUARANTEED TUITION RATES

(Available to first-time resident students only)

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

GRADUATE TUITION RATES

(Nonresident students pay both resident and nonresident tuition)

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

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

MBA AND MSOL ON-LINE RATES

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

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

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

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

*Includes Student Government Fee of \$0.15

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

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

ISSUE: FOOD SERVICES CONTRACT RENEWAL – CU**ACTION PROPOSED:**

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

BACKGROUND AND/OR RATIONALE:

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

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

ISSUE: REVISIONS TO REGENTS' POLICY, INSTITUTIONAL EQUITY – CU

ACTION PROPOSED:

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

BACKGROUND AND/OR RATIONALE:

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

3.2 – ~~EQUAL OPPORTUNITY~~ INSTITUTIONAL EQUITY OFFICE POLICIES

3.2.1 - ~~EQUAL OPPORTUNITY NON-~~ DISCRIMINATION POLICY

The University, in compliance with all applicable federal and state laws and regulations, does not discriminate on the basis of race, color, national origin, sex, sexual orientation, **genetic information**, gender identity, gender expression, age (**40 or older**), religion, political beliefs, disability, or status as a veteran in any of its policies, practices, or procedures. This includes, but is not limited to, admissions, employment, **housing**, financial aid, and education services.

STATEMENT OF COMMITMENT TO AFFIRMATIVE ACTION

Each University, recognizing its obligation to guarantee equal opportunity to all persons in all segments of University life, reaffirms its commitment to the continuation and expansion of positive programs which reinforce and strengthen their affirmative action policies. This commitment stems not only from compliance with federal and state equal opportunity laws but from a desire to ensure social justice and promote campus diversity. Each University will continue its policy of fair and equal employment practices for all employees and job applicants without insidious discrimination on the basis of race, color, national origin, sex, sexual orientation, gender identity, gender expression, genetic information, age, religion, political beliefs, disability or status as a veteran. Each University will maintain a critical and continuing evaluation of its employment policies, programs, and practices. Each budget unit bears a responsibility for constructive implementation of this Plan, and whenever possible, to the overall progress toward employment opportunity and participation in all University programs and activities. Our commitment to the concept of affirmative action requires sincere and cooperative efforts throughout all levels of our employment structure. We will continue to strive to reach the goals of fair and equal employment opportunities for all.

3.2.2 - AFFIRMATIVE ACTION PLAN

The Affirmative Action Plan serves to supplement the Board of Regents' policy on equal opportunity, as it pertains to employment and is an integral part of the employment policies of the University. The Plan is revised once each year to address the current requirements for affirmative action in employment. The principal objectives are:

- A. To assure all persons equal opportunity for employment and advancement in employment regardless of race, color, national origin, sex, sexual orientation, **genetic information**, gender identity, gender expression, religion, age, disability, political beliefs, or status as a veteran.
- B. To meet institutional responsibilities under the Civil Rights Act of 1964 and commitments as a federal contractor under Executive Order 11246 and Executive Order 11375.
- C. To take positive actions in the recruitment, placement, development and advancement of **women and racial minority members**~~diversity inclusion~~ in University employment.

Each person having administrative or supervisory responsibilities is expected to provide leadership in applying the Affirmative Action Plan.

Coordination of the application of the Affirmative Action Plan is the responsibility of the **respective** offices of human resources.

3.2.3 NON-DISCRIMINATION POLICY

3.2.3.1 - INTRODUCTION

Diversity is one of the strengths of our society as well as one of the hallmarks of a great university. ~~Each The~~ University supports diversity and therefore is committed to maintaining employment and educational settings which are multicultural, multiethnic, ~~and~~ multiracial, ~~and~~ all-inclusive. Respecting cultural differences and promoting dignity among all members of the University community are responsibilities each of us must share.

Racial and ethnic harassment is a growing concern across American college campuses. It has taken various forms, from criminal acts (assault and battery, vandalism, destruction of property) to anonymous, malicious intimidation. The University does not discriminate or permit discrimination by any member of its community against any individual based on race, color, sex, sexual orientation, gender identity, gender expression, religion, political beliefs, national origin, age (40 or older), genetic information, disability, or veteran status in matters of admissions, employment, financial aid, housing or services in educational programs or activities the University operates.

The University policy also prohibits retaliation against a person for filing a complaint of discrimination or harassment under this policy or other applicable federal, state, or local laws. This policy also prohibits retaliation against any person who assists someone with a complaint of discrimination or harassment or who participates in any manner in an investigation or resolution of a complaint of discrimination or harassment.

3.2.3.2 - POLICY STATEMENT

Principles of academic freedom and freedom of expression require tolerance of the expression of ideas and opinions, which may be offensive to some, and the University respects and upholds these principles. The University also adheres to the laws prohibiting discrimination in employment and education. The University recognizes that conduct ~~which constitutes discriminatory harassment constituting unlawful discrimination~~ in employment or educational programs and activities shall be prohibited and is subject to remedial or corrective action as set forth in this policy. This policy is premised on the University's obligation to provide an environment free from unlawful discrimination. The University will vigorously exercise its authority to protect employees and students from harassment by agents and employees of the University, students, visitors, and guests.

Agents and employees of the University, acting within the scope of their official duties, shall not treat an individual differently on the basis of race, color, sex, sexual orientation, gender identity, gender expression, religion, political beliefs, national origin, age (40 or older), genetic information, disability, or veteran status in the context of an employment or educational program or activity without a legitimate, nondiscriminatory reason.

The University shall not subject an individual to different treatment on the basis of race, color, sex, sexual orientation, gender identity, gender expression, religion, political beliefs, national origin, age (40 or older), genetic information, disability, or veteran status by effectively causing, encouraging, accepting, tolerating, or failing to correct a racially or ethnically hostile environment of which it has notice.

The full text of the University Non-~~d~~Discrimination Policy shall be made publicly available on the websites of each University. Hard copies may be requested~~d~~ through ~~each the~~ University's Institutional Equity ~~equal opportunity~~ and/or student affairs office. ~~For the purposes of this policy or the Sexual Misconduct, Discrimination, and Harassment Policy, the Institutional Equity Office may also be referred to as the Equal Opportunity Office and the Institutional Equity Officer may also be referred to as the Equal Opportunity Officer.~~

3.2.3.3 CORRECTIVE ACTIONS

Violations of this policy shall result in corrective action(s) designed to reestablish an employment or educational environment which is conducive to work or learning. Corrective actions will include disciplinary action directed by the executive officer having responsibility for the offender, where appropriate. Corrective actions will be tailored to redress the specific problem and may ~~range from include~~ apologies, mandatory attendance at specific training programs, reprimands, suspension, demotion, expulsion, or termination. Corrective actions shall be based upon the facts and circumstances of each case and shall be in accordance with the terms and guidelines of the applicable campus grievance procedures.

Violations of this policy by students will be considered as violations of ~~each University's the~~ student code and will subject student offenders to the corrective action(s) provided by the code.

3.2.3.4 ADMINISTRATIVE ACTION

The University recognizes its obligation to address incidents of ~~discrimination and~~ harassment on campus when it becomes aware of their existence, even if no complaints are filed. Therefore, in such circumstances, the University reserves the right to take appropriate action unilaterally under this policy.

With respect to students, the University President, senior student affairs officer, or other appropriate person with authority may take immediate administrative or disciplinary action which is deemed necessary for the welfare or safety of the University community.

With respect to employees, upon a determination at any stage in the investigation or grievance procedure that the continued performance of either party's regular duties or University responsibilities would be inappropriate, the proper executive officer may suspend or reassign said duties or responsibilities or place the individual on leave of absence, ~~with or without pay, as may be approved by the President,~~ pending the completion of the investigation or grievance procedure.

3.2.3.5 RESPONSIBLE OFFICIAL

~~Each University shall appoint an employee(s) to serve as the the Equal Opportunity Institutional Equity Officer or Equal Opportunity Officer, who~~ is charged with the responsibility of administering this policy. The ~~Equal Opportunity Institutional Equity~~ Officer shall ensure that all records of complaints, investigative reports, and remedies provided or corrective actions taken in connection with this policy are stored and maintained. The ~~Institutional Equity Equal Opportunity~~ Officer is the overall coordinator of all University activities dealing with discrimination in employment or education.

~~The below are the designated Equal Opportunity Officer(s) To contact the Institutional Equity Office or Equal Opportunity Office~~ at each University:

Cameron University

Title IX/Equal Opportunity Officer

Rogers State University

Vice President, Student Affairs (Student)

Director of Human Resources (Faculty/Staff)

3.2.4 GENDER-BASED MISCONDUCT POLICYSEXUAL MISCONDUCT, DISCRIMINATION AND HARASSMENT POLICY

I. POLICY ON SEXUAL MISCONDUCT, DISCRIMINATION, AND HARASSMENT

The University is committed to creating and maintaining a community where all persons who participate in University programs and activities can work and learn together in an atmosphere free from discrimination and harassment. The University prohibits discrimination based on sex or gender, which includes discrimination and harassment on the basis of pregnancy, sexual orientation, gender identity or expression, and all forms of sexual harassment, including sexual assault, dating violence, domestic violence, and stalking.

The Office of Institutional Equity is charged with oversight responsibilities and investigation of sex discrimination and sexual harassment as defined by this policy and in compliance with applicable federal laws, including Title IX of the Education Amendments Act of 1972, Title VII of the Civil Rights Act of 1964, the Violence Against Women Act of 1994 (as reauthorized), and applicable Oklahoma laws. In addition, the Office of Institutional Equity is charged with investigating sexual misconduct that constitutes Workplace Harassment, Employee Sexual Misconduct, and Prohibited Conduct under the University of Oklahoma Student Rights and Responsibilities Code. The Office of Institutional Equity is also responsible for investigations of conduct in violation of the Consensual Sexual Relationships Policy.

Through its Institutional Equity Officer and Title IX Coordinator, the University reserves the right to independently address known concerns falling under this policy in order to stop sex discrimination and sexual harassment, prevent its recurrence, and remedy its effects. The term “Title IX Coordinator” refers to the Institutional Equity Officer and Title IX Coordinator who oversees the implementation of the University’s Sexual Misconduct, Discrimination and Harassment Policy, as well as the University’s Non-Discrimination Policy and Affirmative Action Plan. The Title IX Coordinator has the primary responsibility for coordinating the University’s efforts related to the intake, investigation, resolution, and implementation of supportive measures to stop, remediate, and prevent discrimination, harassment, and retaliation prohibited under these policies.

The Title IX Coordinator manages the Title IX Team and acts with independence and authority free from bias and conflicts of interest. The Title IX Coordinator oversees all resolutions under this policy and procedure. The Title IX Coordinator requires training for all Office of Institutional Equity staff, including investigators, as well as for Decision-makers and Informal Resolution Facilitators. These individuals are trained to ensure they are not biased for or against any party in a specific case, or for against Complainants and/or Respondents, generally. To raise any concern involving bias or conflict of interest, or reports of misconduct or discrimination by the Title IX Coordinator, contact President Joseph Harroz, Jr. at 660 Parrington Oval, Evans Hall, Room 110, Norman, OK 73019, (405) 325-3916, ouharroz@ou.edu. Concerns of bias or potential conflict of interest or reports of misconduct or discrimination by any other Title IX Team member should be raised with the Title IX Coordinator.

The term “Title IX Coordinator” as used herein may also include an Associate Title IX Coordinator or other member of the Title IX Team under the supervision of the Title IX Coordinator. For the purposes of this policy, the term “Complainant” means any individual who is alleged to be the victim of conduct that could constitute Prohibited Conduct. The term “Respondent” means any individual who is reported or alleged to be the perpetrator of conduct that could constitute Prohibited Conduct.

Any person seeking to invoke the protections of this policy may do so solely by providing notice to the Title IX Coordinator as provided herein; notice to other members of the University community will not be imputed to the Title IX Coordinator.

This policy also applies to students, faculty, and staff at Rogers State University (RSU) or Cameron University (CU) who are participating in or attempting to participate in the an RSU/CU

education program or a RSU/CU -related activity. The University is providing certain services relating to sexual misconduct, discrimination, and harassment to RSU/CU. If you are a student, faculty member, or employee at Rogers State University or Cameron University, please consult Appendix C for RSU/CU specific contact information and policy references.

II. ADMINISTRATIVE CONTACT INFORMATION

Complaints or notice of alleged policy violations, or inquiries about or concerns regarding this policy and procedures, may be made internally to:

Institutional Equity Officer & Title IX Coordinator
Institutional Equity Office
660 Parrington Oval, Evans Hall – Room 102
Norman, OK 73019
(405) 325-3546
IEO@ou.edu

III. PRESUMPTION OF INNOCENCE

A Respondent who is alleged to have engaged in Prohibited Conduct, as defined below, shall be presumed innocent during the pendency of any grievance proceedings.

IV. PROHIBITED CONDUCT

The following conduct, or attempted conduct (in the case of conduct prohibited in subsections C and E below), is prohibited, and constitutes “Prohibited Conduct” for purposes of this Policy:

A. Sex Discrimination

Conduct directed at a specific individual or a group of identifiable individuals that subjects the individual or group to treatment that adversely affects their employment or education, or institutional benefits, on account of sex or gender (including sexual orientation, gender identity, and gender expression discrimination). It may include acts of verbal, nonverbal, or physical aggression, intimidation, or hostility based on sex or sex-stereotyping, even if those acts do not involve conduct of a sexual nature.

B. Pregnancy Discrimination

Discrimination on the basis of pregnancy, childbirth, false pregnancy, termination of pregnancy or recovery therefrom. Discrimination on the basis of pregnancy should be reported in accordance with this policy. Employees with questions regarding accommodations during pregnancy are encouraged to contact the Office of Human Resources (<http://hr.ou.edu>), students and visitors with questions regarding accommodations during pregnancy are encouraged to contact the Disability Resource Center (<http://www.ou.edu/drc/home.html>).

C. Title IX Sexual Harassment

A specific form of sex discrimination. Title IX Sexual Harassment includes the following types of Prohibited Conduct when they occur in the context of the University’s educational programs or activities, and within the United States.

For the purposes of this policy, “educational program or activity” includes locations, events, or circumstances over which the University exercised substantial control over both the Respondent and the context in which the sexual harassment occurs, and also includes any building owned or controlled by an officially recognized or registered student organization. Under Title IX, Sexual Harassment means conduct on the basis of sex that satisfies one or more of the following:

1. Hostile Environment Harassment, which is unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's education program or activity;
2. Quid Pro Quo Sexual Harassment, where an employee of the University is conditioning the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct; or
3. Sexual Assault, Dating Violence, Domestic Violence, or Stalking as defined below in accordance with applicable law:
Sexual Assault includes:
 - a. Rape - penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim;
 - b. Fondling - The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim;
 - c. Incest - Non-Forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law; and
 - d. Statutory Rape - sexual intercourse with a person who is under the statutory age of consent.
4. Dating Violence, which is violence between individuals in the following circumstances:
 - a. The party is or has been in a social relationship of a romantic or intimate nature with the victim; and
 - b. The existence of such a relationship shall be determined based on a consideration of the following factors: (i) length of the relationship; (ii) type of relationship; (iii) frequency of interaction between the persons involved in the relationship
5. Domestic Violence, which is an assault and battery against: a current or former spouse; a present spouse of a former spouse; a former spouse of a present spouse; parents; a foster parent; a child; a person otherwise related by blood or marriage; a person with whom the Respondent is or was in a dating relationship; an individual with whom the Respondent has had a child; a person who formerly lived in the same household as the Respondent; or a person living in the same household
6. Stalking, which is a course of conduct directed at a specific person that would cause a reasonable person to: (a) fear for the person's safety or the safety of others, or (b) Suffer substantial emotional distress

D. Workplace Harassment

Unwelcome conduct that is based on sex (including pregnancy), and (1) enduring the offensive conduct becomes a condition of continued employment, or (2) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive.

E. Employee Sexual Misconduct

Employee conduct that occurs outside the context of the educational program or outside the United States, but where the conduct otherwise meets one or more definitions of Sexual Harassment set forth in Section C, above. The Office of Institutional Equity is authorized to investigate Prohibited Conduct under this section with written approval from the University's Chief Human Resources Officer.

F. Sexual Misconduct- Student Code Violation

Student conduct that occurs outside the context of the educational program or outside the United States, but otherwise meets one or more definitions of Sexual Harassment set forth in Section C, above. The Office of Institutional Equity is authorized to investigate Prohibited Conduct under this section with written approval from the Director of Student Conduct stating the Prohibited

Conduct, as alleged, is within the University's jurisdiction as defined in the Student Code of Rights and Responsibilities.

G. Retaliation

Any attempt to penalize or take an adverse employment, educational or institutional benefit action, including but not limited to making threats, intimidation, reprisals, interference with an individual's protected rights, or other adverse action, against a person because of participation or non-participation in a report, investigation, or grievance process of Prohibited Conduct.

H. False Reporting

Knowingly making a materially false statement in bad faith or knowingly submitting materially false information during the grievance process is prohibited. False reporting does not include accidental or inadvertent false statements, immaterial inaccuracies, or statements made outside the context of making a report, filing a grievance, participating in a grievance procedure, or during the grievance process.

I. Violation of Consensual Sexual Relationships Policy

The Consensual Sexual Relationships Policy may be found here:
<https://www.ou.edu/eoo/policies>.

V. DIRECT ADMINISTRATIVE ACTION

A. Administrative Review

Subject to the limitations of applicable law, the Title IX Coordinator reserves the right to address an incident of Prohibited Conduct on campus even if no Formal Complaint of Title IX Sexual Harassment or other Complaint alleging other Prohibited Conduct is filed, and may take unilateral action to remedy the effects of sexual harassment. In undertaking a unilateral administrative action, however, the Title IX Coordinator may not impose any disciplinary sanction or unduly burden a Respondent.

B. Emergency Removal – Students

The University Vice President for Student Affairs and Dean of Students may take Direct Administrative Action (DAA) to immediately restrict a student's rights within the University community, up to and including emergency removal. A DAA imposed after an individualized safety and risk analysis yields a determination that an immediate threat to the physical health or safety of a student or other individual justifies the removal must provide a removed student with notice and an opportunity to challenge the decision as soon as reasonably possible afterward.

C. Emergency Removal/Administrative Leave – Non-student employees

With respect to employees (other than student employees), upon a determination at any stage in the grievance procedure that the continued performance of either party's regular duties or University responsibilities would not be in the best interest of the University, the executive officer over the area may, with the concurrence of the Chief Human Resources Officer, suspend or reassign an employee's duties or responsibilities, or place the individual on an administrative leave of absence pending the completion of the grievance procedure.

VI. REPORTING PROHIBITED CONDUCT

Upon receiving a report of Prohibited Conduct, the Title IX Coordinator will promptly provide a Complainant with important information about options for filing a Formal Complaint of Sexual Harassment, if applicable, a Complaint of Employee Sexual Misconduct or Sexual Misconduct (Student Code Violation), or other appropriate grievance as set forth below. The Title IX Coordinator will offer information about supportive measures that are available without regard to whether any grievance is filed.

A. Duty to Report Prohibited Conduct

Supervisors, managers and faculty members with administrative duties or student supervisory duties are responsible for taking all appropriate action to prevent sex discrimination and harassment, and to stop and correct it when it occurs, and are expected to report it to the Institutional Equity Officer and Title IX Coordinator or any of the University's Associate Title IX Coordinators at (405) 325-3546. Others' knowledge of alleged misconduct will not trigger University obligations or liability; it is, however, the policy of the University of Oklahoma that all employees who are aware of allegations of Prohibited Conduct are expected to promptly report the matter to the Title IX Coordinator.

B. Immunity Policy

The safety of students, employees, and the campus community are of utmost importance to the University. In order to encourage reporting of incidents of Prohibited Conduct, no Complainant, Respondent, or witness will be referred for disciplinary action solely for engaging in the unlawful or prohibited use of alcohol and/or drugs when the reported incident occurred. Provided, nothing prohibits an investigator or decision-maker from inquiring into alcohol and/or drug use if a party or witness's use of alcohol or drugs is relevant in the grievance process.

C. Confidential Reporting Resources

Requests for confidentiality or anonymity may limit or preclude the University's ability to conduct an investigation of allegations of Prohibited Conduct. A request for confidentiality will be respected unless the Title IX Coordinator determines it is necessary to conduct an investigation.

These on-campus resources can offer options and advice without the obligation to inform University officials, including the Title IX Coordinator, unless the Complainant requests that the information be shared. Parties wishing to report confidentially may do so by contacting:

- OU Advocates: HSC/Norman (405) 615-0013 - provides referral and support; Tulsa OU Advocates (8 a.m. – 5 p.m.): (918) 660-3163 (after hours: 918-743-5763)
- Goddard Health Center: (405) 325-2911 - provides counseling/medical services
- Employee Assistance Program: (800) 327-5043 (Norman / HSC); (918) 587-9471 (Tulsa) – provides counseling services and referrals for University faculty/staff
- HSC Student Counseling Services: (405) 271-7336 - provides counseling services
- OU-Tulsa Student Counseling: (918) 660-3109 - provides counseling services

D. Timing of Complaints

There is no time limitation on reporting an incident to the Title IX Coordinator or for filing a Formal Complaint of Title IX Sexual Harassment or Complaint of other Prohibited Conduct. However, if the Respondent is no longer subject to the University's jurisdiction for disciplinary sanctions and/or significant time has passed, the ability to investigate, respond, and provide remedies may be more limited or impossible. In cases where significant time has lapsed since the reported incident, the Title IX Coordinator shall offer supportive measures. If a Formal Complaint of Title IX Sexual Harassment, Complaint of Employee Sexual Misconduct, or Sexual Misconduct (Student Code Violation) is dismissed because passage of time renders investigation not reasonably practicable, the parties will be afforded the right to appeal the decision in accordance with the Grievance Procedures for Title IX Sexual Harassment and Sexual Misconduct.

E. Intake Process

Upon receiving a report or Formal Complaint of Title IX Sexual Harassment or Complaint of other Prohibited Conduct, the Office of Institutional Equity staff and/or the Title IX Coordinator will promptly communicate with a Complainant to discuss the availability of supportive measures, provide information about the investigative process, and discuss the process for filing a Formal Complaint of Title IX Sexual Harassment or a Complaint of other Prohibited Conduct. Where applicable, Complainants will also be advised on the preservation of evidence that may be

relevant to a University or other proceeding and their right to seek a court-issued order of protection. Complainants will be informed of the right to report an incident to law enforcement authorities and will be offered assistance in reporting to law enforcement if requested.

F. Supportive Measures

The Title IX Coordinator promptly makes supportive measures available to the parties upon receiving notice or a complaint. Supportive measures are non-disciplinary, non-punitive, individualized services offered without fee or charge to either party before or after the filing of a Formal Complaint of Title IX Sexual Harassment or Complaint of other Prohibited Conduct, or where none is filed. Supportive measures are designed to restore or preserve equal access to the University's education program or activity without unreasonably burdening the other party. Supportive measures may include a range of options such as counseling, course-related adjustments, modifications of work or class schedules, campus services, mutual restrictions on contact between the parties, changes in work or housing locations, and other similar measures. A mutual restriction on contact between the parties is referred to as a "no contact order," which is enforceable through student and employee conduct processes.

At the time that supportive measures are offered, the Office of Institutional Equity will inform the Complainant, in writing, of the option to file a Formal Complaint with the Office of Institutional Equity either at that time or in the future, if the Complainant has not done so already. The Title IX Coordinator works with the Complainant and will take the Complainant's wishes into account with respect to the supportive measures that are planned and implemented. The University will maintain the privacy of the supportive measures, provided that privacy does not impair the University's ability to provide the supportive measures.

G. Confidentiality

The University will keep confidential the identity of any individual who has made a report or complaint of Prohibited Conduct, any Complainant, any individual who has been reported to be the perpetrator of sex discrimination, any Respondent, and any witness (unless permitted by FERPA, or required under law, or as necessary to conduct proceedings under Title IX or to carry out the purposes of the Title IX regulations to conduct any investigation, hearing, or judicial proceeding arising thereunder, which includes a grievance process).

VII. FORMAL COMPLAINT OF TITLE IX SEXUAL HARASSMENT OR SEXUAL MISCONDUCT

A Complainant may choose whether to proceed with filing a Formal Complaint of Title IX Sexual Harassment or Complaint of Employee Sexual Misconduct or Sexual Misconduct (Student Code Violation). In certain instances, such as those which indicate a pattern, predation, threat, weapons and/or ongoing violence, or when an employee is alleged to have sexually harassed a student, the Title IX Coordinator may initiate an investigation.

A. Promptness

The Office of Institutional Equity will respond promptly to reports of Title IX Sexual Harassment, Employee Sexual Misconduct and Sexual Misconduct (Student Code Violation). Formal Complaints may take 60-90 business days to resolve, typically. The Office of Institutional Equity will work to avoid undue delays within its control, but in some cases timelines may need to be extended. Any time the general timeframes for resolution outlined in the Office of Institutional Equity's procedures will be delayed, the Office of Institutional Equity will provide written notice to the parties of the delay, the cause of the delay, and an estimate of the anticipated additional time that will be needed as a result of the delay.

B. Process summary

The Grievance Procedures for Formal Complaints Involving Title IX Sexual Harassment and Sexual Misconduct are designed to provide the parties with an impartial investigation, decision-making, equitable resolution, and appellate process. While individual proceedings may vary depending upon the specific facts and circumstances, a grievance will follow the following format:

1. Formal Complaint
2. Written Notice to Parties
3. Investigation of Formal Complaint
4. Parties' Review and Response to Evidence
5. Investigative Report
6. Live Hearing
7. Determination
8. Appeal by Either Party
9. Sanctions and Other Remedies Implemented (if warranted)
10. Informal Resolution (under certain circumstances, at any time prior to a Determination by agreement of the parties)

C. Filing a Formal Complaint of Title IX Sexual Harassment or Sexual Misconduct

1. Title IX Sexual Harassment

A Formal Complaint is a document or electronic submission (such as by electronic mail, through an online portal provided for this purpose by the University, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report) that contains the Complainant's digital or physical signature, or otherwise indicates that the Complainant is the person filing the formal complaint (or, in some cases, signed by the Title IX Coordinator) alleging sexual harassment against a Respondent about conduct within the University's education program or activity and requesting that the University investigate the allegation. At the time of filing a Formal Complaint, a Complainant must be participating in or attempting to participate in the University's education program or University-related activity.

A Formal Complaint may be filed with the Title IX Coordinator (or any Associate Equity Officer or Associate Title IX Coordinator, all of whom constitute the Title IX Coordinator for purposes of this Policy). The Formal Complaint may be filed in person, by mail, or by electronic mail at any time of day, including during non-business hours, using the contact information listed for the Title IX Coordinator. Generally, a Formal Complaint should be filed as quickly as possible to facilitate the ability to gather facts and evidence; however, every Formal Complaint will be reviewed regardless of when an incident occurred. The Office of Institutional Equity encourages the use of its in-office form for filing a Formal Complaint; however, no particular form is required as long as it (1) is signed, (2) alleges sexual harassment, against a Respondent, and (3) requests an investigation.

Where the Title IX Coordinator signs a Formal Complaint, the Title IX Coordinator is not a Complainant or party during a grievance process and will comply with the requirements for Title IX personnel to be free from conflicts and bias.

2. Employee Sexual Misconduct or Sexual Misconduct (Student Code Violation)

The process for a filing a Complaint of Employee Sexual Misconduct or Sexual Misconduct (Student Code Violation) is the same as the process for filing a Formal Complaint of Title IX Sexual Harassment above, except that prior to initiating an investigation into the alleged conduct, the Title IX Coordinator must first request authorization to investigate from the Chief Human Resources Officer or Director of Student Conduct, who will determine whether the University has disciplinary jurisdiction over the Respondent pursuant to the applicable Staff and Faculty Handbook provisions or Student Code of Rights and Responsibilities. Once a Complaint is filed, the Complaint procedures will follow the same procedure for a Formal Complaint of Title IX Sexual Harassment except where specifically noted herein or in the [Grievance Procedures for Formal Complaints of Title IX Sexual Harassment or Sexual Misconduct](#).

VI. REPORTING AND FILING A COMPLAINT OF GENDER-BASED DISCRIMINATION, RETALIATION, OR FALSE REPORTING

Students or employees who have experienced adverse effects to their employment or education, or institutional benefits, on account of sex or gender (including pregnancy, sexual orientation,

gender identity, and gender expression discrimination) may trigger the protections of this policy by filing a Complaint with the Office of Institutional Equity. A Complaint filed under this section should state with specificity the person(s) responsible for the discriminatory conduct, the adverse effect it has caused to the Complainant's employment, education, or institutional benefits, and a statement of the relief requested.

Complaints of Gender-Based Discrimination, Workplace Harassment (other than Title IX Sexual Harassment or Sexual Misconduct), Retaliation, and False Reporting will be investigated in accordance with the [Investigative Procedures for Gender-Based Discrimination](#).

VII. REMEDIES AND DISCIPLINARY SANCTIONS

If (1) upon conclusion of an investigation and adjudicatory proceedings, or (2) pursuant to voluntary participation in an Informal Resolution process, a Respondent is found to be responsible for engaging in Prohibited Conduct, the Title IX Coordinator may recommend appropriate remedies and disciplinary sanctions. Remedies are designed to restore or preserve equal access to the University's education program or activity, and include measures such as academic support, counseling, and other supportive measures (whether burdensome, punitive, or disciplinary to the Respondent). The Title IX Coordinator will be responsible for the effective implementation of remedies.

The range of possible disciplinary sanctions include:

Prohibited Conduct*	Employee Disciplinary Sanction		Student Disciplinary Sanction	
Sexual Harassment – Hostile Environment	Min.	Written Reprimand	Min.	Disciplinary Probation
	Max.	Termination	Max.	Suspension/Delayed Degree
Sexual Harassment- Quid Pro Quo	Min.	Suspension without Pay	Min.	Suspension
	Max.	Termination	Max.	Expulsion/ Delayed Degree
Sexual Assault	Min.	Termination	Min.	Suspension
	Max.	Termination	Max.	Expulsion/Delayed Degree
Dating Violence or Domestic Violence	Min.	Suspension without Pay	Min.	Disciplinary Probation
	Max.	Termination	Max.	Expulsion/Delayed Degree
Stalking	Min.	Suspension without Pay	Min.	Disciplinary Probation
	Max.	Termination	Max.	Expulsion/Delayed Degree
Other Prohibited Conduct	Sanctions for all other Prohibited Conduct may range from written reprimand to termination and suspension and/or expulsion, depending upon the totality of the circumstances.			
*Sanctions under this section applicable to Prohibited Conduct that amounts to Title IX Sexual Harassment, Employee Sexual Misconduct or Sexual Misconduct (Student Code Violation)				

VIII. DEFINITION OF CONSENT

Consent is the act of willingly agreeing to engage in sexual contact or conduct. Individuals who consent to sex must be able to understand what they are doing.

- Consent is informed, knowing and voluntary. Consent is active, not passive. Silence, in and of itself, cannot be interpreted as consent. Consent can be given by words or actions, as long as those words or actions create mutually understandable permission regarding the conditions of sexual activity.
- Consent to one form of sexual activity cannot imply consent to other forms of sexual activity.
- Previous relationships or consent does not imply consent to future sexual acts.
- Consent cannot be procured by use of physical force, compelling threats, intimidating behavior, or coercion.

Use of alcohol, medications, or other drugs will not excuse behavior that violates this policy. Examples of when a person should know the other is incapacitated and may be unable to give valid consent include, but are not limited to:

- the amount of alcohol, medication, or drugs consumed
- imbalance or stumbling
- slurred speech
- lack of consciousness or inability to control bodily functions or movements
- vomiting
- legal incapacity, such as in the case of a minor and/or persons under legal guardianship

IX. FREE SPEECH AND ACADEMIC FREEDOM

Members of the University community enjoy significant free speech protections guaranteed by the First Amendment of the United States Constitution. This policy is intended to protect members of the University community from discrimination and is not designed to regulate protected speech. No provision of this policy shall be interpreted to prohibit conduct that is legitimately related to course content, teaching methods, scholarship, or public commentary of an individual faculty member or the educational, political, artistic or literary expression of students in classrooms and public forums. However, freedom of speech and academic freedom are not limitless and do not protect speech or expressive conduct that violates federal or state anti-discrimination laws.

X. RECORDS

The Institutional Equity Office will retain records in accordance with the requirements of applicable local, state, and federal law. Records of all Title IX reports, complaints, investigations, determinations, disciplinary sanctions, remedies, supportive measures, hearing materials (including audio/audiovisual recordings/transcripts of a live hearing), appeals, informal resolutions, and materials used to train coordinators, investigations, and decision-makers with regard to sexual harassment will be retained for a minimum of seven (7) years.

The University disseminates a public Annual Security Report (ASR) to employees and students every October 1st. The ASR includes statistics of campus crime for the preceding 3 calendar years, plus details about efforts taken to improve campus safety. The report includes: definitions of sexual harassment, resources and reporting for a person who is victimized, support services, on and off campus resources, preventive measures and the sex offender registration. Additionally, there are policy statements regarding crime reporting, campus facility security and access, incidences of alcohol and drug use, and the prevention of/response to sexual assault, domestic and dating violence, and stalking.

XI. AVAILABILITY OF OTHER COMPLAINT PROCEDURES

In addition to seeking criminal charges through local law enforcement, members of the University community may also file complaints with the following entities irrespective of whether they choose to file a Formal Complaint or other grievance under this procedure:
Office of Civil Rights:

- Kansas City Field Office:
OCR.KansasCity@ed.gov | 1-816-268-0550

- Washington D.C.:
OCR@ed.gov | 1-800-421-3481

Equal Employment Opportunity Commission:

- Oklahoma City Field Office:
1-800-669-4000
- Washington D.C.:
1-800-669-4000 | Eeoc.gov/contact/

State of Oklahoma Attorney General's Office:

- Office of Civil Rights Enforcement:
405-521-2029 | OCRE@oag.gov

Federal funding agencies

e.g. NASA:1-866-654-1440 | LEP@NASA.gov

APPENDIX A: VAWA STATE LAW DEFINITIONS

In accordance with the Violence Against Women Reauthorization Act of 2013, please be advised that the following definitions are applicable should you wish to pursue Oklahoma state criminal or civil actions. These definitions may differ from the University's administrative policy definitions noted above. The University's administrative system and disciplinary procedures are separate and distinct from those available to someone in a state civil or criminal action. Individuals may seek administrative remedies in accordance with this policy and also may seek state or federal civil or criminal remedies for the same incident through the applicable systems. The definitions set forth below are reviewed and verified annually; for a more frequently updated resource, please consult Oklahoma's State Court Network site: <http://www.oscn.net>.

Consent

The term "consent" means the affirmative, unambiguous and voluntary agreement to engage in a specific sexual activity during a sexual encounter which can be revoked at any time. Consent cannot be:

1. Given by an individual who:
 - a. is asleep or is mentally or physically incapacitated either through the effect of drugs or alcohol or for any other reason, or
 - b. is under duress, threat, coercion or force; or
 2. Inferred under circumstances in which consent is not clear including, but not limited to:
 - a. the absence of an individual saying "no" or "stop", or
 - b. the existence of a prior or current relationship or sexual activity.
21. O.S. § 113 (effective June 6, 2016)

Sexual Assault

- a. rape, or rape by instrumentation, as defined in Sections 1111,1111.1 and 1114 of this title, or
 - b. forcible sodomy, as defined in Section 888 of this title.
- 21 O.S. § 142.20

Rape

A. Rape is an act of sexual intercourse involving vaginal or anal penetration accomplished with a male or female who is not the spouse of the perpetrator and who may be of the same or the opposite sex as the perpetrator under any of the following circumstances:

1. Where the victim is under sixteen (16) years of age;
2. Where the victim is incapable through mental illness or any other unsoundness of mind, whether temporary or permanent, of giving legal consent;
3. Where force or violence is used or threatened, accompanied by apparent power of execution to the victim or to another person;
4. Where the victim is intoxicated by a narcotic or anesthetic agent, administered by or with the privity of the accused as a means of forcing the victim to submit;
5. Where the victim is at the time unconscious of the nature of the act and this fact is known to the accused;
6. Where the victim submits to sexual intercourse under the belief that the person committing the act is a spouse, and this belief is induced by artifice, pretense, or concealment practiced by the accused or by the accused in collusion with the spouse with intent to induce that belief. In all cases of collusion between the accused and the spouse to accomplish such act, both the spouse and the accused, upon conviction, shall be deemed guilty of rape;
7. Where the victim is under the legal custody or supervision of a state agency, a federal agency, a county, a municipality or a political subdivision and engages in sexual intercourse with a state, federal, county, municipal or political subdivision employee or an employee of a contractor of the state, the federal government, a county, a municipality or a political subdivision that exercises authority over the victim;
8. Where the victim is at least sixteen (16) years of age and is less than twenty (20) years of age and is a student, or under the legal custody or supervision of any public or private elementary or secondary school, junior high or high school, or public vocational school, and engages in sexual intercourse with a person who is eighteen (18) years of age or older and is an employee of the same school system; or
9. Where the victim is nineteen (19) years of age or younger and is in the legal custody of a state agency, federal agency or tribal court and engages in sexual intercourse with a foster parent or foster parent applicant.

B. Rape is an act of sexual intercourse accomplished with a male or female who is the spouse of the perpetrator if force or violence is used or threatened, accompanied by apparent power of execution to the victim or to another person.

21 O.S. § 1111

Rape by Instrumentation

A. Rape by instrumentation is an act within or without the bonds of matrimony in which any inanimate object or any part of the human body, not amounting to sexual intercourse is used in the carnal knowledge of another person without his or her consent and penetration of the anus or vagina occurs to that person.

B. Provided, further, that at least one of the circumstances specified in Section 1111 of this title has been met; further, where the victim is at least sixteen (16) years of age and is less than twenty (20) years of age and is a student, or under the legal custody or supervision of any public or private elementary or secondary school, junior high or high school, or public vocational school, and engages in conduct prohibited by this section of law with a person who is eighteen (18) years of age or older and is an employee of the same school system, or where the victim is under the legal custody or supervision of a state or federal agency, county, municipal or a political subdivision and engages in conduct prohibited by this section of law with a federal, state, county, municipal or political subdivision employee or an employee of a contractor of the state, the federal government, a county, a municipality or a political subdivision that exercises authority over the victim, consent shall not be an element of the crime.

C. Provided, further, that at least one of the circumstances specified in Section 1111 of this title has been met; further, where the victim is nineteen (19) years of age or younger and in the legal custody of a state agency, federal agency or tribal court and engages in conduct prohibited by this section of law with a foster parent or foster parent applicant.

21 O.S. § 1111.1

Rape in First Degree - Second Degree

A. Rape in the first degree shall include:

1. rape committed by a person over eighteen (18) years of age upon a person under fourteen (14) years of age; or
2. rape committed upon a person incapable through mental illness or any unsoundness of mind of giving legal consent regardless of the age of the person committing the crime; or
3. rape accomplished where the victim is intoxicated by a narcotic or anesthetic agent, administered by or with the privity of the accused as a means of forcing the victim to submit; or
4. rape accomplished where the victim is at the time unconscious of the nature of the act and this fact is known to the accused; or
5. rape accomplished with any person by means of force, violence, or threats of force or violence accompanied by apparent power of execution regardless of the age of the person committing the crime; or
6. rape by instrumentation resulting in bodily harm is rape by instrumentation in the first degree regardless of the age of the person committing the crime; or
7. rape by instrumentation committed upon a person under fourteen (14) years of age.

B. In all other cases, rape or rape by instrumentation is rape in the second degree

21 O.S. § 1114

Forcible Sodomy

B. The crime of forcible sodomy shall include:

1. Sodomy committed by a person over eighteen (18) years of age upon a person under sixteen (16) years of age;
2. Sodomy committed upon a person incapable through mental illness or any unsoundness of mind of giving legal consent regardless of the age of the person committing the crime;
3. Sodomy accomplished with any person by means of force, violence, or threats of force or violence accompanied by apparent power of execution regardless of the age of the victim or the person committing the crime;
4. Sodomy committed by a state, county, municipal or political subdivision employee or a contractor or an employee of a contractor of the state, a county, a municipality or political subdivision of this state upon a person who is under the legal custody, supervision or authority of a state agency, a county, a municipality or a political subdivision of this state;
5. Sodomy committed upon a person who is at least sixteen (16) years of age but less than twenty (20) years of age and is a student of any public or private secondary school, junior high or high school, or public vocational school, with a person who is eighteen (18) years of age or older and is employed by the same school system;
6. Sodomy committed upon a person who is at the time unconscious of the nature of the act, and this fact should be known to the accused; or
7. Sodomy committed upon a person where the person is intoxicated by a narcotic or anesthetic agent administered by or with the privity of the accused as a means of forcing the person to submit.

21 O.S. § 888

Dating Violence

Dating violence is not defined under Oklahoma law; however, the law does provide that any act of physical harm, or the threat of imminent physical harm against a person with whom a perpetrator was or is in a dating relationship is considered domestic violence, which defined below. The law defines dating relationship as: a courtship or engagement relationship. For purposes of this act, a casual acquaintance or ordinary fraternization between persons in a business or social context shall not constitute a dating relationship.

22 O.S. § 60.1 (1), (5)

Domestic Violence

Domestic violence is not defined under Oklahoma law; however, the law does provide that: any person who commits any assault and battery against a current or former spouse, a present spouse of a former spouse, a former spouse of a present spouse, parents, a foster parent, a child, a person otherwise related by blood or marriage, a person with whom the defendant is or was in a dating relationship as defined by Section 60.1 of Title 22 of the Oklahoma Statutes, an individual with whom the defendant has had a child, a person who formerly lived in the same household as the defendant, or a person living in the same household as the defendant shall be guilty of domestic abuse.

21 O.S. § 644 (C)

Stalking

Any person who willfully, maliciously, and repeatedly follows or harasses another person in a manner that:

1. Would cause a reasonable person or a member of the immediate family of that person to feel frightened, intimidated, threatened, harassed, or molested; and
2. Actually causes the person being followed or harassed to feel terrorized, frightened, intimidated, threatened, harassed, or molested.

For purposes of this section:

1. "Harasses" means a pattern or course of conduct directed toward another individual that includes, but is not limited to, repeated or continuing unconsented contact, that would cause a reasonable person to suffer emotional distress, and that actually causes emotional distress to the victim. Harassment shall include harassing or obscene phone calls as prohibited by Section 1172 of this title and conduct prohibited by Section 850 of this title. Harassment does not include constitutionally protected activity or conduct that serves a legitimate purpose;
2. "Course of conduct" means a pattern of conduct composed of a series of two or more separate acts over a period of time, however short, evidencing a continuity of purpose. Constitutionally protected activity is not included within the meaning of "course of conduct";
3. "Emotional distress" means significant mental suffering or distress that may, but does not necessarily require, medical or other professional treatment or counseling;
4. "Unconsented contact" means any contact with another individual that is initiated or continued without the consent of the individual, or in disregard of that individual's expressed desire that the contact be avoided or discontinued. Constitutionally protected activity is not included within the meaning of unconsented contact. Unconsented contact includes but is not limited to any of the following:
 - a. following or appearing within the sight of that individual,
 - b. approaching or confronting that individual in a public place or on private property,
 - c. appearing at the workplace or residence of that individual,
 - d. entering onto or remaining on property owned, leased, or occupied by that individual,
 - e. contacting that individual by telephone,
 - f. sending mail or electronic communications to that individual, and
 - g. placing an object on, or delivering an object to, property owned, leased, or occupied by that individual; and
5. "Member of the immediate family", for the purposes of this section, means any spouse, parent, child, person related within the third degree of consanguinity or affinity or any other person who regularly resides in the household or who regularly resided in the household within the prior six (6) months.

21 O.S. § 1173

APPENDIX B: EDUCATION, TRAINING, AND RESOURCES

Employees must take an approved training course every 2 years during their career, with the initial training in their first 30 days of service at the University (<https://onpoint.ou.edu>). Employees may be required to be recertified on demand. Failure to have a certification of this required training may result in appropriate disciplinary action. Additional in-person trainings are

also offered periodically and on request. Where University employees are also students, they will be required to also take the mandatory online training provided to students. For those without access to a computer or in need of additional assistance, please contact the University's Human Resources Department to take the training in an alternate format. Please see the types of training offered below. For more information on training resources or to view copies of training resources, visit the Office of Institutional Equity website.

I. FOR STUDENTS, THE UNIVERSITY OFFERS:

- Mandatory online training for students through: <http://onpoint.ou.edu>. Where students are also University employees, they will be required to take both the employee training and the student online training.
- Training on sexual harassment/discrimination/violence is included in the University's mandatory alcohol training program (in-person and online).
- In-person training for student groups and students through courses, orientations, and other meetings.
- In-person training for Active Bystander Intervention skills: <https://ou.edu/gec/gender-based-violence-prevention/trainings/our-voice>.
- On-going campus campaigns and information at a variety of events concerning the policy and appropriate behaviors regarding sexual assault, dating violence, domestic violence, stalking, and other sexual misconduct.
- Informational website and brochures devoted to educating students at <https://www.ou.edu/content/eoo/policies.html>.
- In-person training (Step In, Speak Out and LGBTQ Ally) prevention workshops: <https://www.ou.edu/gec/>.
- OU Advocates available 24/7 to discuss all available resources on and off campus: (405)615-0013. For Tulsa-based programs (8 a.m. – 5 p.m.) (918) 660-3163; after hours: (918) 743-5763.

II. FOR EMPLOYEES, THE UNIVERSITY OFFERS:

- Mandatory online training for employees through: <http://onpoint.ou.edu>.
- In-person training on sexual harassment/discrimination/violence and mandatory reporting through new employee orientations, foundations in management, and other periodic training opportunities and upon request.
- In-person training for Active Bystander Intervention skills: <https://www.ou.edu/notonourcampus/howtohelp>.
- Ongoing campus campaigns and information at a variety of events, concerning the policy and appropriate behaviors, regarding sexual assault, dating violence, domestic violence, stalking, and other sexual misconduct.
- Informational website and brochures devoted to educating employees at: www.ou.edu/eoo.
- In person training (LGBTQ Ally) prevention workshops.
- OU Advocates available 24/7 to discuss all available resources on and off campus confidentially: 405-615-0013. For Tulsa-based programs (8 a.m. – 5 p.m.): (918) 660-3163 or after hours (918) 743-5763.
- University Ombudsperson: (405) 325-3297 -] to discuss available resources and options for faculty/staff confidentially

III. OTHER RESOURCES AVAILABLE TO THE UNIVERSITY COMMUNITY:

- OU Advocates (24/7): (405) 615-0013 - provides advocates and referrals to other resources on-campus and off-campus. For Tulsa-based programs (8 a.m. – 5 p.m.) (918) 660-3163; after hours: (918) 743-5763
- Gender + Equality Center: (405) 325-4929 – provides information and referrals

- OUPD: emergencies (405) 325-1911; non-emergencies (405) 325-2864 -provides law enforcement support
- Goddard Health Center: (405) 325-2911 - provides confidential counseling/medical services on the Norman campus
- Employee Assistance Program: (800) 327-5043 - confidential resources for HSC and Norman employees; (918) 587-9471 for OU-Tulsa employees
- Norman Police Department: 911 for emergencies; (405) 321-1600 non-emergencies - provides law enforcement support
- Norman Rape Crisis Center-Women’s Resource Center: (405) 701-5660 - confidential off-campus resource
- Norman Domestic Violence Crisis Line: (405) 701-5540 - provides confidential resources off campus
- OUHSC-PD: (405) 271-4300 - provides law enforcement support HSC Student Counseling Services: (405) 271-7336 - provides confidential counseling services on the HSC campus
- OKC Rape Crisis/YWCA: (405) 943-7273 - provides confidential resources off campus
- OKC Police Department: 911 for emergencies; (405) 231-2121 non-emergencies
- Call Rape/Tulsa Rape Crisis: (918) 585-3143 - provides confidential resources off-campus
- OU Tulsa Counseling: (918) 660-3109 - provides confidential counseling services on the Tulsa campus
- Tulsa Police Department: 911 for emergencies; (918) 596-9222 for non-emergencies - provides law enforcement support
- Tulsa 211 Helpline: (918) 836-4357
- Oklahoma Coalition Against Domestic Violence and Sexual Assault: (405) 524-0700 - provides confidential resources off campus
- Oklahoma Safeline: (800) 522-7233 - provides confidential resources off campus
- Heartline Health: (800) 273-TALK - provides referral and support
- University Ombudsperson: (405) 325-3297 - provides confidential guidance and referrals for University faculty/staff

APPENDIX C: SEXUAL MISCONDUCT, DISCRIMINATION, AND HARASSMENT POLICY

This Appendix is to the Sexual Misconduct, Discrimination, and Harassment Policy (“Policy”) adopted by Cameron University (“Institution” or “CU”) on August 14, 2020. The University of Oklahoma and Cameron University entered into a Memorandum of Understanding, effective August 14, 2020 which sets forth the how the two institutions will coordinate to investigate violations of the Policy.

CU has adopted this Sexual Misconduct, Discrimination, and Harassment Policy and “University” as used herein refer to the institution unless stated otherwise below.

References to the University of Oklahoma’s Institutional Equity Office are to Cameron University Equal Opportunity Office. Other policy references are as follows:

1. References to the University of Oklahoma Student Rights and Responsibilities Code are to Cameron University Student Code of Conduct.
2. References to the Staff and Faculty Handbook refer to Employee Handbook or Faculty Handbook.
3. The title of “University’s Chief Human Resources Officer” is updated to Human Resources Director in the following:

Article IV (E)
Article V(C)
Article VII (C)(2)

4. The title “Director of Student Conduct” is updated to Director of Student Development in the following:

Article IV(F)
Article VII(C)(2)

5. The titles “Associate Title IX Coordinator” is updated to Title IX Co-Coordinators/EO Officers in the following:

Article I

6. The title of “Institutional Equity Office” or “Associate Equity Office” is updated to Equal Opportunity Officer in the following:

Article VI (A)

7. The reference to “University of Oklahoma” is update to Cameron University in the following:

Article VI (A)

8. The following language in Article 1 is updated to provide University specific contact information:

To raise any concern involving bias or conflict of interest, or reports of misconduct or discrimination by the Title IX Coordinator, contact:

President John McArthur 2800 W Gore Blvd.
Administration Building Room 220 Lawton, OK 73505
580-581-2201
jmcarthur@cameron.edu

9. The language in Article II is updated to provide University specific contact information: Complaints or notice of alleged policy violations, or inquiries about or concerns regarding this policy and procedures, may be made internally to:

Christi Williams/Keith Vitense
Title IX Co-Coordinator/EO Officer 580-581-6712
eo-tix@cameron.edu

10. The following language in Article IV is updated to provide University specific information:

- a. Section B:

Employees with questions regarding accommodations during pregnancy are encouraged to contact the Office of Human Resources (www.cameron.edu/hr), students and visitors with questions regarding accommodations during pregnancy are encouraged to contact the Office of Student Development www.cameron.edu/student-development

- b. Section I:

The Consensual Sexual Relationships Policy may be found here: www.cameron.edu/policies

11. The following language in Article VI is updated to provide University specific contact information:
- a. Section A:
Supervisors, managers and faculty members with administrative duties or student supervisory duties are responsible for taking all appropriate action to prevent sex discrimination and harassment, and to stop and correct it when it occurs, and are expected to report it to the Interim Institutional Equity Officer and Title IX Coordinator or any of the University's Title IX Co-Coordinators at 580-581-6712
 - b. Section C: Counseling Resources
 - Student Wellness Center (Cameron)- North Shepler, Room 101, 580-581-6725
 - Office of Equal Opportunity (Affirmative Action/Title IX Compliance)-
eo-tix@cameron.edu ; 580-581-6712
 - CU Office of Public Safety - South Shepler, Room 108, 580-581-2237 or 580- 581-2911
 - Office of Student Development (conduct)- North Shepler, Room 314, 580- 581-2209
 - Comanche County Memorial Hospital's Emergency Room - 3401 W Gore Boulevard or call (580) 355-8620
 - Taliaferro Community Mental Health Center - 602 SW 38th St or call (580) 248-5780
12. References to are updated to reflect University specific contacts in Appendix B
Employees must take an approved training course every 2 years during their career, with the initial training in their first 30 days of service at the University (<https://cameron-ok.safecolleges.com/login>). Employees may be required to be recertified on demand. Failure to have a certification of this required training may result in appropriate disciplinary action. Additional in-person trainings are also offered periodically and on request. Where University employees are also students, they will be required to also take the mandatory online training provided to students. For those without access to a computer or in need of additional assistance, please contact the University's Human Resources Department to take the training in an alternate format. Please see the types of training offered below. For more information on training resources or to view copies of training resources, visit the Equal Opportunity Office website.
- I. **For students, the University offers:**
 - Mandatory training for students is completed through UNIV 1001/1113 which is required for all first year students.
 - Annual spring on-campus campaign concerning the policy and appropriate behaviors regarding sexual assault, dating violence, domestic violence, stalking, and other sexual misconduct.
 - Informational website and brochures devoted to educating students at <https://www.cameron.edu/oeo>.
 - OU Advocates available 24/7 to discuss all available resources on and off campus: (405)615- 0013. For Tulsa-based programs (8 a.m. – 5 p.m.) (918) 660-3163; after hours: (918) 743-5763.
 - II. **For employees, the University offers:**
 - Mandatory online training for employees through: <https://cameron-ok.safecolleges.com/login>.

- In-person and virtual training on mandatory reporting through new employee orientations, foundations in management, and other periodic training opportunities and upon request.
- Annual spring on-campus campaign concerning the policy and appropriate behaviors regarding sexual assault, dating violence, domestic violence, stalking, and other sexual misconduct.
- Informational website and brochures devoted to educating employees at: <https://www.cameron.edu/oeo>.
- OU Advocates available 24/7 to discuss all available resources on and off campus confidentially: 405-615-0013. For Tulsa-based programs (8 a.m. – 5 p.m.): (918) 660-3163 or after hours (918) 743-5763.

III. Other resources available to the University community:

- OU Advocates (24/7): (405) 615-0013 - provides advocates and referrals to other resources on-campus and off-campus. For Tulsa-based programs (8 a.m. – 5 p.m.) (918) 660-3163; after hours: (918) 743-5763
- CU Office of Public Safety: emergencies 580-581-2237 or 580-581-2911
- Employee Assistance Program: (800) 327-5043 - confidential resources for HSC and Norman employees; (918) 587-9471 for OU-Tulsa employees
- Lawton Police Department: 911 for emergencies; 580-581-3271 non-emergencies - provides law enforcement support
- Comanche Nation Women's Shelter 580-492-3590
- New Directions Women's Shelter 580-357-8127
- Comanche County Memorial Hospital 580-355-8620
- Southwestern Medical Center 580-531-4700
- Taliaferro Community Mental Health Center 580-248-5780

APPENDIX C: SEXUAL MISCONDUCT, DISCRIMINATION, AND HARASSMENT POLICY

This Appendix is to the Sexual Misconduct, Discrimination, and Harassment Policy (“Policy”) adopted by Rogers State University (“Institution” or “RSU”) on August 14, 2020. The University of Oklahoma and Rogers State University entered into a Memorandum of Understanding, effective August 14, 2020 which sets forth the how the two institutions will coordinate to investigate violations of the Policy.

RSU has adopted this Sexual Misconduct, Discrimination, and Harassment Policy and “University” as used herein refer to this institution unless stated otherwise below.

References to the University of Oklahoma’s Institutional Equity Office are to RSU’s Office of Student Affairs. Other policy references are as follows:

1. References to the University of Oklahoma Student Rights and Responsibilities Code are to “Roger State University Division of Student Affairs Student Code of Responsibilities and Conduct”
2. References to the Staff and Faculty Handbook refer to “Rogers State University Human Resources for Policies and Procedures Manual”
3. The title of “University’s Chief Human Resources Officer” is updated to “Director of Human Resources” in the following:
 - Article IV (E)
 - Article V(C)
 - Article VII (C)(2)
4. The title “Director of Student Conduct” is updated to “Director of Student Conduct & Development” in the following:
 - Article IV(F)
 - Article VII(C)(2)
5. The titles “Associate Title IX Coordinator” is updated to “Title IX Coordinator” in the following:
 - Article I
6. The title of “Institutional Equity Office” or “Associate Equity Office” is updated to “University Equal Opportunity Officer” in the following:
 - Article VI (A)
7. The reference to “University of Oklahoma” is update to “Rogers State University” in the following:
 - Article VI (A)
8. The following language in Article 1 is updated to provide University specific contact information:

To raise any concern involving bias or conflict of interest, or reports of misconduct or discrimination by the Title IX Coordinator, contact Vice President for Student Affairs

Robert Goltra, Ed.D. at 1701 W. Will Rogers Blvd., Dr. Carolyn Taylor Center, RM 201D, Claremore, OK 74017, (918) 343-7569, rgoltra@rsu.edu.

9. The language in Article II is updated to provide University specific contact information:

Complaints or notice of alleged policy violations, or inquiries about or concerns regarding this policy and procedures, may be made internally to:

Jeana Rae Conn, JD

Director of Student Conduct & Development/Title IX Coordinator Jconn@rsu.edu

Dr. Carolyn Taylor Center 1701 W. Will Rogers Blvd., Claremore, OK 74017 918-343-7707, Office Direct

10. The following language in Article IV is updated to provide University specific information:

- a. Section B:

Employees with questions regarding accommodations during pregnancy are encouraged to contact the Office of Human Resources (<https://www.rsu.edu/about/offices-services/human-resources>), students and visitors with questions regarding accommodations during pregnancy are encouraged to contact the Accessibility and Disability Resource Center (<https://www.rsu.edu/campus-life/student-resources/disability-services/>).

- b. Section I:

The Consensual Sexual Relationships Policy may be found here:

<http://www.rsu.edu/wp-content/uploads/2015/05/HumanResourcesPoliciesProceduresManual-2016-12-09.pdf>

11. The following language in Article VI is updated to provide University specific contact information:

- c. Section A:

Supervisors, managers and faculty members with administrative duties or student supervisory duties are responsible for taking all appropriate action to prevent sex discrimination and harassment, and to stop and correct it when it occurs, and are expected to report it to the Interim Institutional Equity Officer and Title IX Coordinator or any of the University's Associate Title IX Coordinators at (918) 343-7707.

- d. Section C: Counseling Resources

- RSU Police Department Patrol Phone: (918) -857-2807- provides referrals and support
- RSU Student Counseling Services: (918) 343-7845 - provides counseling services

12. References to are updated to reflect University specific contacts in Appendix B

Employees must take an approved training course every 2 years during their career, with the initial training in their first 30 days of service at the University (<https://www.rsu.edu/campus-life/student-resources/gender-based-misconduct/what-is-it/>). Employees may be required to be recertified on demand. Failure to have a certification of this required training may result in appropriate disciplinary action. Additional in-person trainings are also offered periodically and on request. Where University employees are also students, they will be required to also take the mandatory online training provided to students. For those without access to a computer or in need of additional assistance, please contact the University's Human Resources Department

to take the training in an alternate format. Please see the types of training offered below. For more information on training resources or to view copies of training resources, visit RSU's Office of Student Affairs website.

I. For students, the University offers:

- Mandatory online training for students through: <https://www.rsu.edu/campus-life/student-resources/gender-based-misconduct/what-is-it/>. Where students are also University employees, they will be required to take both the employee training and the student online training.
- Training on sexual harassment/discrimination/violence is included in the University's mandatory alcohol training program (in-person and online).
- In-person training for student groups and students through courses, orientations, and other meetings.
- On-going campus campaigns and information at a variety of events concerning the policy and appropriate behaviors regarding sexual assault, dating violence, domestic violence, stalking, and other sexual misconduct.
- Informational website and brochures devoted to educating students at <https://www.rsu.edu/campus-life/student-resources/gender-based-misconduct/what-is-it/>.
- OU Advocates available 24/7 to discuss all available resources on and off campus: (405)615-0013. For Tulsa-based programs (8 a.m. – 5 p.m.) (918) 660-3163; after hours: (918) 743-5763.

II. For employees, the University offers:

- Mandatory online training for employees through: <https://www.rsu.edu/campus-life/student-resources/gender-based-misconduct/what-is-it/>.
- In-person training on sexual harassment/discrimination/violence and mandatory reporting through new employee orientations, foundations in management, and other periodic training opportunities and upon request.
- Ongoing campus campaigns and information at a variety of events, concerning the policy and appropriate behaviors, regarding sexual assault, dating violence, domestic violence, stalking, and other sexual misconduct.
- Informational website and brochures devoted to educating employees at: <https://www.rsu.edu/campus-life/student-resources/gender-based-misconduct/what-is-it/>.
- OU Advocates available 24/7 to discuss all available resources on and off campus confidentially: 405-615-0013. For Tulsa-based programs (8 a.m. – 5 p.m.): (918) 660-3163 or after hours (918) 743-5763.

III. Other resources available to the University community:

- OU Advocates (24/7): (405) 615-0013 - provides advocates and referrals to other resources on-campus and off-campus. For Tulsa-based programs (8 a.m. – 5 p.m.) (918) 660-3163; after hours: (918) 743-5763
- Campus Police: Claremore 918-343-7624 -Campus Police Building Bartlesville 918-338-8020 or 918-440-9479 (cell) -First floor across from Admissions Pryor 918-825-6034 or 918-373-0357 (cell) -Room 104
- Student Health Center: 918-343-7614
- Employee Assistance Program: (800) 327-5043 - confidential resources for HSC and Norman employees; (918) 587-9471 for OU-Tulsa employees
- Hillcrest Hospital: 918-341-2556 - 1202 N. Muskogee Pl., Claremore, OK 74017
- Jane Phillips Medical Center: 918-333-7200 - 3500 SE. Frank Phillips Blvd., Bartlesville, OK 74006

- Integris Mayes County Medical Center: 918-825-1600 - 111 N. Bailey St., Pryor, OK 74361
- DVIS Call Rape Helpline: 918-749-5763
- Safenet Services (Rogers County): 918-341-1424 -1219 W. Dupont, Claremore, OK 74017
Safenet Services (Mayes County): 918-825-0190 - 19 N. Coo-Y-Yah, Pryor, OK 74361
- Family Crisis and Counseling Center: 918-336-1188 - 622 SE Frank Phillips, Bartlesville, OK 74003

~~3.2.4.1— STATEMENT~~

~~The Board of Regents explicitly condemns gender-based misconduct, including, but not limited to, discrimination based on sex, sexual assault, sexual or sexual harassment against students, staff, and faculty.~~

~~Accordingly, the University is committed to providing an environment of study and work free from all forms of gender-based harassment, exploitation, or intimidation and to ensuring the accessibility of appropriate grievance procedures for addressing all complaints regarding gender-based discrimination. Any such activity committed by a member of the University community may subject the individual to University sanctions as well as civil and criminal penalties. This policy covers unwelcome conduct of a sexual nature. Consensual romantic relationships between members of the University community are subject to other University policies.~~

~~The full text of the University Gender-Based Misconduct Policy shall be made publicly available on the websites of each University. Hard copies may be requester through the University's equal opportunity and/or student affairs office.~~

~~3.2.4.2— GENDER-BASED MISCONDUCT DEFINED~~

~~Gender-based misconduct comprises a broad range of behaviors focused on sex and/or gender that may or may not be sexual in nature. Any intercourse or other intentional sexual touching or activity without the other person's consent is sexual assault, which is a form of gender-based misconduct under this Policy. Sexual harassment, sexual exploitation, gender-based harassment, stalking, domestic violence, and dating violence are also forms of gender-based misconduct. Intimidation for one of these purposes is gender-based misconduct, as is retaliation following an incident of alleged gender-based misconduct or attempted gender-based misconduct. Misconduct can occur between strangers or acquaintances, or people who know each other well, including between people involved in an intimate or sexual relationship, can be committed by anyone regardless of gender identity, and can occur between people of the same or different sex or gender.~~

~~This Policy prohibits all forms of gender-based misconduct.~~

~~3.2.4.3— EXAMPLES OF PROHIBITED GENDER-BASED MISCONDUCT~~

~~Conduct prohibited by this policy may include, but is not limited to:~~

- ~~Coercion for a date or a romantic or intimate relationship~~
- ~~Unwelcome touching, kissing, hugging, or massaging~~
- ~~Use of unwanted force in connection with sexual activity or attempted sexual activity~~
- ~~Sexual contact with a person who has not clearly consented~~

- ~~Unwelcome remarks about the private parts of a person's body~~
- ~~Belittling remarks about a person's gender or sexual orientation based on gender stereotyping~~
- ~~Videotaping or photographing of activity of a sexual or private nature without the consent of the person(s) being videotaped or photographed~~
- ~~Obscene gestures of a sexual or gender-based nature~~
- ~~Derogatory posters, graffiti, cartoons, calendars, drawings, pictures, or text, whether disseminated through hard copy or electronically through e-mail, the Internet, or other digital mediums to facilitate any of the behaviors listed above.~~

3.2.4.4 - RETALIATION

University policy also prohibits retaliation against a person for filing a complaint of discrimination or harassment under the ~~Non-Discrimination Policy~~ and/or the ~~Gender-Based Misconduct~~ ~~Sexual Misconduct, Discrimination, and Harassment Policy~~ or other applicable federal, state, or local laws. This Retaliation Policy also prohibits retaliation against any person who assists someone with a complaint under these laws or policies or who participates in any manner in an investigation or resolution of such a complaint.

3.2.4.5 - SANCTIONS

Appropriate disciplinary action may include a range of actions up to and including dismissal and/or expulsion.

~~3.2.4.6 - DUTY TO REPORT GENDER-BASED MISCONDUCT~~

~~Any member of the University community may report conduct that could constitute gender-based misconduct, including sexual assault, discrimination and harassment. Additionally, supervisors, managers, and other designated employees are responsible for taking all appropriate action to prevent gender-based misconduct sexual assault, discrimination and harassment, to correct it when it occurs, and to promptly report it to the Equal Opportunity Officer, Title IX Officer, or other appropriate University official. Failure to do so may result in disciplinary action up to and including termination.~~

3.2.4.7--COMPLAINT PROCEDURE

Any individual who at the time of the actions complained of was employed by the University or was an applicant for University employment or was enrolled as a student or an applicant for admission at the University may file a complaint concerning violations of the ~~Non-Discrimination Policy~~ with the ~~Equal Opportunity Officer~~ ~~Institutional Equity Officer~~, and with respect to violations of the ~~Gender-Based Misconduct Policy~~ ~~Sexual Misconduct, Discrimination, and Harassment Policy~~ with the Title IX ~~Officer~~ ~~Coordinator~~ and/or the ~~Institutional Equity~~ ~~Equal Opportunity~~ Officer for review and investigation regarding complaints against University students, faculty, staff or those third parties utilizing University services or third parties on University premises. The full text of the policies are publicly available on the websites of each University. Hard copies may be requester through the University's equal opportunity and/or student affairs office.

3.2.5 - CONSENSUAL SEXUAL RELATIONSHIPS POLICY

3.2.5.1 - RATIONALE

The University's educational mission is promoted by professionalism in faculty, staff, and student relationships. Professionalism is fostered by an atmosphere of mutual trust and respect. Actions of faculty, staff, and students that harm this atmosphere undermine professionalism and hinder fulfillment of the University's mission. Trust and respect are

diminished when those in positions of authority abuse, or appear to abuse, their power. Those who abuse, or appear to abuse, their power in such a context violate their duty to the University.

University employees exercise power over subordinate employees and students, whether in giving them praise or criticism; evaluating them; making recommendations for promotion, further studies, or their future employment; or conferring any other benefits on them.

Consensual amorous, dating, or sexual relationships have inherent risks when they occur between a faculty member, supervisor, or other member of the University community and any person over whom he or she has a professional responsibility. The risks include a student or subordinate's feeling coerced into an unwanted relationship to ensure they receive a proper educational or employment experience; potential conflicts of interest in which the person is in a position to evaluate the work or make personnel or academic decisions with respect to the individual with whom he or she is romantically involved; a perception by students or employees that a fellow student or coworker who is involved in a romantic relationship with his or her supervisor or professor will receive an unfair advantage; either or both of the parties engaging in behavior destructive to the other or their academic or working environments if the relationship ends; and the potential that University/state resources are used inappropriately to further the romantic relationship. Therefore, the University will view it as unethical if staff or faculty members engage in amorous relations with subordinate employees or students enrolled in their classes or subject to their supervision, even when both parties appear to have consented to the relationship.

Those with professional responsibility over others and with whom they have a romantic relationship should be aware that their involvement may subject them and the University to legal liability; consequently, such relationships are strongly discouraged. "Professional responsibility" is defined as performing functions including but not limited to teaching, counseling, grading, advising, evaluating, hiring, supervising, and making decisions or recommendations that confer benefits such as promotions, financial aid awards, or other remuneration, or that may impact upon other academic or employment opportunities.

3.2.5.2 - DEFINITIONS

As used in this policy, the term "employee" includes all employees, including but not limited to, academic and non-academic administrators, supervisory personnel, staff, faculty, graduate students with or without teaching responsibilities, student employees, and other instructional personnel. The term "consensual sexual relationship" includes amorous or romantic relationships and is intended to target conduct that go beyond what a person of ordinary sensibilities would believe to be a collegial or professional relationship.

The term "subordinate" means an employee or student in a position of lesser power or authority than the other party to the amorous relationship. For example, any employee or student who is beneath another in the employment chain of command or who relies upon the other for day-to-day directions would be "subordinate," as would a project team member or housing resident with respect to the project director or resident advisor, respectively.

3.2.5.3 - POLICY

Consensual sexual relationships between employees and subordinate employees or subordinate students are prohibited. Violations of this policy may lead to disciplinary action up to and including termination and/or expulsion.

3.2.5.3.1 - FACULTY-STUDENT RELATIONSHIPS

Within the Instructional Context – It is considered a serious breach of professional ethics for an employee to initiate or acquiesce in a sexual relationship with a student who is enrolled in a course being taught by the employee or whose academic work (including work as a teaching

assistant) is being supervised by the employee.

Outside the Instructional Context -- Sexual relationships between faculty members and students occurring outside the instructional context may lead to difficulties. Particularly when the faculty member and student are in the same academic unit or in units that are academically allied, relationships that the parties view as consensual may appear to others to be exploitative. Further, in such situations, the faculty member may face serious conflicts of interest and should be careful to distance himself or herself from any decisions that may reward or penalize the student involved. A faculty member who fails to withdraw from participation in activities or decisions that may reward or penalize a student with whom the faculty member has or has had an amorous relationship will be deemed to have violated his or her ethical obligation to the student, to other students, to colleagues, and to the University.

3.2.5.3.2 - STAFF-SUBORDINATE RELATIONSHIPS

Sexual relationships between employees and subordinate employees or subordinate students occurring outside the instructional context may also lead to difficulties, particularly when the employee and subordinate employee or subordinate student are in the same academic unit or in units that are closely allied. Relationships that the parties view as consensual may appear to others to be exploitative. Further, in such situations the employee may face serious conflicts of interest and must be careful to distance himself or herself from any decisions that may reward or penalize the subordinate employee or subordinate student involved.

Supervisors, or those with professional responsibility, over someone with whom they have or have had an amorous, consensual, romantic, or sexual relationship must notify their direct supervisor that a management-control plan needs to be implemented, or that the supervisor wishes a transfer so that he or she is no longer in a position of professional responsibility over the affected individual. To avoid the severe risks noted, supervisors in such relationships may not manage, supervise, evaluate, or make other employment decisions concerning the individual with whom they are engaged in a romantic relationship. If the relationship ends, the management-control plan must remain in effect. Failure to notify a supervisor to ensure a plan is in place may result in disciplinary action, including termination, for that supervisor. An employee who fails to enter a management control plan or withdraw from participation in activities or decisions that may reward or penalize such subordinates with whom the employee has or has had an amorous relationship will be deemed to have violated his or her ethical and professional obligations to the University.

3.2.5.4 - COMPLAINT PROCEDURE

Complaints alleging a violation of the Consensual Sexual Relationships Policy shall be handled in accordance with the ~~Equal Opportunity Grievance Procedure~~ **Grievance Procedure for Complaints Based upon Sexual Misconduct, Discrimination and Harassment Policy**. Please contact the following:

Cameron University

Title IX/Equal Opportunity
Officer

Rogers State University

Vice President, Student Affairs (Student)
Director of Human Resources (Faculty/Staff)

3.2.6 ~~EQUAL OPPORTUNITY~~ GRIEVANCE PROCEDURES

The investigative process, findings and recommendations, and appeals process for claims brought under the Non-~~D~~iscrimination Policy, ~~Gender-Based Misconduct Policy~~ Sexual Misconduct, Discrimination, and Harassment Policy, or other applicable ~~equal opportunity~~ policy are handled by the ~~University Equal Opportunity~~ Institutional Equity Officer or Title IX ~~Officer~~ Coordinator. The full text of the University Non-~~d~~iscrimination Policy, ~~Gender-Based Misconduct Policy~~ Sexual Misconduct, Discrimination, and Harassment Policy, or other ~~applicable equal opportunity~~ institutional equity policies are publicly available on the websites of each University. Hard copies may be requested ~~rd~~ through ~~each~~ the University's Institutional Equity ~~equal opportunity~~ and/or student affairs office.

Cameron University

Title IX/Equal Opportunity
Officer

Rogers State University

Vice President, Student Affairs (Student)

Director of Human Resources (Faculty/Staff)

**3.2.7 - REVISIONS TO ~~EQUAL~~
~~OPPORTUNITY~~ INSTITUTIONAL EQUITY POLICIES**

Revisions to the Non-~~d~~iscrimination Policy, ~~Gender-Based Misconduct Policy~~ Sexual Misconduct, Discrimination, and Harassment Policy, or other applicable ~~equal opportunity~~ ~~policy~~ institutional equity policies may be made automatically where necessary to comply with federal, state and local laws, or applicable regulations or guidance.

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

ACTION PROPOSED:

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

BACKGROUND AND/OR RATIONALE:

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

4.4 - OBLIGATION AND COLLECTION OF STUDENT FEES

Tuition and fees, including fees for special educational services, are due prior to the first day of class. The University's administration shall establish and publish a deadline when tuition and fees are payable, after which the payment may be subject to a service or late payment charge.

4.4.1 - ADD/DROP PERIOD

Classes may be dropped during the first ten regular instructional days of a regular semester and the first five regular instructional days of a summer session, or, in general, the first one-eighth of the academic term. The University may also allow students to add courses during this period or a designated shorter period. In either case, appropriate add/drop charges apply,

4.4.2 - LATE PAYMENT

Late payment will require payment in full and will be subject to a service/late payment charge in an amount determined and published by the University.

4.4.3 - FINANCIAL OBLIGATIONS INCURRED BY STUDENTS

The following procedures modify and clarify existing practices of the University governing financial obligations incurred by students, including both initial payments and delinquent debts. These procedures may be categorized as:

- Obligation and collection of tuition and fees
- Obligation and payment of other charges and fees
- Insufficient funds checks
- Delinquent housing payments

4.4.3.1 - OBLIGATION AND COLLECTION OF TUITION AND FEES

- 1) A financial obligation is incurred at the time a student elects to register. Registration may be canceled without financial obligation at any time before the scheduled first day of classes or during the drop period defined in 4.4.1.

- 2) Students may pay tuition and fees prior to the first day of classes. Monthly statements will be prepared and communicated before the payment deadline. Failure to receive a statement will not exempt a student from late penalties. It is the student's responsibility to determine his or her financial obligation and how it is to be met.
- 3) To avoid penalties and/or service charges, students are required to pay all tuition and fees in total prior to the date designated by the Business Office or Bursar as the last day to pay tuition and fees without penalty. At the time of enrollment, students will receive detailed information regarding tuition and fee payment.
- 4) Students may pay their tuition and fees in full at any time or may establish a payment plan which allows for up to four payments during each fall and spring semester. These payments are subject to the service charge as defined in paragraph 6.
- 5) Students who do not pay their tuition and fees during the period noted above will be considered to have delinquent accounts. The Business Office or Bursar will send "Overdue Notices/Statements" directly to the students when their tuition and fees are not paid on time.
- 6) Students will be charged a payment plan fee and/or a monthly service charge on any unpaid balance on their student accounts receivable that is one billing cycle past due. The payment plan fee and/or a monthly service charge rate is published by the Business Office/Bursar each semester.

Service/late payment charges may be waived if the University, through its action or inaction, has caused the payment for tuition and fees to be made beyond published deadlines, or if there are extraordinary circumstances (*e.g.*, death in family, serious illness, accident, *etc.*) which result in the student's tuition and fees not being paid by the published deadlines. The extraordinary circumstances must be an event which the student could not reasonably control or foresee. Extraordinary circumstances do not include reasons such as failure to receive a bill, not having the funds to pay, having a car payment or other payments due, or having other reasons which could be reasonably controlled or foreseen by the student. Students requesting a waiver of the service/late payment charges due to an extraordinary circumstance should submit a written request to the Business Office/Bursar fully describing the circumstances and include copies of supporting information. Requests for waivers should be submitted prior to the published deadline for tuition and fee payment whenever possible. The Business Office/Bursar shall review the request and supporting documentation and determine whether a waiver is to be made. In addition, students requesting service/late payment charges waiver should contact the Office of Financial Aid to determine if their extraordinary circumstance makes them eligible for aid from any of the University's financial aid programs. Students paying tuition and fees with financial aid must obtain a service /late payment charges waiver from the Office of Financial Aid, in addition to the waiver from the Business Office/Bursar. Eligibility for this additional waiver will be determined by the Office of Financial Aid.

- 7) Students with outstanding tuition and fees at the beginning of any enrollment period who are not in conformance with paragraphs 3 or 4, above, will not be permitted to enroll. The Business Office/Bursar will notify the Registrar of the names of those students with outstanding tuition and fees. Except for HOLDS on students' accounts that have been referred to Collections, the Business Office/Bursar, or their designee may remove enrollment HOLDS as an exception to this policy when, in the judgment of the Business Office/Bursar or his/her designee, there are extraordinary circumstances which prevented a student from paying outstanding tuition and fees.

- 8) Until and including the last day of final examinations, students may pay their delinquent accounts by paying their account balance in full, including all tuition and fees for their original enrollment plus the service charge noted in paragraph 6, above. Students settling their delinquent accounts after the last day of final examinations will be charged an additional penalty over and above the charges for delinquent accounts noted above. The amount of the additional late payment charge is published by the Business Office /Bursar each semester.
- 9) The Business Office or Bursar will notify the Registrar of the names of those students whose tuition and fees are not paid by the last day of classes. The Registrar may withhold the reporting of final grades for such a student and will not release the student's transcript until his or her account balance is paid in full.
- 10) Withdrawal from classes after the applicable drop period does not relieve students of their financial obligation to the University, and these students will be charged 100% of the tuition and fees due the University.
- 11) Those students who wish to pay tuition and fees to be reinstated for a semester or summer term after the last day of finals for that session must be referred to the Vice President for Academic Affairs. The basic posture is that retroactive reinstatement would be allowed only in cases where it can be established that the University somehow contributed to the student's late payment by some error on its part. Students requesting to be retroactively enrolled or added for prior semesters will be charged the tuition and fee rates in effect for the current semester plus applicable late fees and service charges. Regardless of when a student pays tuition and fees, payment for the entire enrollment is required. Selective course payment is not permitted.
- 12) All payments for delinquent accounts must be paid in a manner acceptable to the University. Delinquent accounts may be referred for collection action to the Office of Legal Counsel or its designee. In such cases, the student is responsible for any collection costs or fees, including attorney's fees, assessed to his or her delinquent account.

ISSUE: ACADEMIC AND ADMINISTRATIVE PERSONNEL ACTIONS –CU**ACTION PROPOSED:**

President McArthur recommends the Board of Regents approve the personnel actions listed. An executive session pursuant to Section 307B.1. of the Open Meeting Act may be proposed.

APPOINTMENT(S):

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

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

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

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

CHANGE(S):

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

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

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

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

ISSUE: CURRICULUM CHANGES – CU**ACTION PROPOSED:**

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

BACKGROUND AND/OR RATIONALE:

The Oklahoma State Regents for Higher Education confer upon each institution the authority to add, modify and delete courses, but require that the changes be communicated to them for information. The modifications listed below have been approved by the President, upon recommendations of the Vice President for Academic Affairs, respective deans and department chairs, and the Curriculum Committee or Graduate Council.

COURSE ADDITIONS

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

COURSE DELETIONS

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

COURSE MODIFICATIONS

<u>Prefix/Number</u>	<u>Title</u>	<u>Comments</u>
BUS 3881	Workshop	Change in description
BUS 3882	Workshop	Change in description
BUS 3883	Workshop	Change in description
BUS 3884	Workshop	Change in description
MGMT 5843	Current Issues in Human Resource Management	Change in prerequisites and description
MGMT 5703	Organizational Behavior	Change in prerequisites and description
PS 3721	Internship in Political Science	Change in prerequisites and description
PS 3722	Internship in Political Science	Change in prerequisites and description
PS 3723	Internship in Political Science	Change in prerequisites and description
SES 3023	Care and Prevention of Athletic Injuries	Change in prerequisites and description
SES 3063	Health and Behavior Change	Change in title

ISSUE: CUSTODIAL SERVICES CONTRACT RENEWAL – CU

ACTION PROPOSED:

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

BACKGROUND AND/OR RATIONALE:

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

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

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

ISSUE: ON-CALL ARCHITECTS AND ENGINEERS QUARTERLY REPORT – CU**ACTION PROPOSED:**

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

BACKGROUND AND/OR RATIONALE:

In June 2021, the Board of Regents authorized a group of architectural and engineering firms to provide professional on-call services. Work completed or initiated during the third quarter of fiscal year 2023 by on-call architectural and engineering firms is summarized below.

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

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

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

ISSUE: QUARTERLY REPORT OF PURCHASE OBLIGATIONS – CU**ACTION PROPOSED:**

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

BACKGROUND AND/OR RATIONALE:

The Board of Regents' policy governing the buying and selling of goods and services states that:

- I. Purchases and/or acquisition of goods and services over \$250,000 must be submitted to the Board for prior approval; and
- II. Purchase obligations between \$50,000 and \$250,000 must be reported quarterly to the Board as an information item. Sole source procurements in this category must also be reported and identified as such.

The required reports for the quarter ended March 31, 2023 are as follows:

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

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

SOLE SOURCE PROCUREMENTS IN EXCESS OF \$50,000

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

ISSUE: QUARTERLY FINANCIAL ANALYSIS – CU

ACTION PROPOSED:

This item is presented for information only. No action is required.

BACKGROUND AND/OR RATIONALE:

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

**CAMERON UNIVERSITY
STATEMENTS OF NET POSITION
MARCH 31, 2023 AND 2022
UNAUDITED-MANAGEMENT USE ONLY**

Assets	<u>3/31/2023</u>	<u>3/31/2022</u>
Unrestricted cash and cash equivalents	\$ 13,105,822	\$ 14,841,898
Restricted cash and cash equivalents	2,901,616	3,108,033
Accounts receivable, net	4,581,229	4,077,021
Leases receivable	457,457	-
Net other post-employment benefits asset	492,695	40,069
Deposits and prepaid expenses	2,144,133	2,226,785
Capital assets, net	55,576,580	54,663,694
Total Assets	<u><u>79,259,532</u></u>	<u><u>78,957,500</u></u>
 Deferred Outflows	 <u><u>6,552,192</u></u>	 <u><u>12,010,215</u></u>
 Liabilities		
Accounts payable and accrued expenses	477,012	484,060
Post-employment benefits obligation	2,174,868	2,059,325
Accrued compensated absences	421,189	487,259
Net pension liability	19,762,334	38,387,019
Unearned revenue	-	-
Leases payable	317,466	-
Capital lease payable	16,507,855	17,762,221
Deposits held in custody for others	93,796	68,995
Total Liabilities	<u><u>39,754,520</u></u>	<u><u>59,248,879</u></u>
 Deferred Inflows	 <u><u>16,332,343</u></u>	 <u><u>6,712,503</u></u>
 Net Position		
Net Position	29,724,861	25,006,333
Total Net Position	<u><u>\$ 29,724,861</u></u>	<u><u>\$ 25,006,333</u></u>

CAMERON UNIVERSITY
STATEMENTS OF REVENUE, EXPENSES AND CHANGES IN NET POSITION
FOR THE NINE MONTHS ENDED MARCH 31, 2023 AND 2022
UNAUDITED-MANAGEMENT USE ONLY

	3/31/2023	3/31/2022
Operating Revenues		
Student tuition and fees	\$ 19,937,702	\$ 20,942,859
Grants and contracts	3,846,763	2,465,704
Sales and services of educational activities	163,992	398,178
Sales and services of auxiliary enterprises	4,415,838	3,906,152
Other operating revenues	73,194	753,824
Total Operating Revenues	28,437,489	28,466,717
Operating Expenses		
Compensation and benefits	20,098,308	20,933,702
Contractual services	1,017,791	991,758
Supplies and materials	10,757,258	12,788,260
Depreciation	2,811,789	2,953,479
Utilities	1,718,986	1,304,773
Communication	132,831	140,620
Scholarships and fellowships	14,489,083	20,337,567
Other operating expenses	1,527,368	1,404,975
Total Operating Expenses	52,553,414	60,855,134
Operating loss	(24,115,925)	(32,388,417)
Nonoperating Revenues and (Expenses)		
State appropriations	13,409,292	13,116,498
Grants and contracts	10,834,492	19,665,671
Private gifts	767,887	797,400
Endowment and Investment income	71,943	49,849
Net Nonoperating Revenues and (Expenses)	25,083,614	33,629,418
Income Before Other Revenues, (Expenses), Gains or (Losses)	967,689	1,241,001
Other Revenue, Expenses, Gains or Losses		
Private gifts for capital projects	350,000	-
Capital state appropriations	1,140,692	974,576
Total Other Revenue, (Expenses), Gains and (Losses)	1,490,692	974,576
Change in Net Position	\$ 2,458,381	\$ 2,215,577

ISSUE: FISCAL YEAR 2024 BUDGET – RSU

ACTION PROPOSED:

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

BACKGROUND AND/OR RATIONALE:

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

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

BUDGET OVERVIEW:

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

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

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

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

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

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

ACTION PROPOSED:

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

BACKGROUND AND/OR RATIONALE:

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

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

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

UNDERGRADUATE TUITION RATES

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

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

UNDERGRADUATE BLOCK TUITION RATES

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

Proposed AY23-24 Resident Tuition and Fees For 12+ hours <hr/> \$3,800.00	Annual Undergraduate Tuition and Mandatory Fees 30 Credit Hours – 2 Semesters <hr/> \$7,600.00
Proposed AY23-24 Non-resident Tuition and Fees for 12+ hours <hr/> \$4,170.00	Annual Undergraduate Tuition and Mandatory Fees 30 Credit Hours – 2 Semesters <hr/> \$15,940

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

UNDERGRADUATE GUARANTEED RESIDENT TUITION RATE

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

UNDERGRADUATE GUARANTEED TUITION RATE

(Available to first time students only)

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

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

Proposed AY23-24 Resident Tuition Per Credit Hour <hr/> \$167.00	Annual Undergraduate Tuition and Mandatory Fees 24 Credit Hours – 2 Semesters <hr/> \$6,336.00
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Proposed AY23-24 Non-resident Tuition Per Credit Hour <hr/> \$278.00	Annual Undergraduate Tuition and Mandatory Fees 24 Credit Hours – 2 Semesters <hr/> \$10,680.00
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MANDATORY FEES
 (Charged by the Credit Hour)

Library/Automation Fee	\$9.00
Assessment Fee	\$4.00
Technology Fee	\$13.00
Activity Fee	\$31.00
Facility Fee #1	\$11.00
Facility Fee Athletics	\$5.00
Facility Fee Baird Hall	\$5.00
Parking Fee	\$2.00
Culture & Recreational Fee	\$2.00
Records Fee	\$3.00
Campus Security Fee	\$7.00
Student Health Fee	\$2.00
Capital Projects Fee	\$3.00

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

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

ISSUE: SUBSTANTIVE PROGRAM CHANGES – RSU**ACTION PROPOSED:**

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

BACKGROUND AND/OR RATIONALE:

The Oklahoma State Regents for Higher Education require that all substantive changes in degree programs be presented to the institution's governing board for approval before being forwarded to the State Regents for consideration.

I. DEPARTMENT: Biology

PROGRAM: Bachelor of Science in Biology (112)

PROGRAM REQUIREMENT CHANGES:

Add a new course, BIOL 3001, Introduction to Biology Research

Change BIOL 4602, Biology Research Methods I, to BIOL 4611

Total degree program hours remain unchanged at 121 credit hours.

COMMENTS:

The newly proposed Introduction to Biology Research course will orient students to research in their junior year providing students with an extra semester to plan their Capstone experience and exposing them to enriched faculty mentorship opportunities in a lab/field context.

II. DEPARTMENT: Technology and Justice Studies

PROGRAM: Bachelor of Science in Justice Administration (115)

PROGRAM REQUIREMENT CHANGES:

Remove requirement of six credit hours of guided electives from Collegiate Officer and Law/Justice options

Add to program core: [1] CJ 3213, Criminal Law II; [2] CJ 3003 Criminalistics; and [3] CJ 3523 Interview and Interrogation

Remove requirement of a Minor for all program Options, and add 18 credit hours of "CJ Support Courses" (see Comments)

Remove IT 1411 Orientation to Computer Technology from Cyber Investigation Option)

Total credit hours will not change, remaining in the 120 – 125 credit hour range

COMMENTS:

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

III. DEPARTMENT: Technology and Justice Studies

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

PROGRAM REQUIREMENT CHANGES:

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

Change the Game Development Option name to Game Design Option

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

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

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

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

COMMENTS:

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

IV. DEPARTMENT: English and Humanities

PROGRAM: Bachelor of Arts in Liberal Arts (109)

PROGRAM REQUIREMENT CHANGES:

Add a new 3rd Option “Liberal Arts”

Total credit hours will not change, remaining at 120

COMMENTS:

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

V. DEPARTMENT: Business

PROGRAM: Master of Business Administration (213)

PROGRAM REQUIREMENT CHANGES:

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

Remove ACCT 5223, International Accounting, as an Option requirement

COMMENTS:

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

VI. DEPARTMENT: Technology and Justice Studies

PROGRAM: Bachelor of Technology in Applied Technology (107)

PROGRAM REQUIREMENT CHANGES:

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

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

Total credit hours for program remain at 120 hours.

COMMENTS:

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

VII. DEPARTMENT: Technology and Justice Studies

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

PROGRAM REQUIREMENT CHANGES:

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

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

for CS 1213, Introduction to Computing.

Total credit hours for program remain at 120 hours.

COMMENTS:

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

ISSUE: DEPARTMENT AND SCHOOL NAME CHANGES – RSU**ACTION PROPOSED:**

President Rice recommends the following changes in institutional nomenclature:

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

BACKGROUND AND/OR RATIONALE:

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

ISSUE: CAMPUS MASTER PLAN OF CAPITAL PROJECTS – RSU**ACTION PROPOSED:**

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

BACKGROUND AND/OR RATIONALE:

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

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

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

Project Additions

Classroom/Laboratory Building
HVAC Chillers to supplement geothermal system

Project Modifications

None

Deleted Projects

Diamond Sports Complex
Infrastructure Improvement (Fence & Netting)

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

**Rogers State University
Campus Master Plan of Capital Projects**

Project	Estimated Cost
Auditorium Renovation & Addition	\$ 25,800,000
Bartlesville Campus	\$ 15,000,000
Campus Beautification & Landscaping	\$ 1,500,000
Classroom/Laboratory Building	\$ 13,300,000
Communication Building	\$ 14,450,000
Fieldhouse Renovation/New Recreation/Wellness Center	\$ 6,000,000
Fine Arts Annex Remodel	\$ 700,000
Furniture, Fixtures, & Equipment	\$ 1,200,000
Indoor Athletic Practice Facility	\$ 5,000,000
Infrastructure Improvements	\$ 3,000,000
Loshbaugh Hall Renovation & New Math/Science Building	\$ 24,000,000
Multipurpose Center	\$ 22,300,000
Police Building	\$ 1,000,000
Renovations & Repairs	\$ 11,000,000
Security Improvements	\$ 750,000
Streets, Sidewalks and Parking Lots	\$ 2,000,000
Student Housing	\$ 1,000,000
Soccer Complex Seating & Press Box Addition	\$ 2,000,000
Synthetic Turf Baseball & Softball Fields	\$ 2,000,000
Technology & Equipment Improvements	\$ 2,500,000
Vehicles	\$ 1,300,000
Welcome Center	\$ 3,000,000
HVAC Chillers to supplement geothermal system	<u>\$ 1,500,000</u>
Total	<u>\$</u>
<u>160,750,000</u>	

ISSUE: REVISIONS TO REGENTS' POLICY, INSTITUTIONAL EQUITY – RSU

ACTION PROPOSED:

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

BACKGROUND AND/OR RATIONALE:

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

3.2 – ~~EQUAL OPPORTUNITY~~ INSTITUTIONAL EQUITY OFFICE POLICIES

3.2.1 - ~~EQUAL OPPORTUNITY NON-~~ DISCRIMINATION POLICY

The University, in compliance with all applicable federal and state laws and regulations, does not discriminate on the basis of race, color, national origin, sex, sexual orientation, **genetic information**, gender identity, gender expression, age (**40 or older**), religion, political beliefs, disability, or status as a veteran in any of its policies, practices, or procedures. This includes, but is not limited to, admissions, employment, **housing**, financial aid, and education services.

STATEMENT OF COMMITMENT TO AFFIRMATIVE ACTION

Each University, recognizing its obligation to guarantee equal opportunity to all persons in all segments of University life, reaffirms its commitment to the continuation and expansion of positive programs which reinforce and strengthen their affirmative action policies. This commitment stems not only from compliance with federal and state equal opportunity laws but from a desire to ensure social justice and promote campus diversity. Each University will continue its policy of fair and equal employment practices for all employees and job applicants without insidious discrimination on the basis of race, color, national origin, sex, sexual orientation, gender identity, gender expression, genetic information, age, religion, political beliefs, disability or status as a veteran. Each University will maintain a critical and continuing evaluation of its employment policies, programs, and practices. Each budget unit bears a responsibility for constructive implementation of this Plan, and whenever possible, to the overall progress toward employment opportunity and participation in all University programs and activities. Our commitment to the concept of affirmative action requires sincere and cooperative efforts throughout all levels of our employment structure. We will continue to strive to reach the goals of fair and equal employment opportunities for all.

3.2.2 - AFFIRMATIVE ACTION PLAN

The Affirmative Action Plan serves to supplement the Board of Regents' policy on equal opportunity, as it pertains to employment and is an integral part of the employment policies of the University. The Plan is revised once each year to address the current requirements for affirmative action in employment. The principal objectives are:

- A. To assure all persons equal opportunity for employment and advancement in employment regardless of race, color, national origin, sex, sexual orientation, **genetic information**, gender identity, gender expression, religion, age, disability, political beliefs, or status as a veteran.
- B. To meet institutional responsibilities under the Civil Rights Act of 1964 and commitments as a federal contractor under Executive Order 11246 and Executive Order 11375.
- C. To take positive actions in the recruitment, placement, development and advancement of **women and racial minority members**~~diversity inclusion~~ in University employment.

Each person having administrative or supervisory responsibilities is expected to provide leadership in applying the Affirmative Action Plan.

Coordination of the application of the Affirmative Action Plan is the responsibility of the **respective offices** of human resources.

3.2.3 NON-DISCRIMINATION POLICY

3.2.3.1 - INTRODUCTION

Diversity is one of the strengths of our society as well as one of the hallmarks of a great university. ~~Each The~~ University supports diversity and therefore is committed to maintaining employment and educational settings which are multicultural, multiethnic, ~~and~~ multiracial, and all-inclusive. Respecting cultural differences and promoting dignity among all members of the University community are responsibilities each of us must share.

Racial and ethnic harassment is a growing concern across American college campuses. It has taken various forms, from criminal acts (assault and battery, vandalism, destruction of property) to anonymous, malicious intimidation. The University does not discriminate or permit discrimination by any member of its community against any individual based on race, color, sex, sexual orientation, gender identity, gender expression, religion, political beliefs, national origin, age (40 or older), genetic information, disability, or veteran status in matters of admissions, employment, financial aid, housing or services in educational programs or activities the University operates.

The University policy also prohibits retaliation against a person for filing a complaint of discrimination or harassment under this policy or other applicable federal, state, or local laws. This policy also prohibits retaliation against any person who assists someone with a complaint of discrimination or harassment or who participates in any manner in an investigation or resolution of a complaint of discrimination or harassment.

3.2.3.2 - POLICY STATEMENT

Principles of academic freedom and freedom of expression require tolerance of the expression of ideas and opinions, which may be offensive to some, and the University respects and upholds these principles. The University also adheres to the laws prohibiting discrimination in employment and education. The University recognizes that conduct ~~which constitutes discriminatory harassment constituting unlawful discrimination~~ in employment or educational programs and activities shall be prohibited and is subject to remedial or corrective action as set forth in this policy. This policy is premised on the University's obligation to provide an environment free from unlawful discrimination. The University will vigorously exercise its authority to protect employees and students from harassment by agents and employees of the University, students, visitors, and guests.

Agents and employees of the University, acting within the scope of their official duties, shall not treat an individual differently on the basis of race, color, sex, sexual orientation, gender identity, gender expression, religion, political beliefs, national origin, age (40 or older), genetic information, disability, or veteran status in the context of an employment or educational program or activity without a legitimate, nondiscriminatory reason.

The University shall not subject an individual to different treatment on the basis of race, color, sex, sexual orientation, gender identity, gender expression, religion, political beliefs, national origin, age (40 or older), genetic information, disability, or veteran status by effectively causing, encouraging, accepting, tolerating, or failing to correct a racially or ethnically hostile environment of which it has notice.

The full text of the University Non-~~d~~Discrimination Policy shall be made publicly available on the websites of each University. Hard copies may be requested ~~fr~~ through ~~each the~~ University's Institutional Equity ~~equal opportunity~~ and/or student affairs office. ~~For the purposes of this policy or the Sexual Misconduct, Discrimination, and Harassment Policy, the Institutional Equity Office may also be referred to as the Equal Opportunity Office and the Institutional Equity Officer may also be referred to as the Equal Opportunity Officer.~~

3.2.3.3 CORRECTIVE ACTIONS

Violations of this policy shall result in corrective action(s) designed to reestablish an employment or educational environment which is conducive to work or learning. Corrective actions will include disciplinary action directed by the executive officer having responsibility for the offender, where appropriate. Corrective actions will be tailored to redress the specific problem and may ~~range from include~~ apologies, mandatory attendance at specific training programs, reprimands, suspension, demotion, expulsion, or termination. Corrective actions shall be based upon the facts and circumstances of each case and shall be in accordance with the terms and guidelines of the applicable campus grievance procedures.

Violations of this policy by students will be considered as violations of ~~each University's the~~ student code and will subject student offenders to the corrective action(s) provided by the code.

3.2.3.4 ADMINISTRATIVE ACTION

The University recognizes its obligation to address incidents of ~~discrimination and~~ harassment on campus when it becomes aware of their existence, even if no complaints are filed. Therefore, in such circumstances, the University reserves the right to take appropriate action unilaterally under this policy.

With respect to students, the University President, senior student affairs officer, or other appropriate person with authority may take immediate administrative or disciplinary action which is deemed necessary for the welfare or safety of the University community.

With respect to employees, upon a determination at any stage in the investigation or grievance procedure that the continued performance of either party's regular duties or University responsibilities would be inappropriate, the proper executive officer may suspend or reassign said duties or responsibilities or place the individual on leave of absence, ~~with or without pay, as may be approved by the President,~~ pending the completion of the investigation or grievance procedure.

3.2.3.5 RESPONSIBLE OFFICIAL

~~Each University shall appoint an employee(s) to serve as the the Equal Opportunity Institutional Equity Officer or Equal Opportunity Officer, who~~ is charged with the responsibility of administering this policy. The ~~Equal Opportunity Institutional Equity~~ Officer shall ensure that all records of complaints, investigative reports, and remedies provided or corrective actions taken in connection with this policy are stored and maintained. The ~~Institutional Equity Equal Opportunity~~ Officer is the overall coordinator of all University activities dealing with discrimination in employment or education.

~~The below are the designated Equal Opportunity Officer(s) To contact the Institutional Equity Office or Equal Opportunity Office~~ at each University:

Cameron University

Title IX/Equal Opportunity Officer

Rogers State University

Vice President, Student Affairs (Student)

Director of Human Resources (Faculty/Staff)

3.2.4 GENDER-BASED MISCONDUCT POLICYSEXUAL MISCONDUCT, DISCRIMINATION AND HARASSMENT POLICY

I. POLICY ON SEXUAL MISCONDUCT, DISCRIMINATION, AND HARASSMENT

The University is committed to creating and maintaining a community where all persons who participate in University programs and activities can work and learn together in an atmosphere free from discrimination and harassment. The University prohibits discrimination based on sex or gender, which includes discrimination and harassment on the basis of pregnancy, sexual orientation, gender identity or expression, and all forms of sexual harassment, including sexual assault, dating violence, domestic violence, and stalking.

The Office of Institutional Equity is charged with oversight responsibilities and investigation of sex discrimination and sexual harassment as defined by this policy and in compliance with applicable federal laws, including Title IX of the Education Amendments Act of 1972, Title VII of the Civil Rights Act of 1964, the Violence Against Women Act of 1994 (as reauthorized), and applicable Oklahoma laws. In addition, the Office of Institutional Equity is charged with investigating sexual misconduct that constitutes Workplace Harassment, Employee Sexual Misconduct, and Prohibited Conduct under the University of Oklahoma Student Rights and Responsibilities Code. The Office of Institutional Equity is also responsible for investigations of conduct in violation of the Consensual Sexual Relationships Policy.

Through its Institutional Equity Officer and Title IX Coordinator, the University reserves the right to independently address known concerns falling under this policy in order to stop sex discrimination and sexual harassment, prevent its recurrence, and remedy its effects. The term “Title IX Coordinator” refers to the Institutional Equity Officer and Title IX Coordinator who oversees the implementation of the University’s Sexual Misconduct, Discrimination and Harassment Policy, as well as the University’s Non-Discrimination Policy and Affirmative Action Plan. The Title IX Coordinator has the primary responsibility for coordinating the University’s efforts related to the intake, investigation, resolution, and implementation of supportive measures to stop, remediate, and prevent discrimination, harassment, and retaliation prohibited under these policies.

The Title IX Coordinator manages the Title IX Team and acts with independence and authority free from bias and conflicts of interest. The Title IX Coordinator oversees all resolutions under this policy and procedure. The Title IX Coordinator requires training for all Office of Institutional Equity staff, including investigators, as well as for Decision-makers and Informal Resolution Facilitators. These individuals are trained to ensure they are not biased for or against any party in a specific case, or for against Complainants and/or Respondents, generally. To raise any concern involving bias or conflict of interest, or reports of misconduct or discrimination by the Title IX Coordinator, contact President Joseph Harroz, Jr. at 660 Parrington Oval, Evans Hall, Room 110, Norman, OK 73019, (405) 325-3916, ouharroz@ou.edu. Concerns of bias or potential conflict of interest or reports of misconduct or discrimination by any other Title IX Team member should be raised with the Title IX Coordinator.

The term “Title IX Coordinator” as used herein may also include an Associate Title IX Coordinator or other member of the Title IX Team under the supervision of the Title IX Coordinator. For the purposes of this policy, the term “Complainant” means any individual who is alleged to be the victim of conduct that could constitute Prohibited Conduct. The term “Respondent” means any individual who is reported or alleged to be the perpetrator of conduct that could constitute Prohibited Conduct.

ROGERS STATE UNIVERSITY

Any person seeking to invoke the protections of this policy may do so solely by providing notice to the Title IX Coordinator as provided herein; notice to other members of the University community will not be imputed to the Title IX Coordinator.

This policy also applies to students, faculty, and staff at Rogers State University (RSU) or Cameron University (CU) who are participating in or attempting to participate in the an RSU/CU education program or a RSU/CU -related activity. The University is providing certain services relating to sexual misconduct, discrimination, and harassment to RSU/CU. If you are a student, faculty member, or employee at Rogers State University or Cameron University, please consult Appendix C for RSU/CU specific contact information and policy references.

II. ADMINISTRATIVE CONTACT INFORMATION

Complaints or notice of alleged policy violations, or inquiries about or concerns regarding this policy and procedures, may be made internally to:

Institutional Equity Officer & Title IX Coordinator
Institutional Equity Office
660 Parrington Oval, Evans Hall – Room 102
Norman, OK 73019
(405) 325-3546
IEO@ou.edu

III. PRESUMPTION OF INNOCENCE

A Respondent who is alleged to have engaged in Prohibited Conduct, as defined below, shall be presumed innocent during the pendency of any grievance proceedings.

IV. PROHIBITED CONDUCT

The following conduct, or attempted conduct (in the case of conduct prohibited in subsections C and E below), is prohibited, and constitutes “Prohibited Conduct” for purposes of this Policy:

A. Sex Discrimination

Conduct directed at a specific individual or a group of identifiable individuals that subjects the individual or group to treatment that adversely affects their employment or education, or institutional benefits, on account of sex or gender (including sexual orientation, gender identity, and gender expression discrimination). It may include acts of verbal, nonverbal, or physical aggression, intimidation, or hostility based on sex or sex-stereotyping, even if those acts do not involve conduct of a sexual nature.

B. Pregnancy Discrimination

Discrimination on the basis of pregnancy, childbirth, false pregnancy, termination of pregnancy or recovery therefrom. Discrimination on the basis of pregnancy should be reported in accordance with this policy. Employees with questions regarding accommodations during pregnancy are encouraged to contact the Office of Human Resources (<http://hr.ou.edu>), students and visitors with questions regarding accommodations during pregnancy are encouraged to contact the Disability Resource Center (<http://www.ou.edu/drc/home.html>).

C. Title IX Sexual Harassment

A specific form of sex discrimination. Title IX Sexual Harassment includes the following types of Prohibited Conduct when they occur in the context of the University’s educational programs or activities, and within the United States.

For the purposes of this policy, “educational program or activity” includes locations, events, or circumstances over which the University exercised substantial control over both the Respondent and the context in which the sexual harassment occurs, and also includes any building owned or controlled by an officially recognized or registered student organization. Under Title IX, Sexual Harassment means conduct on the basis of sex that satisfies one or more of the following:

1. Hostile Environment Harassment, which is unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University’s education program or activity;
2. Quid Pro Quo Sexual Harassment, where an employee of the University is conditioning the provision of an aid, benefit, or service of the University on an individual’s participation in unwelcome sexual conduct; or
3. Sexual Assault, Dating Violence, Domestic Violence, or Stalking as defined below in accordance with applicable law:
Sexual Assault includes:
 - a. Rape - penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim;
 - b. Fondling - The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim;
 - c. Incest - Non-Forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law; and
 - d. Statutory Rape - sexual intercourse with a person who is under the statutory age of consent.
4. Dating Violence, which is violence between individuals in the following circumstances:
 - a. The party is or has been in a social relationship of a romantic or intimate nature with the victim; and
 - b. The existence of such a relationship shall be determined based on a consideration of the following factors: (i) length of the relationship; (ii) type of relationship; (iii) frequency of interaction between the persons involved in the relationship
5. Domestic Violence, which is an assault and battery against: a current or former spouse; a present spouse of a former spouse; a former spouse of a present spouse; parents; a foster parent; a child; a person otherwise related by blood or marriage; a person with whom the Respondent is or was in a dating relationship; an individual with whom the Respondent has had a child; a person who formerly lived in the same household as the Respondent; or a person living in the same household
6. Stalking, which is a course of conduct directed at a specific person that would cause a reasonable person to: (a) fear for the person’s safety or the safety of others, or (b) Suffer substantial emotional distress
- 7.

D. Workplace Harassment

Unwelcome conduct that is based on sex (including pregnancy), and (1) enduring the offensive conduct becomes a condition of continued employment, or (2) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive.

E. Employee Sexual Misconduct

Employee conduct that occurs outside the context of the educational program or outside the United States, but where the conduct otherwise meets one or more definitions of Sexual Harassment set forth in Section C, above. The Office of Institutional Equity is authorized to investigate Prohibited Conduct under this section with written approval from the University's Chief Human Resources Officer.

F. Sexual Misconduct- Student Code Violation

Student conduct that occurs outside the context of the educational program or outside the United States, but otherwise meets one or more definitions of Sexual Harassment set forth in Section C, above. The Office of Institutional Equity is authorized to investigate Prohibited Conduct under this section with written approval from the Director of Student Conduct stating the Prohibited Conduct, as alleged, is within the University's jurisdiction as defined in the Student Code of Rights and Responsibilities.

G. Retaliation

Any attempt to penalize or take an adverse employment, educational or institutional benefit action, including but not limited to making threats, intimidation, reprisals, interference with an individual's protected rights, or other adverse action, against a person because of participation or non-participation in a report, investigation, or grievance process of Prohibited Conduct.

H. False Reporting

Knowingly making a materially false statement in bad faith or knowingly submitting materially false information during the grievance process is prohibited. False reporting does not include accidental or inadvertent false statements, immaterial inaccuracies, or statements made outside the context of making a report, filing a grievance, participating in a grievance procedure, or during the grievance process.

I. Violation of Consensual Sexual Relationships Policy

The Consensual Sexual Relationships Policy may be found here:
<https://www.ou.edu/eoo/policies>.

V. DIRECT ADMINISTRATIVE ACTION

Administrative Review

Subject to the limitations of applicable law, the Title IX Coordinator reserves the right to address an incident of Prohibited Conduct on campus even if no Formal Complaint of Title IX Sexual Harassment or other Complaint alleging other Prohibited Conduct is filed, and may take unilateral action to remedy the effects of sexual harassment. In undertaking a unilateral administrative action, however, the Title IX Coordinator may not impose any disciplinary sanction or unduly burden a Respondent.

A. Emergency Removal – Students

The University Vice President for Student Affairs and Dean of Students may take Direct Administrative Action (DAA) to immediately restrict a student's rights within the University community, up to and including emergency removal. A DAA imposed after an individualized safety and risk analysis yields a determination that an immediate threat to the physical health or safety of a student or other individual justifies the removal must provide a removed student with notice and an opportunity to challenge the decision as soon as reasonably possible afterward.

B. Emergency Removal/Administrative Leave – Non-student employees

With respect to employees (other than student employees), upon a determination at any stage in the grievance procedure that the continued performance of either party's regular duties or University responsibilities would not be in the best interest of the University, the executive

officer over the area may, with the concurrence of the Chief Human Resources Officer, suspend or reassign an employee's duties or responsibilities, or place the individual on an administrative leave of absence pending the completion of the grievance procedure.

VI. REPORTING PROHIBITED CONDUCT

Upon receiving a report of Prohibited Conduct, the Title IX Coordinator will promptly provide a Complainant with important information about options for filing a Formal Complaint of Sexual Harassment, if applicable, a Complaint of Employee Sexual Misconduct or Sexual Misconduct (Student Code Violation), or other appropriate grievance as set forth below. The Title IX Coordinator will offer information about supportive measures that are available without regard to whether any grievance is filed.

A. Duty to Report Prohibited Conduct

Supervisors, managers and faculty members with administrative duties or student supervisory duties are responsible for taking all appropriate action to prevent sex discrimination and harassment, and to stop and correct it when it occurs, and are expected to report it to the Institutional Equity Officer and Title IX Coordinator or any of the University's Associate Title IX Coordinators at (405) 325-3546. Others' knowledge of alleged misconduct will not trigger University obligations or liability; it is, however, the policy of the University of Oklahoma that all employees who are aware of allegations of Prohibited Conduct are expected to promptly report the matter to the Title IX Coordinator.

B. Immunity Policy

The safety of students, employees, and the campus community are of utmost importance to the University. In order to encourage reporting of incidents of Prohibited Conduct, no Complainant, Respondent, or witness will be referred for disciplinary action solely for engaging in the unlawful or prohibited use of alcohol and/or drugs when the reported incident occurred. Provided, nothing prohibits an investigator or decision-maker from inquiring into alcohol and/or drug use if a party or witness's use of alcohol or drugs is relevant in the grievance process.

C. Confidential Reporting Resources

Requests for confidentiality or anonymity may limit or preclude the University's ability to conduct an investigation of allegations of Prohibited Conduct. A request for confidentiality will be respected unless the Title IX Coordinator determines it is necessary to conduct an investigation.

These on-campus resources can offer options and advice without the obligation to inform University officials, including the Title IX Coordinator, unless the Complainant requests that the information be shared. Parties wishing to report confidentially may do so by contacting:

- OU Advocates: HSC/Norman (405) 615-0013 - provides referral and support; Tulsa OU Advocates (8 a.m. – 5 p.m.): (918) 660-3163 (after hours: 918-743-5763)
- Goddard Health Center: (405) 325-2911 - provides counseling/medical services
- Employee Assistance Program: (800) 327-5043 (Norman / HSC); (918) 587-9471 (Tulsa) – provides counseling services and referrals for University faculty/staff
- HSC Student Counseling Services: (405) 271-7336 - provides counseling services
- OU-Tulsa Student Counseling: (918) 660-3109 - provides counseling services

D. Timing of Complaints

There is no time limitation on reporting an incident to the Title IX Coordinator or for filing a Formal Complaint of Title IX Sexual Harassment or Complaint of other Prohibited Conduct. However, if the Respondent is no longer subject to the University's jurisdiction for disciplinary sanctions and/or significant time has passed, the ability to investigate, respond, and provide remedies may be more limited or impossible. In cases where significant time has lapsed since the reported incident, the Title IX Coordinator shall offer supportive measures. If a Formal

Complaint of Title IX Sexual Harassment, Complaint of Employee Sexual Misconduct, or Sexual Misconduct (Student Code Violation) is dismissed because passage of time renders investigation not reasonably practicable, the parties will be afforded the right to appeal the decision in accordance with the Grievance Procedures for Title IX Sexual Harassment and Sexual Misconduct.

E. Intake Process

Upon receiving a report or Formal Complaint of Title IX Sexual Harassment or Complaint of other Prohibited Conduct, the Office of Institutional Equity staff and/or the Title IX Coordinator will promptly communicate with a Complainant to discuss the availability of supportive measures, provide information about the investigative process, and discuss the process for filing a Formal Complaint of Title IX Sexual Harassment or a Complaint of other Prohibited Conduct. Where applicable, Complainants will also be advised on the preservation of evidence that may be relevant to a University or other proceeding and their right to seek a court-issued order of protection. Complainants will be informed of the right to report an incident to law enforcement authorities and will be offered assistance in reporting to law enforcement if requested.

F. Supportive Measures

The Title IX Coordinator promptly makes supportive measures available to the parties upon receiving notice or a complaint. Supportive measures are non-disciplinary, non-punitive, individualized services offered without fee or charge to either party before or after the filing of a Formal Complaint of Title IX Sexual Harassment or Complaint of other Prohibited Conduct, or where none is filed. Supportive measures are designed to restore or preserve equal access to the University's education program or activity without unreasonably burdening the other party. Supportive measures may include a range of options such as counseling, course-related adjustments, modifications of work or class schedules, campus services, mutual restrictions on contact between the parties, changes in work or housing locations, and other similar measures. A mutual restriction on contact between the parties is referred to as a "no contact order," which is enforceable through student and employee conduct processes.

At the time that supportive measures are offered, the Office of Institutional Equity will inform the Complainant, in writing, of the option to file a Formal Complaint with the Office of Institutional Equity either at that time or in the future, if the Complainant has not done so already. The Title IX Coordinator works with the Complainant and will take the Complainant's wishes into account with respect to the supportive measures that are planned and implemented. The University will maintain the privacy of the supportive measures, provided that privacy does not impair the University's ability to provide the supportive measures.

G. Confidentiality

The University will keep confidential the identity of any individual who has made a report or complaint of Prohibited Conduct, any Complainant, any individual who has been reported to be the perpetrator of sex discrimination, any Respondent, and any witness (unless permitted by FERPA, or required under law, or as necessary to conduct proceedings under Title IX or to carry out the purposes of the Title IX regulations to conduct any investigation, hearing, or judicial proceeding arising thereunder, which includes a grievance process).

VII. FORMAL COMPLAINT OF TITLE IX SEXUAL HARASSMENT OR SEXUAL MISCONDUCT

A Complainant may choose whether to proceed with filing a Formal Complaint of Title IX Sexual Harassment or Complaint of Employee Sexual Misconduct or Sexual Misconduct (Student Code Violation). In certain instances, such as those which indicate a pattern, predation, threat, weapons and/or ongoing violence, or when an employee is alleged to have sexually harassed a student, the Title IX Coordinator may initiate an investigation.

A. Promptness

The Office of Institutional Equity will respond promptly to reports of Title IX Sexual Harassment, Employee Sexual Misconduct and Sexual Misconduct (Student Code Violation). Formal Complaints may take 60-90 business days to resolve, typically. The Office of Institutional Equity will work to avoid undue delays within its control, but in some cases timelines may need to be extended. Any time the general timeframes for resolution outlined in the Office of Institutional Equity's procedures will be delayed, the Office of Institutional Equity will provide written notice to the parties of the delay, the cause of the delay, and an estimate of the anticipated additional time that will be needed as a result of the delay.

B. Process summary

The Grievance Procedures for Formal Complaints Involving Title IX Sexual Harassment and Sexual Misconduct are designed to provide the parties with an impartial investigation, decision-making, equitable resolution, and appellate process. While individual proceedings may vary depending upon the specific facts and circumstances, a grievance will follow the following format:

1. Formal Complaint
2. Written Notice to Parties
3. Investigation of Formal Complaint
4. Parties' Review and Response to Evidence
5. Investigative Report
6. Live Hearing
7. Determination
8. Appeal by Either Party
9. Sanctions and Other Remedies Implemented (if warranted)
10. Informal Resolution (under certain circumstances, at any time prior to a Determination by agreement of the parties)

C. Filing a Formal Complaint of Title IX Sexual Harassment or Sexual Misconduct

1. Title IX Sexual Harassment

A Formal Complaint is a document or electronic submission (such as by electronic mail, through an online portal provided for this purpose by the University, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report) that contains the Complainant's digital or physical signature, or otherwise indicates that the Complainant is the person filing the formal complaint (or, in some cases, signed by the Title IX Coordinator) alleging sexual harassment against a Respondent about conduct within the University's education program or activity and requesting that the University investigate the allegation. At the time of filing a Formal Complaint, a Complainant must be participating in or attempting to participate in the University's education program or University-related activity.

A Formal Complaint may be filed with the Title IX Coordinator (or any Associate Equity Officer or Associate Title IX Coordinator, all of whom constitute the Title IX Coordinator for purposes of this Policy). The Formal Complaint may be filed in person, by mail, or by electronic mail at any time of day, including during non-business hours, using the contact information listed for the Title IX Coordinator. Generally, a Formal Complaint should be filed as quickly as possible to facilitate the ability to gather facts and evidence; however, every Formal Complaint will be reviewed regardless of when an incident occurred. The Office of Institutional Equity encourages the use of its in-office form for filing a Formal Complaint; however, no particular form is required as long as it (1) is signed, (2) alleges sexual harassment, against a Respondent, and (3) requests an investigation.

Where the Title IX Coordinator signs a Formal Complaint, the Title IX Coordinator is not a Complainant or party during a grievance process and will comply with the requirements for Title IX personnel to be free from conflicts and bias.

2. Employee Sexual Misconduct or Sexual Misconduct (Student Code Violation)

The process for a filing a Complaint of Employee Sexual Misconduct or Sexual Misconduct (Student Code Violation) is the same as the process for filing a Formal Complaint of Title IX Sexual Harassment above, except that prior to initiating an investigation into the alleged conduct, the Title IX Coordinator must first request authorization to investigate from the Chief Human Resources Officer or Director of Student Conduct, who will determine whether the University has disciplinary jurisdiction over the Respondent pursuant to the applicable Staff and Faculty Handbook provisions or Student Code of Rights and Responsibilities. Once a Complaint is filed, the Complaint procedures will follow the same procedure for a Formal Complaint of Title IX Sexual Harassment except where specifically noted herein or in the Grievance Procedures for Formal Complaints of Title IX Sexual Harassment or Sexual Misconduct.

VI. REPORTING AND FILING A COMPLAINT OF GENDER-BASED DISCRIMINATION, RETALIATION, OR FALSE REPORTING

Students or employees who have experienced adverse effects to their employment or education, or institutional benefits, on account of sex or gender (including pregnancy, sexual orientation, gender identity, and gender expression discrimination) may trigger the protections of this policy by filing a Complaint with the Office of Institutional Equity. A Complaint filed under this section should state with specificity the person(s) responsible for the discriminatory conduct, the adverse effect it has caused to the Complainant’s employment, education, or institutional benefits, and a statement of the relief requested.

Complaints of Gender-Based Discrimination, Workplace Harassment (other than Title IX Sexual Harassment or Sexual Misconduct), Retaliation, and False Reporting will be investigated in accordance with the Investigative Procedures for Gender-Based Discrimination.

VII. REMEDIES AND DISCIPLINARY SANCTIONS

If (1) upon conclusion of an investigation and adjudicatory proceedings, or (2) pursuant to voluntary participation in an Informal Resolution process, a Respondent is found to be responsible for engaging in Prohibited Conduct, the Title IX Coordinator may recommend appropriate remedies and disciplinary sanctions. Remedies are designed to restore or preserve equal access to the University’s education program or activity, and include measures such as academic support, counseling, and other supportive measures (whether burdensome, punitive, or disciplinary to the Respondent). The Title IX Coordinator will be responsible for the effective implementation of remedies.

The range of possible disciplinary sanctions include:

Prohibited Conduct*	Employee Disciplinary Sanction		Student Disciplinary Sanction	
Sexual Harassment – Hostile Environment	Min.	Written Reprimand	Min.	Disciplinary Probation
	Max.	Termination	Max.	Suspension/Delayed Degree
Sexual Harassment- Quid Pro Quo	Min.	Suspension without Pay	Min.	Suspension
	Max.	Termination	Max.	Expulsion/ Delayed Degree
Sexual Assault	Min.	Termination	Min.	Suspension
	Max.	Termination	Max.	Expulsion/Delayed Degree

Prohibited Conduct*	Employee Disciplinary Sanction		Student Disciplinary Sanction	
Dating Violence or Domestic Violence	Min.	Suspension without Pay	Min.	Disciplinary Probation
	Max.	Termination	Max.	Expulsion/Delayed Degree
Stalking	Min.	Suspension without Pay	Min.	Disciplinary Probation
	Max.	Termination	Max.	Expulsion/Delayed Degree
Other Prohibited Conduct	Sanctions for all other Prohibited Conduct may range from written reprimand to termination and suspension and/or expulsion, depending upon the totality of the circumstances.			
*Sanctions under this section applicable to Prohibited Conduct that amounts to Title IX Sexual Harassment, Employee Sexual Misconduct or Sexual Misconduct (Student Code Violation)				

VIII. DEFINITION OF CONSENT

Consent is the act of willingly agreeing to engage in sexual contact or conduct. Individuals who consent to sex must be able to understand what they are doing.

- Consent is informed, knowing and voluntary. Consent is active, not passive. Silence, in and of itself, cannot be interpreted as consent. Consent can be given by words or actions, as long as those words or actions create mutually understandable permission regarding the conditions of sexual activity.
- Consent to one form of sexual activity cannot imply consent to other forms of sexual activity.
- Previous relationships or consent does not imply consent to future sexual acts.
- Consent cannot be procured by use of physical force, compelling threats, intimidating behavior, or coercion.

Use of alcohol, medications, or other drugs will not excuse behavior that violates this policy. Examples of when a person should know the other is incapacitated and may be unable to give valid consent include, but are not limited to:

- the amount of alcohol, medication, or drugs consumed
- imbalance or stumbling
- slurred speech
- lack of consciousness or inability to control bodily functions or movements
- vomiting
- legal incapacity, such as in the case of a minor and/or persons under legal guardianship

IX. FREE SPEECH AND ACADEMIC FREEDOM

Members of the University community enjoy significant free speech protections guaranteed by the First Amendment of the United States Constitution. This policy is intended to protect members of the University community from discrimination and is not designed to regulate protected speech. No provision of this policy shall be interpreted to prohibit conduct that is legitimately related to course content, teaching methods, scholarship, or public commentary of

an individual faculty member or the educational, political, artistic or literary expression of students in classrooms and public forums. However, freedom of speech and academic freedom are not limitless and do not protect speech or expressive conduct that violates federal or state anti-discrimination laws.

X. RECORDS

The Institutional Equity Office will retain records in accordance with the requirements of applicable local, state, and federal law. Records of all Title IX reports, complaints, investigations, determinations, disciplinary sanctions, remedies, supportive measures, hearing materials (including audio/audiovisual recordings/transcripts of a live hearing), appeals, informal resolutions, and materials used to train coordinators, investigators, and decision-makers with regard to sexual harassment will be retained for a minimum of seven (7) years.

The University disseminates a public Annual Security Report (ASR) to employees and students every October 1st. The ASR includes statistics of campus crime for the preceding 3 calendar years, plus details about efforts taken to improve campus safety. The report includes: definitions of sexual harassment, resources and reporting for a person who is victimized, support services, on and off campus resources, preventive measures and the sex offender registration. Additionally, there are policy statements regarding crime reporting, campus facility security and access, incidences of alcohol and drug use, and the prevention of/response to sexual assault, domestic and dating violence, and stalking.

XI. AVAILABILITY OF OTHER COMPLAINT PROCEDURES

In addition to seeking criminal charges through local law enforcement, members of the University community may also file complaints with the following entities irrespective of whether they choose to file a Formal Complaint or other grievance under this procedure: Office of Civil Rights:

- Kansas City Field Office:
OCR.KansasCity@ed.gov | 1-816-268-0550

- Washington D.C.:
OCR@ed.gov | 1-800-421-3481

Equal Employment Opportunity Commission:

- Oklahoma City Field Office:
1-800-669-4000

- Washington D.C.:
1-800-669-4000 | Eeoc.gov/contact/

State of Oklahoma Attorney General's Office:

- Office of Civil Rights Enforcement:
405-521-2029 | OCRE@oag.gov

Federal funding agencies

e.g. NASA:1-866-654-1440 | LEP@NASA.gov

APPENDIX A: VAWA STATE LAW DEFINITIONS

In accordance with the Violence Against Women Reauthorization Act of 2013, please be advised that the following definitions are applicable should you wish to pursue Oklahoma state criminal or civil actions. These definitions may differ from the University's administrative policy definitions noted above. The University's administrative system and disciplinary procedures are

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separate and distinct from those available to someone in a state civil or criminal action. Individuals may seek administrative remedies in accordance with this policy and also may seek state or federal civil or criminal remedies for the same incident through the applicable systems. The definitions set forth below are reviewed and verified annually; for a more frequently updated resource, please consult Oklahoma's State Court Network site: <http://www.oscn.net>.

Consent

The term "consent" means the affirmative, unambiguous and voluntary agreement to engage in a specific sexual activity during a sexual encounter which can be revoked at any time. Consent cannot be:

1. Given by an individual who:
 - a. is asleep or is mentally or physically incapacitated either through the effect of drugs or alcohol or for any other reason, or
 - b. is under duress, threat, coercion or force; or
2. Inferred under circumstances in which consent is not clear including, but not limited to:
 - a. the absence of an individual saying "no" or "stop", or
 - b. the existence of a prior or current relationship or sexual activity.

21. O.S. § 113 (effective June 6, 2016)

Sexual Assault

- a. rape, or rape by instrumentation, as defined in Sections 1111, 1111.1 and 1114 of this title, or
- b. forcible sodomy, as defined in Section 888 of this title.

21 O.S. § 142.20

Rape

A. Rape is an act of sexual intercourse involving vaginal or anal penetration accomplished with a male or female who is not the spouse of the perpetrator and who may be of the same or the opposite sex as the perpetrator under any of the following circumstances:

1. Where the victim is under sixteen (16) years of age;
2. Where the victim is incapable through mental illness or any other unsoundness of mind, whether temporary or permanent, of giving legal consent;
3. Where force or violence is used or threatened, accompanied by apparent power of execution to the victim or to another person;
4. Where the victim is intoxicated by a narcotic or anesthetic agent, administered by or with the privity of the accused as a means of forcing the victim to submit;
5. Where the victim is at the time unconscious of the nature of the act and this fact is known to the accused;
6. Where the victim submits to sexual intercourse under the belief that the person committing the act is a spouse, and this belief is induced by artifice, pretense, or concealment practiced by the accused or by the accused in collusion with the spouse with intent to induce that belief. In all cases of collusion between the accused and the spouse to accomplish such act, both the spouse and the accused, upon conviction, shall be deemed guilty of rape;
7. Where the victim is under the legal custody or supervision of a state agency, a federal agency, a county, a municipality or a political subdivision and engages in sexual intercourse with a state, federal, county, municipal or political subdivision employee or an employee of a contractor of the state, the federal government, a county, a municipality or a political subdivision that exercises authority over the victim;
8. Where the victim is at least sixteen (16) years of age and is less than twenty (20) years of age and is a student, or under the legal custody or supervision of any public or private elementary or secondary school, junior high or high school, or public vocational school, and engages in sexual intercourse with a person who is eighteen (18) years of age or older and is an employee of the same school system; or
9. Where the victim is nineteen (19) years of age or younger and is in the legal custody of a state agency, federal agency or tribal court and engages in sexual intercourse with a foster parent or foster parent applicant.

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B. Rape is an act of sexual intercourse accomplished with a male or female who is the spouse of the perpetrator if force or violence is used or threatened, accompanied by apparent power of execution to the victim or to another person.

21 O.S. § 1111

Rape by Instrumentation

A. Rape by instrumentation is an act within or without the bonds of matrimony in which any inanimate object or any part of the human body, not amounting to sexual intercourse is used in the carnal knowledge of another person without his or her consent and penetration of the anus or vagina occurs to that person.

B. Provided, further, that at least one of the circumstances specified in Section 1111 of this title has been met; further, where the victim is at least sixteen (16) years of age and is less than twenty (20) years of age and is a student, or under the legal custody or supervision of any public or private elementary or secondary school, junior high or high school, or public vocational school, and engages in conduct prohibited by this section of law with a person who is eighteen (18) years of age or older and is an employee of the same school system, or where the victim is under the legal custody or supervision of a state or federal agency, county, municipal or a political subdivision and engages in conduct prohibited by this section of law with a federal, state, county, municipal or political subdivision employee or an employee of a contractor of the state, the federal government, a county, a municipality or a political subdivision that exercises authority over the victim, consent shall not be an element of the crime.

C. Provided, further, that at least one of the circumstances specified in Section 1111 of this title has been met; further, where the victim is nineteen (19) years of age or younger and in the legal custody of a state agency, federal agency or tribal court and engages in conduct prohibited by this section of law with a foster parent or foster parent applicant.

21 O.S. § 1111.1

Rape in First Degree - Second Degree

A. Rape in the first degree shall include:

1. rape committed by a person over eighteen (18) years of age upon a person under fourteen (14) years of age; or
2. rape committed upon a person incapable through mental illness or any unsoundness of mind of giving legal consent regardless of the age of the person committing the crime; or
3. rape accomplished where the victim is intoxicated by a narcotic or anesthetic agent, administered by or with the privity of the accused as a means of forcing the victim to submit; or
4. rape accomplished where the victim is at the time unconscious of the nature of the act and this fact is known to the accused; or
5. rape accomplished with any person by means of force, violence, or threats of force or violence accompanied by apparent power of execution regardless of the age of the person committing the crime; or
6. rape by instrumentation resulting in bodily harm is rape by instrumentation in the first degree regardless of the age of the person committing the crime; or
7. rape by instrumentation committed upon a person under fourteen (14) years of age.

B. In all other cases, rape or rape by instrumentation is rape in the second degree

21 O.S. § 1114

Forcible Sodomy

B. The crime of forcible sodomy shall include:

1. Sodomy committed by a person over eighteen (18) years of age upon a person under sixteen (16) years of age;
2. Sodomy committed upon a person incapable through mental illness or any unsoundness of mind of giving legal consent regardless of the age of the person committing the crime;
3. Sodomy accomplished with any person by means of force, violence, or threats of force or violence accompanied by apparent power of execution regardless of the age of the victim or the person committing the crime;

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4. Sodomy committed by a state, county, municipal or political subdivision employee or a contractor or an employee of a contractor of the state, a county, a municipality or political subdivision of this state upon a person who is under the legal custody, supervision or authority of a state agency, a county, a municipality or a political subdivision of this state;

5. Sodomy committed upon a person who is at least sixteen (16) years of age but less than twenty (20) years of age and is a student of any public or private secondary school, junior high or high school, or public vocational school, with a person who is eighteen (18) years of age or older and is employed by the same school system;

6. Sodomy committed upon a person who is at the time unconscious of the nature of the act, and this fact should be known to the accused; or

7. Sodomy committed upon a person where the person is intoxicated by a narcotic or anesthetic agent administered by or with the privity of the accused as a means of forcing the person to submit.

21 O.S. § 888

Dating Violence

Dating violence is not defined under Oklahoma law; however, the law does provide that any act of physical harm, or the threat of imminent physical harm against a person with whom a perpetrator was or is in a dating relationship is considered domestic violence, which defined below. The law defines dating relationship as: a courtship or engagement relationship. For purposes of this act, a casual acquaintance or ordinary fraternization between persons in a business or social context shall not constitute a dating relationship.

22 O.S. § 60.1 (1), (5)

Domestic Violence

Domestic violence is not defined under Oklahoma law; however, the law does provide that: any person who commits any assault and battery against a current or former spouse, a present spouse of a former spouse, a former spouse of a present spouse, parents, a foster parent, a child, a person otherwise related by blood or marriage, a person with whom the defendant is or was in a dating relationship as defined by Section 60.1 of Title 22 of the Oklahoma Statutes, an individual with whom the defendant has had a child, a person who formerly lived in the same household as the defendant, or a person living in the same household as the defendant shall be guilty of domestic abuse.

21 O.S. § 644 (C)

Stalking

Any person who willfully, maliciously, and repeatedly follows or harasses another person in a manner that:

1. Would cause a reasonable person or a member of the immediate family of that person to feel frightened, intimidated, threatened, harassed, or molested; and
2. Actually causes the person being followed or harassed to feel terrorized, frightened, intimidated, threatened, harassed, or molested.

For purposes of this section:

1. "Harasses" means a pattern or course of conduct directed toward another individual that includes, but is not limited to, repeated or continuing unconsented contact, that would cause a reasonable person to suffer emotional distress, and that actually causes emotional distress to the victim. Harassment shall include harassing or obscene phone calls as prohibited by Section 1172 of this title and conduct prohibited by Section 850 of this title. Harassment does not include constitutionally protected activity or conduct that serves a legitimate purpose;
2. "Course of conduct" means a pattern of conduct composed of a series of two or more separate acts over a period of time, however short, evidencing a continuity of purpose. Constitutionally protected activity is not included within the meaning of "course of conduct";
3. "Emotional distress" means significant mental suffering or distress that may, but does not necessarily require, medical or other professional treatment or counseling;

4. "Unconsented contact" means any contact with another individual that is initiated or continued without the consent of the individual, or in disregard of that individual's expressed desire that the contact be avoided or discontinued. Constitutionally protected activity is not included within the meaning of unconsented contact. Unconsented contact includes but is not limited to any of the following:

- a. following or appearing within the sight of that individual,
- b. approaching or confronting that individual in a public place or on private property,
- c. appearing at the workplace or residence of that individual,
- d. entering onto or remaining on property owned, leased, or occupied by that individual,
- e. contacting that individual by telephone,
- f. sending mail or electronic communications to that individual, and
- g. placing an object on, or delivering an object to, property owned, leased, or occupied by that individual; and

5. "Member of the immediate family", for the purposes of this section, means any spouse, parent, child, person related within the third degree of consanguinity or affinity or any other person who regularly resides in the household or who regularly resided in the household within the prior six (6) months.

21 O.S. § 1173

APPENDIX B: EDUCATION, TRAINING, AND RESOURCES

Employees must take an approved training course every 2 years during their career, with the initial training in their first 30 days of service at the University (<https://onpoint.ou.edu>). Employees may be required to be recertified on demand. Failure to have a certification of this required training may result in appropriate disciplinary action. Additional in-person trainings are also offered periodically and on request. Where University employees are also students, they will be required to also take the mandatory online training provided to students. For those without access to a computer or in need of additional assistance, please contact the University's Human Resources Department to take the training in an alternate format. Please see the types of training offered below. For more information on training resources or to view copies of training resources, visit the Office of Institutional Equity website.

I. FOR STUDENTS, THE UNIVERSITY OFFERS:

- Mandatory online training for students through: <http://onpoint.ou.edu>. Where students are also University employees, they will be required to take both the employee training and the student online training.
- Training on sexual harassment/discrimination/violence is included in the University's mandatory alcohol training program (in-person and online).
- In-person training for student groups and students through courses, orientations, and other meetings.
- In-person training for Active Bystander Intervention skills: <https://ou.edu/gec/gender-based-violence-prevention/trainings/our-voice>.
- On-going campus campaigns and information at a variety of events concerning the policy and appropriate behaviors regarding sexual assault, dating violence, domestic violence, stalking, and other sexual misconduct.
- Informational website and brochures devoted to educating students at <https://www.ou.edu/content/eoo/policies.html>.
- In-person training (Step In, Speak Out and LGBTQ Ally) prevention workshops: <https://www.ou.edu/gec/>.
- OU Advocates available 24/7 to discuss all available resources on and off campus: (405)615-0013. For Tulsa-based programs (8 a.m. – 5 p.m.) (918) 660-3163; after hours: (918) 743-5763.

II. FOR EMPLOYEES, THE UNIVERSITY OFFERS:

- Mandatory online training for employees through: <http://onpoint.ou.edu>.
 - In-person training on sexual harassment/discrimination/violence and mandatory reporting through new employee orientations, foundations in management, and other periodic training opportunities and upon request.
 - In-person training for Active Bystander Intervention skills:<https://www.ou.edu/notonourcampus/howtohelp>.
 - Ongoing campus campaigns and information at a variety of events, concerning the policy and appropriate behaviors, regarding sexual assault, dating violence, domestic violence, stalking, and other sexual misconduct.
 - Informational website and brochures devoted to educating employees at: www.ou.edu/eoo.
 - In person training (LGBTQ Ally) prevention workshops.
 - OU Advocates available 24/7 to discuss all available resources on and off campus confidentially: 405-615-0013. For Tulsa-based programs (8 a.m. – 5 p.m.): (918) 660-3163 or after hours (918) 743-5763.
 - University Ombudsperson: (405) 325-3297 -] to discuss available resources and options for faculty/staff confidentially
-

III. OTHER RESOURCES AVAILABLE TO THE UNIVERSITY COMMUNITY:

- OU Advocates (24/7): (405) 615-0013 - provides advocates and referrals to other resources on-campus and off-campus. For Tulsa-based programs (8 a.m. – 5 p.m.) (918) 660-3163; after hours: (918) 743-5763
- Gender + Equality Center: (405) 325-4929 – provides information and referrals
- OUPD: emergencies (405) 325-1911; non-emergencies (405) 325-2864 -provides law enforcement support
- Goddard Health Center: (405) 325-2911 - provides confidential counseling/medical services on the Norman campus
- Employee Assistance Program: (800) 327-5043 - confidential resources for HSC and Norman employees; (918) 587-9471 for OU-Tulsa employees
- Norman Police Department: 911 for emergencies; (405) 321-1600 non-emergencies - provides law enforcement support
- Norman Rape Crisis Center-Women’s Resource Center: (405) 701-5660 - confidential off-campus resource
- Norman Domestic Violence Crisis Line: (405) 701-5540 - provides confidential resources off campus
- OUHSC-PD: (405) 271-4300 - provides law enforcement support HSC Student Counseling Services: (405) 271-7336 - provides confidential counseling services on the HSC campus
- OKC Rape Crisis/YWCA: (405) 943-7273 - provides confidential resources off campus
- OKC Police Department: 911 for emergencies; (405) 231-2121 non-emergencies
- Call Rape/Tulsa Rape Crisis: (918) 585-3143 - provides confidential resources off-campus
- OU Tulsa Counseling: (918) 660-3109 - provides confidential counseling services on the Tulsa campus
- Tulsa Police Department: 911 for emergencies; (918) 596-9222 for non-emergencies - provides law enforcement support
- Tulsa 211 Helpline: (918) 836-4357
- Oklahoma Coalition Against Domestic Violence and Sexual Assault: (405) 524-0700 - provides confidential resources off campus
- Oklahoma Safeline: (800) 522-7233 - provides confidential resources off campus
- Heartline Health: (800) 273-TALK - provides referral and support

- University Ombudsperson: (405) 325-3297 - provides confidential guidance and referrals for University faculty/staff

APPENDIX C: SEXUAL MISCONDUCT, DISCRIMINATION, AND HARASSMENT POLICY

This Appendix is to the Sexual Misconduct, Discrimination, and Harassment Policy (“Policy”) adopted by Cameron University (“Institution” or “CU”) on August 14, 2020. The University of Oklahoma and Cameron University entered into a Memorandum of Understanding, effective August 14, 2020 which sets forth the how the two institutions will coordinate to investigate violations of the Policy.

CU has adopted this Sexual Misconduct, Discrimination, and Harassment Policy and “University” as used herein refer to the institution unless stated otherwise below.

References to the University of Oklahoma’s Institutional Equity Office are to Cameron University Equal Opportunity Office. Other policy references are as follows:

1. References to the University of Oklahoma Student Rights and Responsibilities Code are to Cameron University Student Code of Conduct.
2. References to the Staff and Faculty Handbook refer to Employee Handbook or Faculty Handbook.
3. The title of “University’s Chief Human Resources Officer” is updated to Human Resources Director in the following:
 - Article IV (E)
 - Article V(C)
 - Article VII (C)(2)
4. The title “Director of Student Conduct” is updated to Director of Student Development in the following:
 - Article IV(F)
 - Article VII(C)(2)
5. The titles “Associate Title IX Coordinator” is updated to Title IX Co-Coordinators/EO Officers in the following:
 - Article I
6. The title of “Institutional Equity Office” or “Associate Equity Office” is updated to Equal Opportunity Officer in the following:
 - Article VI (A)
7. The reference to “University of Oklahoma” is update to Cameron University in the following:
 - Article VI (A)
8. The following language in Article 1 is updated to provide University specific contact information:

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To raise any concern involving bias or conflict of interest, or reports of misconduct or discrimination by the Title IX Coordinator, contact:

President John McArthur 2800 W Gore Blvd.
Administration Building Room 220 Lawton, OK 73505
580-581-2201
jmcarthur@cameron.edu

9. The language in Article II is updated to provide University specific contact information: Complaints or notice of alleged policy violations, or inquiries about or concerns regarding this policy and procedures, may be made internally to:

Christi Williams/Keith Vitense
Title IX Co-Coordinator/EO Officer 580-581-6712
eo-tix@cameron.edu

10. The following language in Article IV is updated to provide University specific information:

a. Section B:

Employees with questions regarding accommodations during pregnancy are encouraged to contact the Office of Human Resources (www.cameron.edu/hr), students and visitors with questions regarding accommodations during pregnancy are encouraged to contact the Office of Student Development www.cameron.edu/student-development

b. Section I:

The Consensual Sexual Relationships Policy may be found here: www.cameron.edu/policies

11. The following language in Article VI is updated to provide University specific contact information:

a. Section A:

Supervisors, managers and faculty members with administrative duties or student supervisory duties are responsible for taking all appropriate action to prevent sex discrimination and harassment, and to stop and correct it when it occurs, and are expected to report it to the Interim Institutional Equity Officer and Title IX Coordinator or any of the University's Title IX Co-Coordinators at 580-581-6712

b. Section C: Counseling Resources

- Student Wellness Center (Cameron)- North Shepler, Room 101, 580-581-6725
- Office of Equal Opportunity (Affirmative Action/Title IX Compliance)- eo-tix@cameron.edu ; 580-581-6712
- CU Office of Public Safety - South Shepler, Room 108, 580-581-2237 or 580- 581-2911
- Office of Student Development (conduct)- North Shepler, Room 314, 580- 581-2209
- Comanche County Memorial Hospital's Emergency Room - [3401 W Gore Boulevard](http://www.cameron.edu) or call (580) 355-8620
- Taliaferro Community Mental Health Center - 602 SW 38th St or call (580) 248-5780

12. References to are updated to reflect University specific contacts in Appendix B Employees must take an approved training course every 2 years during their career, with the initial training in their first 30 days of service at the University (<https://cameron-ok.safecolleges.com/login>). Employees may be required to be recertified on demand. Failure to have a certification of this required training may result in appropriate disciplinary action. Additional in-person trainings are also offered periodically and on request. Where University employees are also students, they will be required to also take the mandatory online training provided to students. For those without access to a computer or in need of additional assistance, please contact the University's Human Resources Department to take the training in an alternate format. Please see the types of training offered below. For more information on training resources or to view copies of training resources, visit the Equal Opportunity Office website.

I. For students, the University offers:

- Mandatory training for students is completed through UNIV 1001/1113 which is required for all first year students.
- Annual spring on-campus campaign concerning the policy and appropriate behaviors regarding sexual assault, dating violence, domestic violence, stalking, and other sexual misconduct.
- Informational website and brochures devoted to educating students at <https://www.cameron.edu/oeo>.
- OU Advocates available 24/7 to discuss all available resources on and off campus: (405)615- 0013. For Tulsa-based programs (8 a.m. – 5 p.m.) (918) 660-3163; after hours: (918) 743-5763.

II. For employees, the University offers:

- Mandatory online training for employees through: <https://cameron-ok.safecolleges.com/login>.
- In-person and virtual training on mandatory reporting through new employee orientations, foundations in management, and other periodic training opportunities and upon request.
- Annual spring on-campus campaign concerning the policy and appropriate behaviors regarding sexual assault, dating violence, domestic violence, stalking, and other sexual misconduct.
- Informational website and brochures devoted to educating employees at: <https://www.cameron.edu/oeo>.
- OU Advocates available 24/7 to discuss all available resources on and off campus confidentially: 405-615-0013. For Tulsa-based programs (8 a.m. – 5 p.m.): (918) 660-3163 or after hours (918) 743-5763.

III. Other resources available to the University community:

- OU Advocates (24/7): (405) 615-0013 - provides advocates and referrals to other resources on-campus and off-campus. For Tulsa-based programs (8 a.m. – 5 p.m.) (918) 660-3163; after hours: (918) 743-5763
- CU Office of Public Safety: emergencies 580-581-2237 or 580-581-2911
- Employee Assistance Program: (800) 327-5043 - confidential resources for HSC and Norman employees; (918) 587-9471 for OU-Tulsa employees
- Lawton Police Department: 911 for emergencies; 580-581-3271 non-emergencies - provides law enforcement support
- Comanche Nation Women's Shelter 580-492-3590
- New Directions Women's Shelter 580-357-8127
- Comanche County Memorial Hospital 580-355-8620
- Southwestern Medical Center 580-531-4700
- Taliaferro Community Mental Health Center 580-248-5780

APPENDIX C: SEXUAL MISCONDUCT, DISCRIMINATION, AND HARASSMENT POLICY

This Appendix is to the Sexual Misconduct, Discrimination, and Harassment Policy (“Policy”) adopted by Rogers State University (“Institution” or “RSU”) on August 14, 2020. The University of Oklahoma and Rogers State University entered into a Memorandum of Understanding, effective August 14, 2020 which sets forth the how the two institutions will coordinate to investigate violations of the Policy.

RSU has adopted this Sexual Misconduct, Discrimination, and Harassment Policy and “University” as used herein refer to this institution unless stated otherwise below.

References to the University of Oklahoma’s Institutional Equity Office are to RSU’s Office of Student Affairs. Other policy references are as follows:

1. References to the University of Oklahoma Student Rights and Responsibilities Code are to “Rogers State University Division of Student Affairs Student Code of Responsibilities and Conduct”
2. References to the Staff and Faculty Handbook refer to “Rogers State University Human Resources for Policies and Procedures Manual”
3. The title of “University’s Chief Human Resources Officer” is updated to “Director of Human Resources” in the following:
 - Article IV (E)
 - Article V(C)
 - Article VII (C)(2)
4. The title “Director of Student Conduct” is updated to “Director of Student Conduct & Development” in the following:
 - Article IV(F)
 - Article VII(C)(2)
5. The titles “Associate Title IX Coordinator” is updated to “Title IX Coordinator” in the following:
 - Article I
6. The title of “Institutional Equity Office” or “Associate Equity Office” is updated to “University Equal Opportunity Officer” in the following:
 - Article VI (A)
7. The reference to “University of Oklahoma” is update to “Rogers State University” in the following:
 - Article VI (A)
8. The following language in Article 1 is updated to provide University specific contact information:

To raise any concern involving bias or conflict of interest, or reports of misconduct or discrimination by the Title IX Coordinator, contact Vice President for Student Affairs Robert Goltra, Ed.D. at 1701 W. Will Rogers Blvd., Dr. Carolyn Taylor Center, RM 201D, Claremore, OK 74017, (918) 343-7569, rgoltra@rsu.edu.

9. The language in Article II is updated to provide University specific contact information:

Complaints or notice of alleged policy violations, or inquiries about or concerns regarding this policy and procedures, may be made internally to:

Jeana Rae Conn, JD
Director of Student Conduct & Development/Title IX Coordinator Jconn@rsu.edu
Dr. Carolyn Taylor Center 1701 W. Will Rogers Blvd., Claremore, OK 74017 918-343-7707, Office Direct

10. The following language in Article IV is updated to provide University specific information:

a. Section B:

Employees with questions regarding accommodations during pregnancy are encouraged to contact the Office of Human Resources (<https://www.rsu.edu/about/offices-services/human-resources>), students and visitors with questions regarding accommodations during pregnancy are encouraged to contact the Accessibility and Disability Resource Center (<https://www.rsu.edu/campus-life/student-resources/disability-services/>).

b. Section I:

The Consensual Sexual Relationships Policy may be found here: <http://www.rsu.edu/wp-content/uploads/2015/05/HumanResourcesPoliciesProceduresManual-2016-12-09.pdf>

11. The following language in Article VI is updated to provide University specific contact information:

c. Section A:

Supervisors, managers and faculty members with administrative duties or student supervisory duties are responsible for taking all appropriate action to prevent sex discrimination and harassment, and to stop and correct it when it occurs, and are expected to report it to the Interim Institutional Equity Officer and Title IX Coordinator or any of the University's Associate Title IX Coordinators at (918) 343-7707.

d. Section C: Counseling Resources

- RSU Police Department Patrol Phone: (918) -857-2807- provides referrals and support
- RSU Student Counseling Services: (918) 343-7845 - provides counseling services

12. References to are updated to reflect University specific contacts in Appendix B

Employees must take an approved training course every 2 years during their career, with the initial training in their first 30 days of service at the University (<https://www.rsu.edu/campus-life/student-resources/gender-based-misconduct/what-is-it/>). Employees may be required to be recertified on demand. Failure to have a certification of this required training may result in appropriate disciplinary action. Additional in-person trainings are also offered periodically and on request. Where

University employees are also students, they will be required to also take the mandatory online training provided to students. For those without access to a computer or in need of additional assistance, please contact the University's Human Resources Department to take the training in an alternate format. Please see the types of training offered below. For more information on training resources or to view copies of training resources, visit RSU's Office of Student Affairs website.

I. For students, the University offers:

- Mandatory online training for students through: <https://www.rsu.edu/campus-life/student-resources/gender-based-misconduct/what-is-it/>. Where students are also University employees, they will be required to take both the employee training and the student online training.
- Training on sexual harassment/discrimination/violence is included in the University's mandatory alcohol training program (in-person and online).
- In-person training for student groups and students through courses, orientations, and other meetings.
- On-going campus campaigns and information at a variety of events concerning the policy and appropriate behaviors regarding sexual assault, dating violence, domestic violence, stalking, and other sexual misconduct.
- Informational website and brochures devoted to educating students at <https://www.rsu.edu/campus-life/student-resources/gender-based-misconduct/what-is-it/>.
- OU Advocates available 24/7 to discuss all available resources on and off campus: (405)615-0013. For Tulsa-based programs (8 a.m. – 5 p.m.) (918) 660-3163; after hours: (918) 743-5763.

II. For employees, the University offers:

- Mandatory online training for employees through: <https://www.rsu.edu/campus-life/student-resources/gender-based-misconduct/what-is-it/>.
- In-person training on sexual harassment/discrimination/violence and mandatory reporting through new employee orientations, foundations in management, and other periodic training opportunities and upon request.
- Ongoing campus campaigns and information at a variety of events, concerning the policy and appropriate behaviors, regarding sexual assault, dating violence, domestic violence, stalking, and other sexual misconduct.
- Informational website and brochures devoted to educating employees at: <https://www.rsu.edu/campus-life/student-resources/gender-based-misconduct/what-is-it/>.
- OU Advocates available 24/7 to discuss all available resources on and off campus confidentially: 405-615-0013. For Tulsa-based programs (8 a.m. – 5 p.m.): (918) 660-3163 or after hours (918) 743-5763.

III. Other resources available to the University community:

- OU Advocates (24/7): (405) 615-0013 - provides advocates and referrals to other resources on-campus and off-campus. For Tulsa-based programs (8 a.m. – 5 p.m.) (918) 660-3163; after hours: (918) 743-5763
- Campus Police: Claremore 918-343-7624 -Campus Police Building Bartlesville 918-338-8020 or 918-440-9479 (cell) -First floor across from Admissions Pryor 918-825-6034 or 918-373-0357 (cell) -Room 104
- Student Health Center: 918-343-7614
- Employee Assistance Program: (800) 327-5043 - confidential resources for HSC and Norman employees; (918) 587-9471 for OU-Tulsa employees

- Hillcrest Hospital: 918-341-2556 - 1202 N. Muskogee Pl., Claremore, OK 74017
- Jane Phillips Medical Center: 918-333-7200 - 3500 SE. Frank Phillips Blvd., Bartlesville, OK 74006
- Integris Mayes County Medical Center: 918-825-1600 - 111 N. Bailey St., Pryor, OK 74361
- DVIS Call Rape Helpline: 918-749-5763
- Safenet Services (Rogers County): 918-341-1424 -1219 W. Dupont, Claremore, OK 74017
Safenet Services (Mayes County): 918-825-0190 - 19 N. Coo-Y-Yah, Pryor, OK 74361
- Family Crisis and Counseling Center: 918-336-1188 - 622 SE Frank Phillips, Bartlesville, OK 74003

~~3.2.4.1— STATEMENT~~

~~The Board of Regents explicitly condemns gender-based misconduct, including, but not limited to, discrimination based on sex, sexual assault, sexual or sexual harassment against students, staff, and faculty.~~

~~Accordingly, the University is committed to providing an environment of study and work free from all forms of gender-based harassment, exploitation, or intimidation and to ensuring the accessibility of appropriate grievance procedures for addressing all complaints regarding gender-based discrimination. Any such activity committed by a member of the University community may subject the individual to University sanctions as well as civil and criminal penalties. This policy covers unwelcome conduct of a sexual nature. Consensual romantic relationships between members of the University community are subject to other University policies.~~

~~The full text of the University Gender-Based Misconduct Policy shall be made publicly available on the websites of each University. Hard copies may be requester through the University's equal opportunity and/or student affairs office.~~

~~3.2.4.2— GENDER-BASED MISCONDUCT DEFINED~~

~~Gender-based misconduct comprises a broad range of behaviors focused on sex and/or gender that may or may not be sexual in nature. Any intercourse or other intentional sexual touching or activity without the other person's consent is sexual assault, which is a form of gender-based misconduct under this Policy. Sexual harassment, sexual exploitation, gender-based harassment, stalking, domestic violence, and dating violence are also forms of gender-based misconduct. Intimidation for one of these purposes is gender-based misconduct, as is retaliation following an incident of alleged gender-based misconduct or attempted gender-based misconduct. Misconduct can occur between strangers or acquaintances, or people who know each other well, including between people involved in an intimate or sexual relationship, can be committed by anyone regardless of gender identity, and can occur between people of the same or different sex or gender.~~

~~This Policy prohibits all forms of gender-based misconduct.~~

~~3.2.4.3 — EXAMPLES OF PROHIBITED GENDER-BASED MISCONDUCT~~

~~Conduct prohibited by this policy may include, but is not limited to:~~

- ~~• Coercion for a date or a romantic or intimate relationship~~
- ~~• Unwelcome touching, kissing, hugging, or massaging~~
- ~~• Use of unwanted force in connection with sexual activity or attempted sexual activity~~
- ~~• Sexual contact with a person who has not clearly consented~~
- ~~• Unwelcome remarks about the private parts of a person's body~~
- ~~• Belittling remarks about a person's gender or sexual orientation based on gender stereotyping~~
- ~~• Videotaping or photographing of activity of a sexual or private nature without the consent of the person(s) being videotaped or photographed~~
- ~~• Obscene gestures of a sexual or gender-based nature~~
- ~~• Derogatory posters, graffiti, cartoons, calendars, drawings, pictures, or text, whether disseminated through hard copy or electronically through e-mail, the Internet, or other digital mediums to facilitate any of the behaviors listed above.~~

3.2.4.4 - RETALIATION

University policy also prohibits retaliation against a person for filing a complaint of discrimination or harassment under the Non-Discrimination Policy and/or the ~~Gender-Based Misconduct~~ Sexual Misconduct, Discrimination, and Harassment Policy or other applicable federal, state, or local laws. This Retaliation Policy also prohibits retaliation against any person who assists someone with a complaint under these laws or policies or who participates in any manner in an investigation or resolution of such a complaint.

3.2.4.5 - SANCTIONS

Appropriate disciplinary action may include a range of actions up to and including dismissal and/or expulsion.

~~3.2.4.6 — DUTY TO REPORT GENDER-BASED MISCONDUCT~~

~~Any member of the University community may report conduct that could constitute gender-based misconduct, including sexual assault, discrimination and harassment. Additionally, supervisors, managers, and other designated employees are responsible for taking all appropriate action to prevent gender-based misconduct sexual assault, discrimination and harassment, to correct it when it occurs, and to promptly report it to the Equal Opportunity Officer, Title IX Officer, or other appropriate University official. Failure to do so may result in disciplinary action up to and including termination.~~

3.2.4.7--COMPLAINT PROCEDURE

Any individual who at the time of the actions complained of was employed by the University or was an applicant for University employment or was enrolled as a student or an applicant for admission at the University may file a complaint concerning violations of the Non-Discrimination Policy with the ~~Equal Opportunity Officer~~ Institutional Equity Officer, and with respect to violations of the ~~Gender-Based Misconduct Policy~~ Sexual Misconduct, Discrimination, and Harassment Policy with the Title IX ~~Officer~~ Coordinator and/or the Institutional Equity ~~Equal Opportunity~~ Officer for review and investigation regarding complaints against University

students, faculty, staff or those third parties utilizing University services or third parties on University premises. The full text of the policies are publicly available on the websites of each University. Hard copies may be requester through the University's equal opportunity and/or student affairs office.

3.2.5 - CONSENSUAL SEXUAL RELATIONSHIPS POLICY

3.2.5.1 - RATIONALE

The University's educational mission is promoted by professionalism in faculty, staff, and student relationships. Professionalism is fostered by an atmosphere of mutual trust and respect. Actions of faculty, staff, and students that harm this atmosphere undermine professionalism and hinder fulfillment of the University's mission. Trust and respect are diminished when those in positions of authority abuse, or appear to abuse, their power. Those who abuse, or appear to abuse, their power in such a context violate their duty to the University.

University employees exercise power over subordinate employees and students, whether in giving them praise or criticism; evaluating them; making recommendations for promotion, further studies, or their future employment; or conferring any other benefits on them.

Consensual amorous, dating, or sexual relationships have inherent risks when they occur between a faculty member, supervisor, or other member of the University community and any person over whom he or she has a professional responsibility. The risks include a student or subordinate's feeling coerced into an unwanted relationship to ensure they receive a proper educational or employment experience; potential conflicts of interest in which the person is in a position to evaluate the work or make personnel or academic decisions with respect to the individual with whom he or she is romantically involved; a perception by students or employees that a fellow student or coworker who is involved in a romantic relationship with his or her supervisor or professor will receive an unfair advantage; either or both of the parties engaging in behavior destructive to the other or their academic or working environments if the relationship ends; and the potential that University/state resources are used inappropriately to further the romantic relationship. Therefore, the University will view it as unethical if staff or faculty members engage in amorous relations with subordinate employees or students enrolled in their classes or subject to their supervision, even when both parties appear to have consented to the relationship.

Those with professional responsibility over others and with whom they have a romantic relationship should be aware that their involvement may subject them and the University to legal liability; consequently, such relationships are strongly discouraged. "Professional responsibility" is defined as performing functions including but not limited to teaching, counseling, grading, advising, evaluating, hiring, supervising, and making decisions or recommendations that confer benefits such as promotions, financial aid awards, or other remuneration, or that may impact upon other academic or employment opportunities.

3.2.5.2 - DEFINITIONS

As used in this policy, the term "employee" includes all employees, including but not limited to, academic and non-academic administrators, supervisory personnel, staff, faculty, graduate students with or without teaching responsibilities, student employees, and other instructional personnel. The term "consensual sexual relationship" includes amorous or romantic relationships and is intended to target conduct that go beyond what a person of ordinary sensibilities would believe to be a collegial or professional relationship.

The term “subordinate” means an employee or student in a position of lesser power or authority than the other party to the amorous relationship. For example, any employee or student who is beneath another in the employment chain of command or who relies upon the other for day-to-day directions would be “subordinate,” as would a project team member or housing resident with respect to the project director or resident advisor, respectively.

3.2.5.3 - POLICY

Consensual sexual relationships between employees and subordinate employees or subordinate students are prohibited. Violations of this policy may lead to disciplinary action up to and including termination and/or expulsion.

3.2.5.3.1 - FACULTY-STUDENT RELATIONSHIPS

Within the Instructional Context – It is considered a serious breach of professional ethics for an employee to initiate or acquiesce in a sexual relationship with a student who is enrolled in a course being taught by the employee or whose academic work (including work as a teaching assistant) is being supervised by the employee.

Outside the Instructional Context -- Sexual relationships between faculty members and students occurring outside the instructional context may lead to difficulties. Particularly when the faculty member and student are in the same academic unit or in units that are academically allied, relationships that the parties view as consensual may appear to others to be exploitative. Further, in such situations, the faculty member may face serious conflicts of interest and should be careful to distance himself or herself from any decisions that may reward or penalize the student involved. A faculty member who fails to withdraw from participation in activities or decisions that may reward or penalize a student with whom the faculty member has or has had an amorous relationship will be deemed to have violated his or her ethical obligation to the student, to other students, to colleagues, and to the University.

3.2.5.3.2 - STAFF-SUBORDINATE RELATIONSHIPS

Sexual relationships between employees and subordinate employees or subordinate students occurring outside the instructional context may also lead to difficulties, particularly when the employee and subordinate employee or subordinate student are in the same academic unit or in units that are closely allied. Relationships that the parties view as consensual may appear to others to be exploitative. Further, in such situations the employee may face serious conflicts of interest and must be careful to distance himself or herself from any decisions that may reward or penalize the subordinate employee or subordinate student involved.

Supervisors, or those with professional responsibility, over someone with whom they have or have had an amorous, consensual, romantic, or sexual relationship must notify their direct supervisor that a management-control plan needs to be implemented, or that the supervisor wishes a transfer so that he or she is no longer in a position of professional responsibility over the affected individual. To avoid the severe risks noted, supervisors in such relationships may not manage, supervise, evaluate, or make other employment decisions concerning the individual with whom they are engaged in a romantic relationship. If the relationship ends, the management-control plan must remain in effect. Failure to notify a supervisor to ensure a plan is in place may result in disciplinary action, including termination, for that supervisor. An employee who fails to enter a management control plan or withdraw from participation in activities or decisions that may reward or penalize such subordinates with whom the employee has or has had an amorous relationship will be deemed to have violated his or her ethical and professional obligations to the University.

3.2.5.4 - COMPLAINT PROCEDURE

Complaints alleging a violation of the Consensual Sexual Relationships Policy shall be handled in accordance with the ~~Equal Opportunity Grievance Procedure~~ **Grievance Procedure for Complaints Based upon Sexual Misconduct, Discrimination and Harassment Policy**. Please contact the following:

<u>Cameron University</u>	<u>Rogers State University</u>
Title IX/Equal Opportunity Officer	Vice President, Student Affairs (Student) Director of Human Resources (Faculty/Staff)

3.2.6 ~~EQUAL OPPORTUNITY~~ GRIEVANCE PROCEDURES

The investigative process, findings and recommendations, and appeals process for claims brought under the Non-~~Discrimination~~ Policy, ~~Gender Based Misconduct Policy~~ **Sexual Misconduct, Discrimination, and Harassment Policy**, or other applicable ~~equal opportunity~~ policy are handled by the ~~University Equal Opportunity~~ **Institutional Equity** Officer or Title IX ~~Officer~~ **Coordinator**. The full text of the University Non-~~Discrimination~~ Policy, ~~Gender Based Misconduct Policy~~ **Sexual Misconduct, Discrimination, and Harassment Policy**, or other ~~applicable equal opportunity~~ **institutional equity** policies are publicly available on the websites of each University. Hard copies may be requested ~~red~~ through ~~each~~ the University's **Institutional Equity** ~~equal opportunity~~ and/or student affairs office.

<u>Cameron University</u>	<u>Rogers State University</u>
Title IX/Equal Opportunity Officer	Vice President, Student Affairs (Student) Director of Human Resources (Faculty/Staff)

3.2.7 - REVISIONS TO ~~EQUAL OPPORTUNITY~~ INSTITUTIONAL EQUITY POLICIES

Revisions to the Non-~~Discrimination~~ Policy, ~~Gender Based Misconduct Policy~~ **Sexual Misconduct, Discrimination, and Harassment Policy**, or other applicable ~~equal opportunity~~ **institutional equity** policies may be made automatically where necessary to comply with federal, state and local laws, or applicable regulations or guidance.

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

ACTION PROPOSED:

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

BACKGROUND AND/OR RATIONALE:

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

4.4 - OBLIGATION AND COLLECTION OF STUDENT FEES

Tuition and fees, including fees for special educational services, are due prior to the first day of class. The University's administration shall establish and publish a deadline when tuition and fees are payable, after which the payment may be subject to a service or late payment charge.

4.4.1 - ADD/DROP PERIOD

Classes may be dropped during the first ten regular instructional days of a regular semester and the first five regular instructional days of a summer session, or, in general, the first one-eighth of the academic term. The University may also allow students to add courses during this period or a designated shorter period. In either case, appropriate add/drop charges apply,

4.4.2 - LATE PAYMENT

Late payment will require payment in full and will be subject to a service/late payment charge in an amount determined and published by the University.

4.4.3 - FINANCIAL OBLIGATIONS INCURRED BY STUDENTS

The following procedures modify and clarify existing practices of the University governing financial obligations incurred by students, including both initial payments and delinquent debts. These procedures may be categorized as:

- Obligation and collection of tuition and fees
- Obligation and payment of other charges and fees
- Insufficient funds checks
- Delinquent housing payments

4.4.3.1 - OBLIGATION AND COLLECTION OF TUITION AND FEES

- 1) A financial obligation is incurred at the time a student elects to register. Registration may be canceled without financial obligation at any time before the scheduled first day of classes or during the drop period defined in 4.4.1.

- 2) Students may pay tuition and fees prior to the first day of classes. Monthly statements will be prepared and communicated before the payment deadline. Failure to receive a statement will not exempt a student from late penalties. It is the student's responsibility to determine his or her financial obligation and how it is to be met.
- 3) To avoid penalties and/or service charges, students are required to pay all tuition and fees in total prior to the date designated by the Business Office or Bursar as the last day to pay tuition and fees without penalty. At the time of enrollment, students will receive detailed information regarding tuition and fee payment.
- 4) Students may pay their tuition and fees in full at any time or may establish a payment plan which allows for up to four payments during each fall and spring semester. These payments are subject to the service charge as defined in paragraph 6.
- 5) Students who do not pay their tuition and fees during the period noted above will be considered to have delinquent accounts. The Business Office or Bursar will send "Overdue Notices/Statements" directly to the students when their tuition and fees are not paid on time.
- 6) Students will be charged a payment plan fee and/or a monthly service charge on any unpaid balance on their student accounts receivable that is one billing cycle past due. The payment plan fee and/or a monthly service charge rate is published by the Business Office/Bursar each semester.

Service/late payment charges may be waived if the University, through its action or inaction, has caused the payment for tuition and fees to be made beyond published deadlines, or if there are extraordinary circumstances (*e.g.*, death in family, serious illness, accident, *etc.*) which result in the student's tuition and fees not being paid by the published deadlines. The extraordinary circumstances must be an event which the student could not reasonably control or foresee. Extraordinary circumstances do not include reasons such as failure to receive a bill, not having the funds to pay, having a car payment or other payments due, or having other reasons which could be reasonably controlled or foreseen by the student. Students requesting a waiver of the service/late payment charges due to an extraordinary circumstance should submit a written request to the Business Office/Bursar fully describing the circumstances and include copies of supporting information. Requests for waivers should be submitted prior to the published deadline for tuition and fee payment whenever possible. The Business Office/Bursar shall review the request and supporting documentation and determine whether a waiver is to be made. In addition, students requesting service/late payment charges waiver should contact the Office of Financial Aid to determine if their extraordinary circumstance makes them eligible for aid from any of the University's financial aid programs. Students paying tuition and fees with financial aid must obtain a service /late payment charges waiver from the Office of Financial Aid, in addition to the waiver from the Business Office/Bursar. Eligibility for this additional waiver will be determined by the Office of Financial Aid.

- 7) Students with outstanding tuition and fees at the beginning of any enrollment period who are not in conformance with paragraphs 3 or 4, above, will not be permitted to enroll. The Business Office/Bursar will notify the Registrar of the names of those students with outstanding tuition and fees. Except for HOLDS on students' accounts that have been referred to Collections, the Business Office/Bursar, or their designee may remove enrollment HOLDS as an exception to this policy when, in the judgment of the Business Office/Bursar or his/her designee, there are extraordinary circumstances which prevented a student from paying outstanding tuition and fees.

- 8) Until and including the last day of final examinations, students may pay their delinquent accounts by paying their account balance in full, including all tuition and fees for their original enrollment plus the service charge noted in paragraph 6, above. Students settling their delinquent accounts after the last day of final examinations will be charged an additional penalty over and above the charges for delinquent accounts noted above. The amount of the additional late payment charge is published by the Business Office /Bursar each semester.
- 9) The Business Office or Bursar will notify the Registrar of the names of those students whose tuition and fees are not paid by the last day of classes. The Registrar may withhold the reporting of final grades for such a student and will not release the student's transcript until his or her account balance is paid in full.
- 10) Withdrawal from classes after the applicable drop period does not relieve students of their financial obligation to the University, and these students will be charged 100% of the tuition and fees due the University.
- 11) Those students who wish to pay tuition and fees to be reinstated for a semester or summer term after the last day of finals for that session must be referred to the Vice President for Academic Affairs. The basic posture is that retroactive reinstatement would be allowed only in cases where it can be established that the University somehow contributed to the student's late payment by some error on its part. Students requesting to be retroactively enrolled or added for prior semesters will be charged the tuition and fee rates in effect for the current semester plus applicable late fees and service charges. Regardless of when a student pays tuition and fees, payment for the entire enrollment is required. Selective course payment is not permitted.
- 12) All payments for delinquent accounts must be paid in a manner acceptable to the University. Delinquent accounts may be referred for collection action to the Office of Legal Counsel or its designee. In such cases, the student is responsible for any collection costs or fees, including attorney's fees, assessed to his or her delinquent account.

ISSUE: CONTRACT FOR RESTROOM REHABILITATION – RSU**ACTION PROPOSED:**

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

BACKGROUND AND/OR RATIONALE:

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

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

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

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

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

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

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



BID TABULATION

PROJECT: Preparatory Hall Restroom Renovation - RFB 2223-02

Bid Due: April 12th 2023 @ 11:00 am

	BIDDER	Bid Form	Bid Bond	Non-Collusion Affidavit	Business Relationship Affidavit	Equal Employment Opportunity & Affirmative Action Affidavit	Sex Offenders Affidavit	Addendum 1	Base Bid	Alternate
1	Magnum Construction	X	X	X	X	X	X	X	\$258,000.00	\$99,000.00
2	Limestone Construction	X	X	X	X	X	X	X	\$316,916.00	\$115,974.00
4	American Central	X	X	X	X	X	X	X	\$273,600.00	\$111,407.00
3										
5										
6										
7										

BID TABULATION

PROJECT: Preparatory Hall Restroom Renovation RFB 2223-02

Bid Due: April 12th 2023 @ 11:00 am

	BIDDER	Base Bid	Alternate 1
1	MAGNUM CONSTRUCTION	\$ 258,000 ⁰⁰	\$ 299,000 ⁰⁰
2	LIMESTONE CONSTRUCTION	\$ 316,916 ⁰⁰	\$ 115,974 ⁰⁰
4	AMERICAN CENTRAL CORP.	\$ 273,600 ⁰⁰	\$ 111,407 ⁰⁰
3			
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ISSUE: CONTRACT FOR CYBERSECURITY SERVICE – RSU**ACTION PROPOSED:**

President Rice recommends the Board of Regents authorize the President to award a contract to Alliant Cybersecurity as the successful bidder to function as a Virtual Chief Information Security Officer, provide a 24-hour-a-day/seven-day-a-week managed security operations center, and provide other related services at an annual cost of \$230,000.00 with a one-time initialization costs of \$36,000.

BACKGROUND AND/OR RATIONALE:

RSU's Director of Information Technology worked with his staff, Chief Audit Executive Charles Wright and Cybersecurity Consultant Johan Lidros to prepare and publish RFP #2223-01. Included in the RFP were specific services related to cybersecurity that the University seeks to outsource.

The Request for Proposal (RFP) # 2223-01 was advertised on January 27, 2023. Sealed Bids were due prior to February 20, 2023.

Thirteen sealed bids were received, opened, and reviewed by the Director of IT. Additional review was provided by Mr. Lidros with several questions for the University to clarify. After clarification, it was decided Alliant offered the best solution for the University.

The RFP evaluation spreadsheet sheet is attached. President Rice recommends accepting Alliant Cybersecurity as the successful bidder.

Funding for this project has been established and will be from the E&G Operations Budget.

The resulting contract will be subject to review by the Office of Legal Counsel before execution.

Bids	UDT	Cerberus Sentinel	Pinnacle Business System MGT Consulting	Cyderes	Alliant Cybersecurity	Howard/Horne
Meet All Required Elements	Yes	Yes	Yes	Yes	Yes	Unclear
Pricing:						
VCISO Hourly Rate			\$ 100,000.00	\$ 100,000.00		
Yearly Reoccurring Costs	\$ 112,800.00	\$ 202,290.00	\$ 46,942.00	\$ 12,500.00	\$ 150,000.00	\$ 65,600.00 \$ 82,800.00
Microsoft A5 Hours (One Time)	\$ 47,700.00	\$ 20,000.00			\$ 50,000.00	\$ 36,000.00
SIEM Service	\$ 189,840.00	\$ 125,496.00	\$ 157,625.84	\$ 42,500.00	\$ 310,000.00	\$ 80,000.00
One time Setup Fee	\$ 25,000.00	\$ 28,600.00		\$ 6,500.00	\$ 98,225.00	
Total First Year's Cost	\$ 375,340.00	\$ 376,386.00	\$ 304,567.84	\$ 161,500.00	\$ 608,225.00	\$ 181,600.00 \$ 82,800.00
Optional Elements:						
24/7 SOC			\$ 33,150.00		\$ 80,000.00	
Automated Intervention						
External Pen Tests		\$ 6,720.00	\$ 24,000.00		\$ 5,650.00	\$ 20,232.00
Internal Pen Tests		\$ 16,800.00				
Yearly Cybersecurity Training			\$ 12,000.00		\$ 4,200.00	\$ 1,903.00
Phishing Tests					\$ 3,350.00	
Social Engineering Tests					\$ 4,825.00	
Tabletop Exercises			\$ 9,500.00		\$ 1,500.00	\$ 3,000.00

Tabletop Exercises

Bids	Avertium	Inspira	Rich on Cyber	Elliott Management LLC Amatas	Mazars
Meet All Required Elements	Yes	Yes	Yes	Yes	Yes
Pricing:					
VCISO Hourly Rate					
Yearly Reoccurring Costs	\$ 322,876.00	\$ 343,000.00	\$ 145,600.00	\$ 210,600.00	\$ 27,880.00
Microsoft A5 Hours (One Time)			Not Included		\$ 7,662.00
SIEM Service	\$ 152,700.00	Unclear doesn't appear to be	Not Included	\$ 61,205.00	\$ 73,796.00
One time Setup Fee					\$ 7,324.00
Total First Year's Cost	\$ 475,576.00	\$ 343,000.00	\$ 145,600.00	\$ 271,805.00	\$ 116,662.00
Optional Elements:					
24/7 SOC	\$ 68,400.00	\$ 95,000.00		\$ 54,000.00	\$ 52,728.00
Automated Intervention	\$ 9,600.00	\$ 20,000.00		\$ 30,000.00	\$ 13,939.00
External Pen Tests				Included in Base	
Internal Pen Tests	\$ 27,000.00	\$ 35,000.00		Included in Base	
Yearly Cybersecurity Training	\$ 144,000.00				
Phishing Tests		\$ 30,000.00		\$ 30,000.00	
Social Engineering Tests	\$ 39,875.00	\$ 20,000.00		Included in Base	

ISSUE: ACADEMIC AND ADMINISTRATIVE PERSONNEL ACTION(S) – RSU**ACTION PROPOSED:**

President Rice recommends approval of the faculty personnel actions listed. An executive session pursuant to Section 307B.1 of the Open Meeting Act may be proposed.

CHANGE(S):

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

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

RESIGNATION(S):

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

RETIREMENT(S):

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

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

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

ISSUE: ON-CALL ARCHITECTS AND ENGINEERS QUARTERLY REPORT – RSU

ACTION PROPOSED:

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

BACKGROUND AND/OR RATIONALE:

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

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

However, the following transaction was inadvertently omitted previously:

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

ISSUE: QUARTERLY REPORT OF PURCHASES – RSU

ACTION PROPOSED:

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

BACKGROUND AND/OR RATIONALE:

Section 4.10.8 of the Regents’ Policy Manual requires the reporting of purchase obligations at least quarterly.

The Board of Regents’ policy governing the buying and selling of goods and services states that:

- I. Purchases and/or acquisition of goods and services over \$250,000 must be submitted to the Board for prior approval; and
- II. Purchase obligations between \$50,000 and \$250,000 must be reported quarterly to the Board as an information item. Sole source procurements in this category must also be reported and identified as such.

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

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

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

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

None to Report

ISSUE: QUARTERLY FINANCIAL ANALYSIS – RSU

ACTION PROPOSED:

This item is presented for information only. No action is required.

BACKGROUND AND/OR RATIONALE:

The reporting schedule of the Finance, Audit, and Risk Committee establishes a quarterly reporting requirement for financial statements.

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

ROGERS STATE UNIVERSITY
STATEMENT OF NET POSITION
 March 2023 (FY23)
UNAUDITED - MANAGEMENT USE ONLY

Assets	<u>3/31/23</u>	<u>3/31/22</u>
Unrestricted Cash and cash equivalents	\$ 24,455,999	\$ 21,983,864
Restricted Cash and cash equivalents	4,247,307	3,885,522
Accounts receivable - net	3,401,298	3,222,046
Net other post-employment benefit asset	403,387	29,683
Deposits and prepaid expenses	-	-
Capital assets, net	63,331,435	65,151,884
Total Assets	<u><u>95,839,425</u></u>	<u><u>94,272,998</u></u>
Deffered Outflows of Resources	<u><u>5,360,561</u></u>	<u><u>9,552,458</u></u>
Liabilities		
Accounts payable and accrued expenses	1,115,155	914,212
Post-employment benefits obligation	-	19,056
Accrued compensated absences	952,471	1,003,770
Net pension liability	15,084,747	28,848,865
Unearned revenue	4,535,892	4,315,013
Bonds payable	1,788,833	1,937,728
Other financial arrangements	35,834,252	38,764,618
Leases payable	658,865	-
Deposits held in custody for others	220,086	204,457
Total Liabilities	<u><u>60,190,302</u></u>	<u><u>76,007,719</u></u>
Deferred Inflows	<u><u>11,317,981</u></u>	<u><u>3,600,067</u></u>
Net Position		-
Net Position	29,691,704	24,217,670
Total Net Position	<u><u>\$ 29,691,704</u></u>	<u><u>\$ 24,217,670</u></u>

ROGERS STATE UNIVERSITY
STATEMENT OF REVENUES, EXPENSES AND CHANGES TO NET POSITION
FOR THE NINE MONTHS ENDED MARCH 31, 2023 AND 2022
UNAUDITED - MANAGEMENT USE ONLY

	3/31/23	3/31/22
Operating Revenues		
Student tuition and fees	\$ 17,146,028	\$ 16,826,432
Federal grants and contacts	2,234,753	4,052,496
State and private grants and contracts	2,687,366	2,639,163
Auxiliary enterprises	6,414,030	6,290,223
Other operating revenues	59,242	330,137
Total Operating Revenue	28,541,419	30,138,452
Operating Expenses		
Compensation and benefits	15,374,329	17,370,379
Contractual services	2,239,630	1,843,143
Supplies and materials	5,326,478	5,734,030
Depreciation	2,484,622	2,523,713
Utilities	1,295,800	1,224,890
Communications	176,476	152,609
Scholarships and fellowships	13,843,701	13,081,413
Other operating expenses	1,404,808	1,090,905
Total Operating Expenses	42,145,844	43,021,082
Operating Loss	(13,604,425)	(12,882,631)
Nonoperating Revenues (Expenses)		
State appropriations	9,792,478	9,226,497
Federal and State Grants	5,766,652	5,376,042
Endowment and Investment income	124,628	63,542
Interest expense	(849,609)	(904,646)
Net Nonoperating Revenues	14,834,150	13,761,435
Income Before Other Revenues, (Expenses), Gains or (Losses)	1,229,725	878,805
Other Revenues, Expenses, Gains or Losses		
Capital state appropriations	1,686,894	1,585,692
Capital Grants and Gifts	35,000	165,530
Total Other Revenue, (Expenses), Gains and (Losses)	1,721,894	1,751,222
Change in Net Position	\$ 2,951,619	\$ 2,630,027

ROGERS STATE UNIVERSITY
STATEMENT OF REVENUES, EXPENSES, AND CHANGES IN NET POSITION
BUDGET TO ACTUAL
FOR THE NINE MONTHS ENDED MARCH 31, 2023
UNAUDITED - MANAGEMENT USE ONLY

	FY23 Annual Budget	July-December Actual	% of Budget	Difference Budget to Actual
Operating Revenues				
Student Tuition and fees, net	\$ 21,773,511	\$ 17,146,028	79%	\$ 4,627,483
Federal grants and contacts	4,517,386	2,234,753	49%	\$ 2,282,633
State and private grants and contracts	1,193,700	2,687,366	225%	\$ (1,493,666)
Auxiliary enterprises	10,867,963	6,414,030	59%	\$ 4,453,933
Other Revenue/Use of Reserves	3,132,148	59,242	2%	\$ 3,072,907
Total Operating Revenue	<u>41,484,708</u>	<u>28,541,419</u>	69%	<u>12,943,290</u>
Operating Expenses				
Compensation and benefits	27,537,478	15,374,329	56%	12,163,149
Contractual services	3,431,757	2,239,630	65%	1,192,126
Supplies and materials	12,962,769	5,326,478	41%	7,636,291
Utilities	1,771,260	1,295,800	73%	475,460
Communications	323,502	176,476	55%	147,026
Other operating expenses	2,869,684	1,404,808	49%	1,464,876
Depreciation expense	-	2,484,622	0%	(2,484,622)
Scholarships	12,419,317	13,843,701	111%	(1,424,384)
Total Operating Expenses	<u>61,315,767</u>	<u>42,145,844</u>	69%	<u>19,169,923</u>
Operating Income (Loss)	(19,831,059)	(13,604,425)		(6,226,633)
Nonoperating Revenues (Expenses)				
State appropriations	12,583,432	9,792,478	78%	2,790,954
On-behalf OTRS Contributions	-	-	0%	-
Federal and State Grants	5,726,077	5,766,652	101%	(40,575)
Investment income	93,335	124,628	134%	(31,293)
OSHRE Endowment income	92,478	-	0%	92,478
Interest expense	-	(849,609)	0%	849,609
Net Nonoperating Revenues	<u>18,495,322</u>	<u>14,834,150</u>	80%	<u>3,661,172</u>
Income (Loss) Before Other Revenues, Expenses, Gains or (Losses)	(1,335,737)	1,229,725		(2,565,462)
Other Revenues, Expenses, Gains or (Losses)				
State appropriations restricted for capital purposes	1,000,000	1,000,000	100%	-
Capital Gifts and Grants	43,186	35,000	81%	8,186
On-behalf state appropriation restricted for debt service	-	686,894	0%	(686,894)
Total Other Revenues, Expenses, Gains or (Losses)	<u>1,043,186</u>	<u>1,721,894</u>	165%	<u>(678,708)</u>
Change in Net Position	<u>\$ (292,551)</u>	<u>\$ 2,951,619</u>		<u>\$ (3,244,170)</u>

Rogers State University
Statement of Cash Flows
For the Month ending March 31, 2023

	University Quarter Ended March 31, 2023	University Quarter Ended March 31, 2022
Cash flows from operating activities		
Tuition and fees	\$ 20,635,399	\$ 23,135,133
Federal grants and contracts	\$ 4,701,181	\$ 6,730,157
Auxiliary enterprises	\$ 6,414,030	\$ 6,290,223
Other operating receipts	\$ (651,401)	\$ (669,636)
Payments made to employees for salaries and benefits	\$ (15,289,643)	\$ (17,247,271)
Payments made for Scholarships	\$ (13,843,701)	\$ (13,081,413)
Payments made to suppliers	\$ (10,656,790)	\$ (10,660,153)
Net cash provided (used) in operating activities	<u>\$ (8,690,925)</u>	<u>\$ (5,502,960)</u>
Cash flows from non-capital financing activities		
State appropriations	\$ 9,792,478	\$ 9,226,497
Federal and State Grants (PELL, SEOG)	\$ 5,766,652	\$ 5,376,042
Direct loans received	\$ -	\$ -
Direct loans disbursed	\$ -	\$ -
Net cash provided by non-capital financing activities	<u>\$ 15,559,130</u>	<u>\$ 14,602,539</u>
Cash flows from investing activities		
Cash received from the sale of assets	\$ -	\$ -
Interest income received	\$ 124,628	\$ (79,268)
Net cash provided by investing activities	<u>\$ 124,628</u>	<u>\$ (79,268)</u>
Cash flows from capital and related financing activities		
Capital appropriations received	\$ 1,000,000	\$ 900,000
Purchase of fixed assets	\$ (626,583)	\$ (100,737)
Interest paid on capital debt and leases	\$ (890,391)	\$ (944,864)
Proceeds from capital lease	\$ -	\$ -
Principal paid on capital-related debt	\$ (1,646,917)	\$ (1,585,334)
Capital gifts and grants received	\$ 35,000	\$ 165,530
Proceeds from master lease	\$ -	\$ -
Deferred inflows for Leases	\$ -	\$ -
Proceeds from leases	\$ -	\$ -
Payments for leases	\$ -	\$ -
Net cash provided (used) by capital and related financing activities	<u>\$ (2,128,891)</u>	<u>\$ (1,565,404)</u>
Net increase in cash and cash equivalents	\$ 4,863,943	\$ 7,454,908
Cash and cash equivalents, beginning of year	<u>\$ 23,839,363</u>	<u>\$ 18,414,478</u>
Cash and cash equivalents, end of year	<u>\$ 28,703,306</u>	<u>\$ 25,869,386</u>
Reconciliation of Cash and Cash Equivalents to the Statements of Net Position		
Current assets:		
Current cash and cash equivalents	\$ 24,455,999	\$ 21,983,864
Restricted cash and cash equivalents	\$ -	\$ -
Noncurrent assets:		
Restricted cash and cash equivalents	\$ 4,247,307	\$ 3,885,522
	<u>\$ 28,703,306</u>	<u>\$ 25,869,386</u>
	\$ -	\$ -
Reconciliation of Operating Income to Net Cash Used in Operating Activities		
Operating income	\$ (13,604,425)	\$ (12,687,204)
Adjustments:		
Depreciation expense	\$ 2,484,622	\$ 2,523,713
OTRS On-Behalf Contributions	\$ -	\$ -
Donated assets	\$ -	\$ -
Changes in assets and liabilities:		
Accounts receivable	\$ (1,079,388)	\$ 1,840,285
Net Pension Asset	\$ -	\$ -
Other Current Assets	\$ -	\$ -
Deferred Outflows - OTRS Contributions	\$ -	\$ -
Net loss on disposal of fixed assets	\$ 2,639	\$ -
Deferred revenues	\$ 3,750,388	\$ 3,523,141
Accounts payable and accrued expenses	\$ (263,421)	\$ (721,176)
Inventory	\$ -	\$ -
Student and other deposits	\$ 18,660	\$ 18,281
Accrued Expense - OPEB	\$ -	\$ -
Deferred inflows for Pensions	\$ -	\$ -
Net Pension Liability	\$ -	\$ -
Compensated absences	\$ -	\$ -
Net cash used by operating activities	<u>\$ (8,690,925)</u>	<u>\$ (5,502,960)</u>

ROGERS STATE UNIVERSITY
 CASH OVERVIEW, ROLLING 12-MONTH TREND
 APRIL 2022 - MARCH 2023

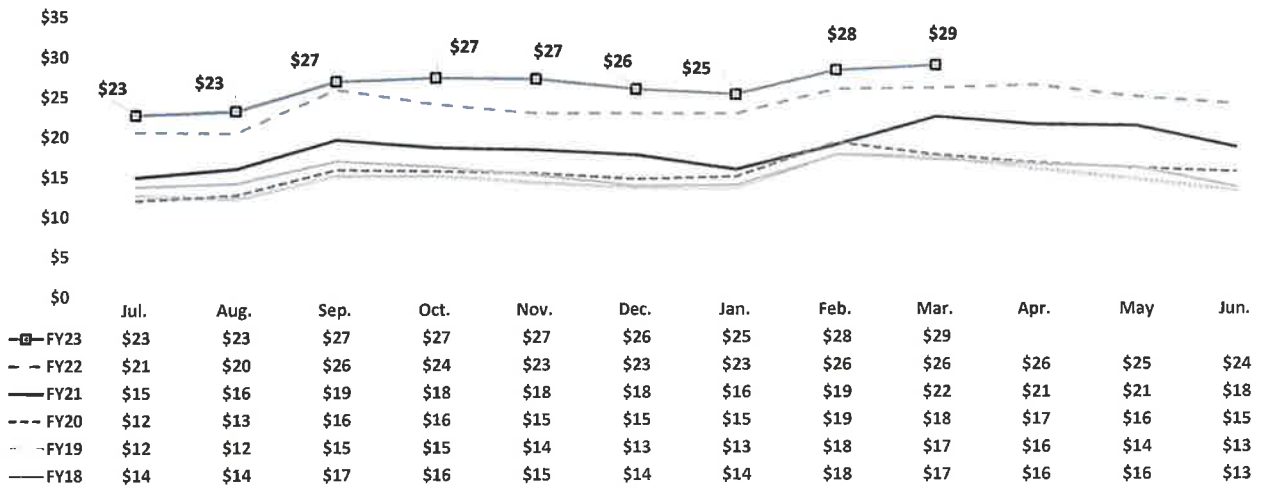
	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Sep-22
Unrestricted (290 Fund)	\$ 11,366,152	\$ 11,366,152	\$ 10,294,082	\$ 9,642,735	\$ 9,282,608	\$ 12,596,078
Auxiliary	\$ 10,392,628	\$ 10,392,628	\$ 9,263,567	\$ 8,829,770	\$ 9,114,939	\$ 9,674,154
Restricted (430 Fund)	\$ 2,200,494	\$ 2,200,494	\$ 2,066,626	\$ 1,966,302	\$ 1,929,727	\$ 1,731,742
Capital Fund	\$ 2,255,227	\$ 2,255,227	\$ 2,215,088	\$ 2,210,790	\$ 2,793,466	\$ 2,793,466
Total	\$ 26,214,501	\$ 26,214,501	\$ 23,839,363	\$ 22,649,597	\$ 23,120,740	\$ 26,795,440

	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23
Unrestricted (290 Fund)	\$ 12,148,451	\$ 11,917,855	\$ 11,119,119	\$ 10,698,938	\$ 12,512,244	\$ 11,943,795
Auxiliary	\$ 1,676,086	\$ 10,296,802	\$ 9,758,926	\$ 9,760,902	\$ 11,000,316	\$ 12,076,620
Restricted (430 Fund)	\$ 10,679,702	\$ 2,107,490	\$ 2,132,772	\$ 1,948,595	\$ 1,905,488	\$ 2,018,557
Capital Fund	\$ 2,747,790	\$ 2,736,736	\$ 2,736,736	\$ 2,687,175	\$ 2,664,558	\$ 2,664,333
Total	\$ 27,252,030	\$ 27,058,882	\$ 25,747,553	\$ 25,095,610	\$ 28,082,606	\$ 28,703,306



Rogers State University

Unrestricted Cash Trend (in millions)



Year-over-Year Variance Drivers:

ISSUE: AWARDS, CONTRACTS, AND GRANTS

ACTION PROPOSED:

President Harroz recommends that the Board of Regents ratify the awards and/or modifications for January – April 2023 submitted with this Agenda Item.

BACKGROUND AND/OR RATIONALE:

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

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

Chart Key / Definitions for the pages that follow:

RESEARCH = Externally Sponsored Research

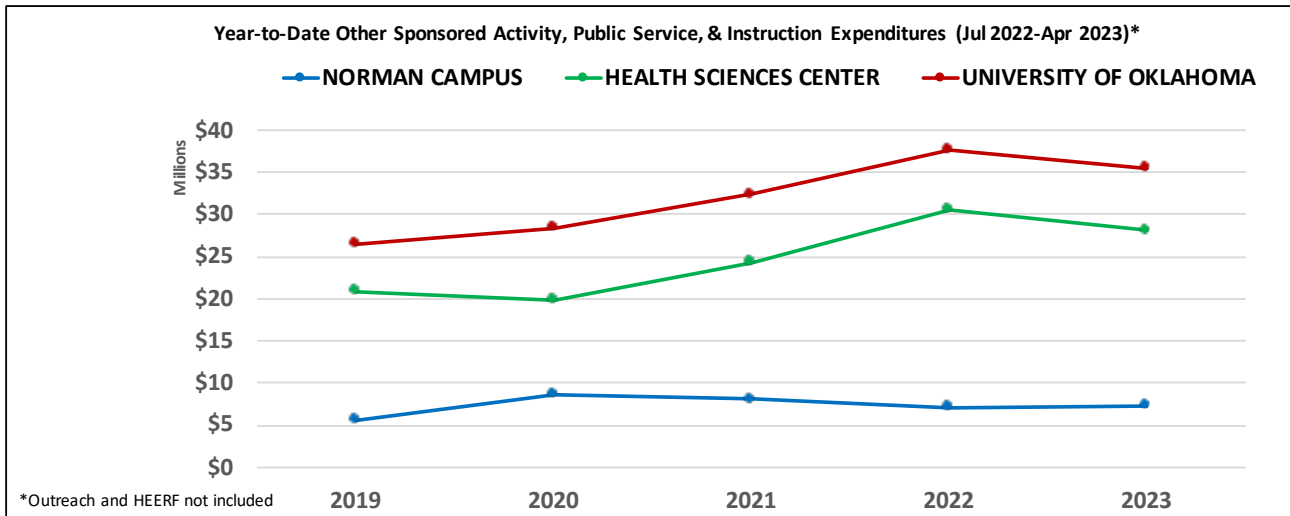
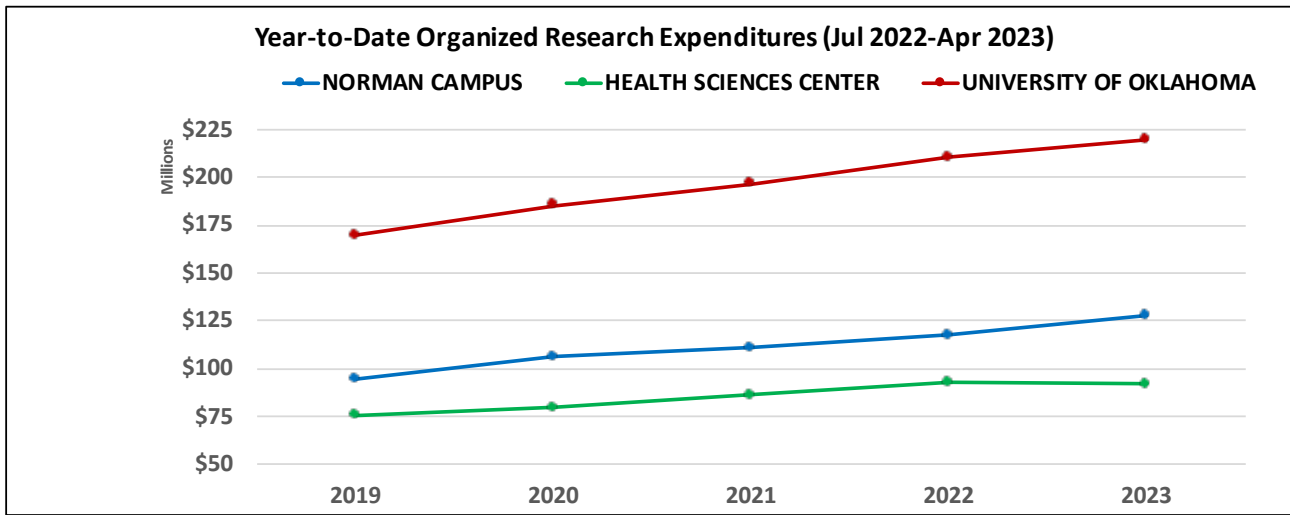
OSA/PUBLIC SERVICE = Externally Other Sponsored Activity and Sponsored Public Service (non-Research)

INSTRUCTION/TRAINING = Externally Sponsored Instruction/Training

EXPENDITURES = Expenditures Related to Externally Sponsored Funding

AWARDS = New Grants and Contacts Received, or Existing Award Modifications Processed

UNIVERSITY OF OKLAHOMA EXPENDITURES



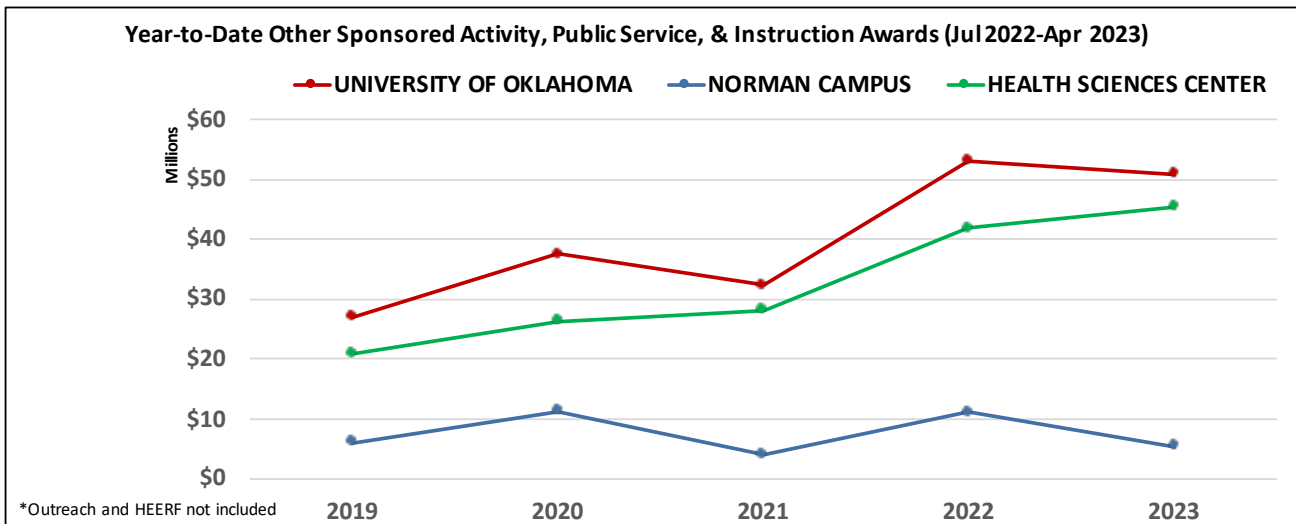
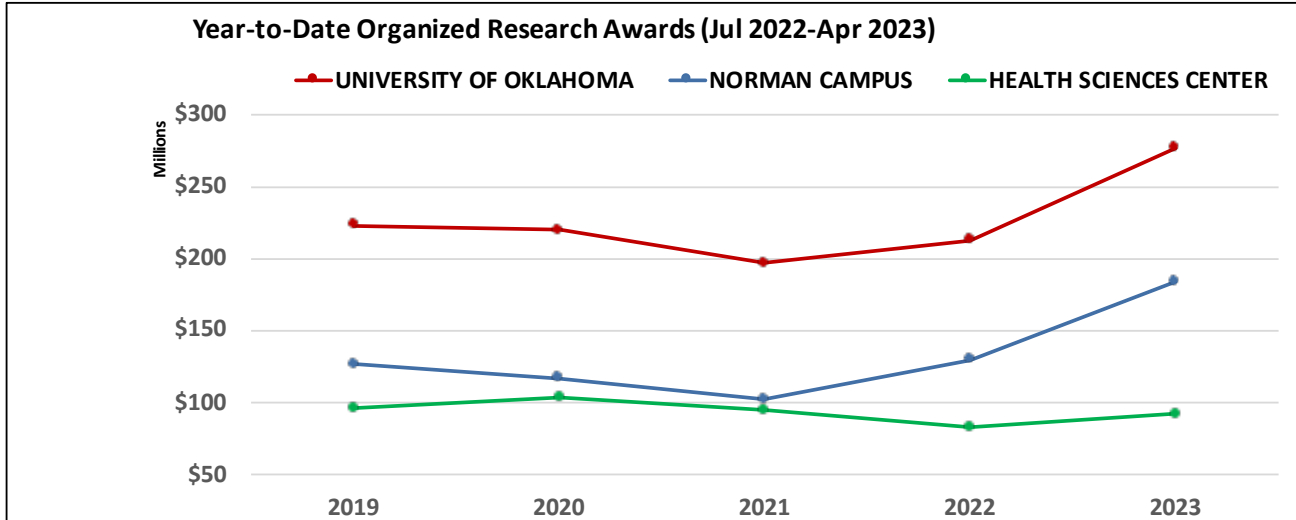
*Outreach and HEERF not included

ORGANIZED RESEARCH	Jul 2022-April 2023	%CHANGE	Jul 2021-April 2022
UNIVERSITY OF OKLAHOMA	\$ 219,743,447	4.50%	\$ 210,282,039
NORMAN CAMPUS	\$ 127,771,966	8.76%	\$ 117,476,923
HEALTH SCIENCES CENTER	\$ 91,971,481	-0.90%	\$ 92,805,116

OSA, PS, and INSTRUCTION	Jul 2022-April 2023	%CHANGE	Jul 2021-April 2022
UNIVERSITY OF OKLAHOMA	\$ 35,494,494	-5.71%	\$ 37,644,115
NORMAN CAMPUS	\$ 7,356,752	3.60%	\$ 7,101,423
HEALTH SCIENCES CENTER	\$ 28,137,742	-7.87%	\$ 30,542,692

Data was pulled on May 17, 2023, and is subject to change.

UNIVERSITY OF OKLAHOMA AWARDS



ORGANIZED RESEARCH	Jul 2022-April 2023	%CHANGE	Jul 2021-April 2022
UNIVERSITY OF OKLAHOMA	\$ 276,817,559	30.08%	\$ 212,804,982
NORMAN CAMPUS	\$ 184,030,293	41.59%	\$ 129,972,700
HEALTH SCIENCES CENTER	\$ 92,787,266	12.02%	\$ 82,832,282

OSA, PS, and INSTRUCTION	Jul 2022-April 2023	%CHANGE	Jul 2021-April 2022
UNIVERSITY OF OKLAHOMA	\$ 50,800,875	-4.20%	\$ 53,028,998
NORMAN CAMPUS	\$ 5,438,358	-51.17%	\$ 11,138,360
HEALTH SCIENCES CENTER	\$ 45,362,517	8.29%	\$ 41,890,638

Data was pulled on May 17, 2023, and is subject to change.

NORMAN CAMPUS & HEALTH SCIENCES CENTER
REPORT OF CONTRACTS AWARDED (OVER \$1M)
 January - April 2023

AWD #	AGENCY	TITLE	VALUE RECEIVED	TOTAL ANTICIPATED VALUE	TOTAL PERIOD	PI(s)
20007317	U.S. Department of Defense	Sustainment and Modernization Research and Development	\$8,725,800	\$8,725,800	36 mo.	Zahed Siddique (Engineering)
20201621	Center for Mental Health Services	SAMHSA's Suicide Prevention Resource Center grant	\$8,114,966	\$47,019,686	60 mo.	Renee Rowe Shelby (Developmental Behavioral Pediatrics)
20221541	Economic Development Administration	Oklahoma Biotech Cluster: Oklahoma Phase I Clinical Trial Center (OCTC-1)	\$3,600,000	\$3,600,000	57 mo.	Robert S. Mannel (Stephenson Cancer Center)
20181113	National Cancer Institute	A Lead Academic Participating Site in Oklahoma for the Design and Conduct of NCTN Clinical Trials	\$1,871,528	\$10,874,154	72 mo.	Kathleen Moore (Stephenson Cancer Center)
20191176	Natl Inst of General Medical Sciences	Oklahoma Center for Microbial Pathogenesis and Immunity (OCMP&I)	\$1,576,125	\$11,137,651	59 mo.	Jimmy D. Ballard (Microbiology & Immunology)
20180873	National Heart, Lung and Blood Institute	Strong Heart Study - Coordinating Center	\$1,555,277	\$10,153,927	60 mo.	Ying Zhang (Am Indian Health Res)
20181181	Oklahoma State Department of Health	Ryan White CARE Act Part B	\$1,400,187	\$8,975,733	72 mo.	Michelle R. Salvaggio (Internal Medicine - Infectious Disease)
7 Total			\$26,843,883	\$100,486,951		

SUMMARY OF RESEARCH ACTIVITIES AT OU FOR JULY 2022-April 2023

New awards: The total sponsored awards from July 2022 to April 2023 increased by \$64.7M (+24.8%) from FY2022. On the Norman campus, awards increased \$29.3M (18.3%) from FY2022 primarily due to U.S. Department of Commerce (\$19.2M) and U.S. Department of Defense (\$13.4M) projects. Awards on the Health Sciences Center campus increased by \$11.1M (8.9%) from the previous fiscal year.

Expenditures: The total expenditures from July 2022 to April 2023 increased \$7.3M (+2.9%) from FY2022. On the Norman campus, expenditures increased \$10.9M (+8.5%) primarily due to National Science Foundation (\$2.8M), U.S. Department of Education (\$1.3M), and Health and Human Services (\$3.3M) projects. On the Health Sciences Center campus, expenditures decreased \$3.2M (-2.6%).

The following are significant grants and activities during the time from January 2022-April 2023, organized into thematic areas:

Biology

- OU assistant professor of biology Gavin Woodruff, Ph.D., has received a National Science Foundation CAREER award funded by an expected \$964,837 over five years to study how the roundworm, *C. inopinata*, regulates its cell size and how that information could inform scientists' understanding of cellular growth.

Cancer

- In March 2023, Doris Benbrook, PhD, Presbyterian Presidential Professor, Department of Obstetrics and Gynecology, College of Medicine, and Anthony Burgett, PhD, Associate Professor, Department of Pharmaceutical Sciences, College of Pharmacy were awarded \$1,093,171 by USAMRAA for their multiple-PI award, "Taking Ovarian Cancer Maintenance Therapy to the Next Level." Surgery and chemotherapy can clear ovarian cancer, but it frequently recurs. Subsequent chemotherapy regimens are less effective at treating the cancer. Maintenance therapy is used to decrease the amount of time before cancer recurs. However, severe side effects often arise from maintenance therapy, requiring discontinuation even before recurrence. This new, four-year project will investigate new and less-toxic maintenance therapies for ovarian cancer, a critical area of unmet need. The investigators will explore their novel investigational drug, SHetA2, which has demonstrated much promise as an active and well-tolerated intervention.
- In May 2023, Robert S. Mannel, PhD, Professor in the Department of Obstetrics and Gynecology, College of Medicine, and Director of the Stephenson Cancer Center, was the recipient of a new \$10,170,946 award to fund the Stephenson Cancer Center - Cancer Center Support Grant. The OU Stephenson Cancer Center fulfills a unique need in Oklahoma and the region by conducting innovative and impactful research that seeks to

translate novel discoveries into the clinical or community setting through a transdisciplinary team-based approach. The goal of these efforts is to decrease cancer incidence and improve outcomes for Oklahomans and all individuals, with a special emphasis on promoting cancer health equity among the state's underserved minority populations.

Children's Health

- In March 2023, Hala Chaaban, MD, Associate Professor in the Department of Pediatrics, Section of Neonatal-Perinatal Medicine, College of Medicine received a new \$2,046,050 R01 award for her project, "Prevention of Necrotizing Enterocolitis." Necrotizing enterocolitis (NEC) is the most devastating gastrointestinal pathology in the newborn period. NEC happens when tissue in the small or large intestine is injured or begins to die off. Funded by the Eunice Kennedy Shriver National Institute of Child Health and Human Development, National Institutes of Health, the research team will investigate how to prevent this disease and develop new treatments. The results have the potential to greatly enhance our understanding of NEC pathogenesis, and provide novel insight into effective preventative therapies.
- Catherine Hunter, MD, Professor of Surgery and Division Chief of Pediatric Surgery, Department of Surgery, College of Medicine was awarded a new, five-year \$2,454,621 R01 grant from the National Institute of Diabetes and Digestive and Kidney Diseases, National Institutes of Health in March 2023. The research team will examine "ROCK, tight junctions and prematurity in the pathogenesis of necrotizing enterocolitis and neonatal sepsis." Necrotizing enterocolitis (NEC) is a deadly disease in newborns that affects 7% of patients admitted to the NICU and is a leading cause of gram negative, neonatal sepsis. Sepsis is the second major cause of death among neonates, accounting for one million global deaths per year. Prevention and treatment strategies are currently lacking. This project will define the mechanistic response of the intestinal epithelium during NEC, developing fundamental knowledge that will help reduce the burden and mortality of this human disease.

Clinical Trial – Cancer

- Wajeeda Razaq, MD, Associate Professor, Department of Internal Medicine, Section of Hematology Oncology, College of Medicine leads the OUHSC clinical trial site for "A Dose-Escalation Study of the Safety and Pharmacology of DAN-222 in Subjects with Metastatic Breast Cancer," sponsored by Dantari, Inc. Genomic DNA undergoes frequent challenges by both endogenous and exogenous DNA-damaging agents, which can result in different types of DNA lesions. The inability to accurately repair complex

DNA damage leads to genomic instability and contributes to cancer etiology, but also makes cancer cells more vulnerable to DNA-damaging therapeutic agents. Defects in HR repair are observed in various cancers. Tumor cells with defective HR repair show increased sensitivity to chemotherapeutic agents. PARPs have emerged as a new target in cancer treatment. PARP inhibitors exploit genomic instability and deficiencies in DNA repair pathways. DAN-222 is an investigational drug that has been shown to have anti-tumor activity. The trial will examine the effectiveness of DAN-222, with and without a PARP inhibitor. This is an open-label, multicenter, dose-escalation phase III study designed to assess the safety, tolerability, and pharmacokinetics (PK) of intravenous (IV) administered DAN-222 followed by a dose escalation of DAN-222 in combination with daily oral niraparib.

Clinical Trial - Children's Health

- The Pediatric Bone Marrow Consortium sponsors the “Eliminating Total Body Irradiation (TBI) for NGS-MRD Negative Children, Adolescents, and Young Adults with B-ALL [The EndRAD Trial]” phase II clinical trial, led at OUHSC by Anand Srinivasan, MBBS, Assistant Professor, Department of Pediatrics, College of Medicine. Allogeneic hematopoietic stem cell transplantation (HCT) is well-accepted therapy for children with high-risk acute lymphoblastic leukemia (ALL). Published literature indicates that the inclusion of total body irradiation (TBI) in the HCT conditioning regimens is associated with improved outcome of ALL. Late effects of TBI represent a major burden for pediatric and adult HCT survivors. The trial will obtain pre-HCT B-ALL blast DNA samples to establish informative DNA clones and then use NGS-MRD (ImmunoSeq®, Adaptive Biotechnologies) pre-HCT to define patients who may be able to receive a non-TBI approach and still have low rates of relapse.

Clinical Trial - Immunology/Infectious Disease

- Karla Rodgers, PhD, Associate Professor, Department of Microbiology, College of Medicine, leads the clinical trial, “Evaluating Effects of Retroviral Integrase Inhibitors on V(D)J Recombination Activity.” Sponsored by Gilead Sciences, this project will analyze the effect of retroviral integrase inhibitors on V(D)J recombination activity using an extrachromosomal cell-based assay. V(D)J recombination drives the requisite assembly of functional antigen receptor (AgR) genes during lymphocyte development, which is essential for adaptive immunity. Optimal retroviral integrase inhibitors are needed that do not significantly affect V(D)J recombination activity in order to maintain an adequate immune response during treatment of patients with HIV. This goal can be more readily accomplished with the development of a rapid and robust assay to determine the effect of integrase inhibitors on V(D)J recombination activity.
- “A Phase III, Multicenter, Randomized, Double-blind, Chronic-dosing, Parallel-group, Placebo-controlled Study to Evaluate the Efficacy and Safety of 2 Dose Regimens of MEDI3506 in Participants with COPD with a History of COPD Exacerbations (TITANIA)” is led by Huimin Wu, MD, Department of Internal Medicine, Section of

Pulmonary, Critical Care, and Sleep Medicine, College of Medicine at OUHSC. Sponsored by AstraZeneca, this trial will examine the safety and efficacy of MEDI3506. MEDI3506 is a human immunoglobulin G1 monoclonal antibody (mAb) that potently and specifically binds to interleukin (IL)-33 and blocks its signalling. MEDI3506 is being developed for the treatment of asthma, atopic dermatitis, chronic obstructive pulmonary disease (COPD), and diabetic kidney disease. The mechanism of action of MEDI3506 makes it a potential treatment option for the high unmet need in patients with COPD experiencing COPD symptom burden and at risk for exacerbations.

Defense

- OU has received an \$8.7 million congressional appropriation awarded through the Air Force Research Laboratory in partnership with the Air Force Sustainment Center, Oklahoma City Air Logistics Complex (OC-ALC) and GE Additive for a comprehensive metal additive manufacturing research project to test the design and fabrication of replacement parts that could meet the certification requirements for airworthiness qualification by the U.S. Air Force.

Diabetes

- In February 2023, the National Institute of Diabetes and Digestive and Kidney Diseases, National Institutes of Health awarded a new \$1,571,476 grant to Tiangang Li, PhD, Associate Professor, Department of Physiology, College of Medicine, and Harold Hamm Chair for Adult Diabetes Research. Dr. Li's four-year project will examine "Novel Roles of Cullin-RING E3 Ligases in Liver Pathophysiology." Fatty liver disease is closely associated with obesity and type 2 diabetes, but there are no effective drug therapies. The role of hepatic Cullin-RING E3 ligases (CRLs) in NAFLD pathophysiology remains unknown. This study will investigate the mechanisms of CRLs regulation of hepatic nutrient signaling and glucose and lipid metabolism in mouse models of obesity and fatty liver disease. The research team will use pharmacological approaches to study whether Cullin-RING E3 ligases can serve as potential therapeutic targets for treating lipid and glucose dysregulation in fatty liver disease and type 2 diabetes. They seek to determine how CRLs regulate hepatic lipid and glucose metabolism and to establish CRLs as valid therapeutic targets for developing NAFLD and diabetes treatment.

Education and Training

- The National Institute of General Medical Sciences, National Institutes of Health awarded \$1,492,151 to Eric Howard, PhD, Associate Professor, Department of Cell Biology, College of Medicine, in March 2023. This new, five-year R25 grant will develop the Post-Baccalaureate Research and Education Program (PREP) for Oklahoma, a research-intensive program at OUHSC. In Oklahoma, there is a need to expand scientific education at all levels, with a particular need to train a diverse cadre of doctoral

students who can assume university-level faculty positions, and thus serve as role models and mentors for younger students. The curriculum will include formal courses on experimental design and biostatistics, animal care and use, research methods, a combination lecture/journal club course, and career development workshops. Training in the responsible conduct of research and in data analysis and reproducibility will also be emphasized. Most of the students' time will be devoted to mentored research in labs that are currently funded extramurally. Students will conduct two lab rotations, followed by a 9-month experience in a selected lab. The Post-Baccalaureate Research and Education Program focuses on recruiting and training promising, under-represented students so that they can be competitive for admission into biomedical doctoral programs, and ultimately become skilled scientists and advocates for a scientific approach to decision-making.

Humanities

- Three OU projects are the only ones in the state to receive National Endowment for the Humanities funding awarded in April 2023. OU faculty in the Carl Albert Congressional Research and Studies Center will also receive funding to support a project led by the University of West Virginia. OU will cumulatively receive \$427,374 from the NEH for the four projects.

Transportation

- OU is one of 34 universities nationwide selected in the 2022 University Transportation Center competition. Located on the Norman campus, scholars at the Southern Plains Transportation Center will receive \$3 million per year, matched by the Oklahoma Department of Transportation, for research leading to climate change mitigation in the transportation sector.

ISSUE: PROGRAM ADDITION – MASTER OF PUBLIC HEALTH – HSC**ACTION PROPOSED:**

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

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

BACKGROUND AND/OR RATIONALE:

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

ISSUE: PROGRAM ADDITION – NUTRITIONAL SCIENCES CERTIFICATE – HSC**ACTION PROPOSED:**

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

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

BACKGROUND AND/OR RATIONALE:

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

ISSUE: PROGRAM ADDITION – DUAL DEGREE IN MASTER OF BUSINESS ADMINISTRATION AND DOCTOR OF DENTAL SURGERY – HSC**ACTION PROPOSED:**

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

BACKGROUND AND/OR RATIONALE:

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

**ISSUE: PROGRAM MODIFICATION – MASTER OF SCIENCE IN PERIODONTICS
– HSC****ACTION PROPOSED:**

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

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

BACKGROUND AND/OR RATIONALE:

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

ISSUE: GRADUATE COLLEGE ADMISSIONS POLICY EXCEPTION – NC**ACTION PROPOSED:**

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

BACKGROUND AND/OR RATIONALE:

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

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

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

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

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

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

ISSUE: CHANGE THE NAME OF THE SCHOOL OF CHEMICAL, BIOLOGICAL AND MATERIALS ENGINEERING – NC**ACTION PROPOSED:**

President Harroz recommends the Board of Regents approve changing the name of the School of Chemical, Biological and Materials Engineering to the School of Sustainable Chemical, Biological and Materials Engineering.

BACKGROUND AND/OR RATIONALE:

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

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

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

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

The faculty of the School of Chemical, Biological and Materials Engineering, the Dean of the Gallogly College of Engineering, and the Senior Vice President and Provost have approved this change. Once approved by The University of Oklahoma Board of Regents, the name change will be forwarded to the State Regents for Higher Education for information.

ISSUE: USE OF SECTION 13 AND NEW COLLEGE FUNDS – ALL

ACTION PROPOSED:

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

BACKGROUND AND/OR RATIONALE:

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

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

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

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

PROJECT DESCRIPTIONS

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

ISSUE: REGENTS' AWARD FOR OUTSTANDING JUNIORS – ALL**ACTION PROPOSED:**

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

BACKGROUND AND/OR RATIONALE:

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

The names of the students selected are shown below:

2023 RECIPIENTS
REGENTS' AWARD FOR OUTSTANDING JUNIORS

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

AGENDA ITEM**ISSUE: ESPORTS FACILITY ARCHITECT SELECTION – NC****ACTION PROPOSED:**

President Harroz recommends the Board of Regents:

- I. Approve the Oklahoma Esports Facility and the addition of the project to the Campus Master Plan of Capital Improvement Projects for the Norman Campus; and
- II. Rank in the order presented below architectural firms under consideration to provide professional services required for the Esports Facility; and
- III. Authorize the University administration to negotiate the terms of an agreement and a fee, starting with the highest-ranked firm; and
- IV. Authorize the President or his designee to execute the consultant contract.

BACKGROUND AND/OR RATIONALE:

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

At this time, an architectural consultant is needed to develop preliminary plans and renderings, cost estimates, construction documents and provide construction administration services. A request for qualifications was sent to the architectural firms that are currently registered with the Construction and Properties Department/Division of Capital Assets Management of the State Office of Management and Enterprise Service, and a committee was formed to evaluate the responses received from eight firms. The committee was composed of the following:

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

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

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

**ESPORTS FACILITY
ARCHITECTURAL FIRM EVALUATION SUMMARY**

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

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

ISSUE: UTILITY PLANT EXPANSION – HSC**ACTION PROPOSED:**

President Harroz recommends the Board of Regents:

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

BACKGROUND AND/OR RATIONALE:

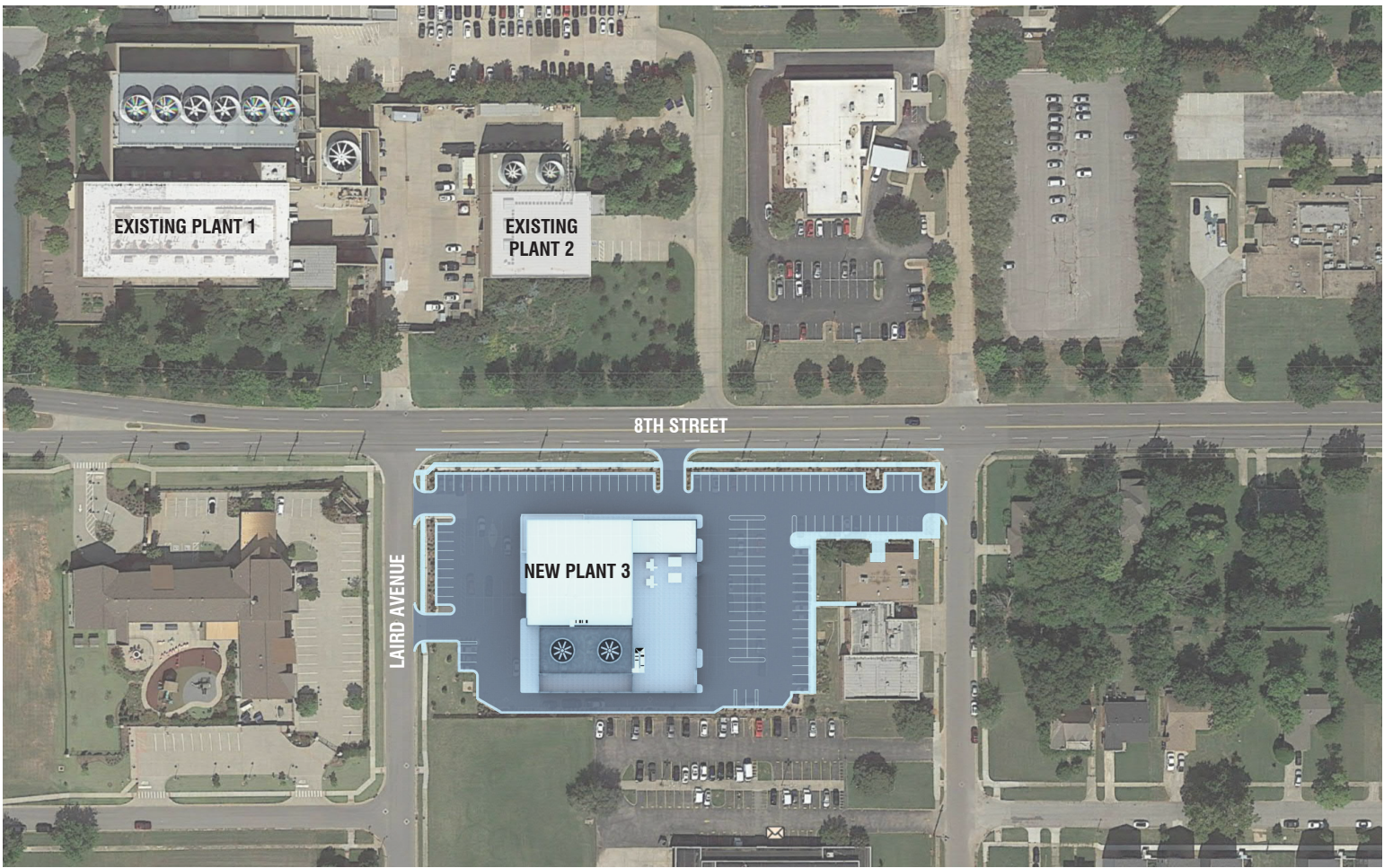
First approved at the May 2021 meeting as an addition to the Campus Master Plan of Capital Improvements, the Utility Plant Expansion includes replacement of existing capital equipment and a new chilled water plant located south of existing Chilled Water Plant 2. At the December 2021 meeting, the Board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

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

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

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

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



SITE VICINITY MAP



SITE PLAN



RENDERING - NORTHWEST CORNER



RENDERING - NORTHEAST CORNER

ISSUE: PURCHASE OF AN ACTIVE LOAD PULL MEASUREMENT SYSTEM- NC**ACTION PROPOSED:**

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

BACKGROUND AND/OR RATIONALE:

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

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

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

ISSUE: PURCHASE OF HIGH THROUGHPUT AND CELL CULTURE SYSTEMS - NC**ACTION PROPOSED:**

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

BACKGROUND AND/OR RATIONALE:

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

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

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

ISSUE: MICROSOFT PRODUCTS – ALL**ACTION PROPOSED:**

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

BACKGROUND AND/OR RATIONALE:

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

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

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

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

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

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

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

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

EXPENDITURE HISTORY

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

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

ISSUE: MODIFICATION OF CONTRACT FOR COURSE DEVELOPMENT AND MARKETING SERVICES – ALL**ACTION PROPOSED:**

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

BACKGROUND AND/OR RATIONALE:

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

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

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

ISSUE: FISCAL YEAR 2024 BUDGET PLAN – ALL**ACTION PROPOSED:**

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

BACKGROUND AND/OR RATIONALE:

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

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

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

Norman Campus

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

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

Health Sciences Center

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

The Health Sciences Center's proposed FY'24 budget is presented as Attachment 2.

OU - Norman Campus
FY23 Projections and FY24 Proposed Budget
(\$ in thousands)

	FY 2023			FY 2024	FY2024 Budget Comments/Assumptions
	Original Budget	YTD Actuals (Jul. - Mar.)	Projected Actuals Annualized	Proposed Budget	
Operating Revenues					
Student tuition and fees (net of scholarship allowances)	391,600	348,939	381,000	390,000	3% tuition/fee increase; growth in freshmen class; \$1.9M fee cuts for Graduate Assistants
Federal grants and contracts	151,900	119,717	163,000	159,000	Reduced GeoCarb grant funding (\$18M); 8.5% growth in other grants consistent with strategic plan
State grants and contracts	78,000	61,729	77,000	65,000	Winddown of DHS Workforce grant, offset by projected growth in OU Outreach contracts
Private grants and contracts	12,400	7,033	10,000	11,000	10% growth based on prior year trends
Sales and services of auxiliary enterprises:					
Housing and food service revenues	81,000	61,917	76,000	76,000	Increases in Housing rates (4%-6%) and meal plan rates (9%), offset by possible sale of Traditions
Net athletic revenues	107,000	79,732	122,000	117,400	Big 12 Conference distribution decline offset by increases in ticket and advertising revenue
Other	32,000	26,291	35,000	36,000	Assumes 5% increase in parking pass rates with flat number of passes sold
Other revenues	32,500	24,458	33,000	34,000	3% inflationary growth
Total operating revenues	<u>886,400</u>	<u>729,816</u>	<u>897,000</u>	<u>888,400</u>	
Operating Expenses					
Compensation and benefits	594,730	453,368	604,000	623,000	Merit raise program (\$10M), new faculty hiring (\$1.4M), faculty promotions (\$0.7M)
Contractual services	194,509	143,853	180,000	186,000	3% inflationary growth from contracts, service providers, etc., plus change in research activity
Supplies and materials	45,370	35,351	51,000	50,000	3% inflationary growth, plus change in research expenditure activity
Depreciation	82,000	60,742	81,000	79,000	Adjusted for Adams Tower retirement (FY23) and potential Traditions Complex sale (FY24)
Utilities	48,600	35,912	48,000	48,000	Consistent with prior year, resulting from fixed natural gas pricing and flat consumption
Communications	13,370	6,414	9,000	9,000	3% inflationary growth, plus change in research expenditure activity
Scholarships	27,991	24,727	50,000	52,000	3% increase above FY23 levels, consistent with tuition rate increases
Travel	25,500	20,506	27,000	27,000	Slight increase in travel activity, approaching pre-COVID levels
Other expense	51,400	61,138	68,000	55,000	Reduced to reflect expiration of one-time state grant
Total operating expenses	<u>1,083,470</u>	<u>842,011</u>	<u>1,118,000</u>	<u>1,129,000</u>	
Operating income(loss)	<u>(197,070)</u>	<u>(112,195)</u>	<u>(221,000)</u>	<u>(240,600)</u>	
Nonoperating Revenues and (Expenses)					
State appropriations	121,500	93,352	122,000	143,000	\$8.8M for faculty salary program, \$8.75M Engineering, and \$3.7M funding formula allocation
State on-behalf payments	14,209	7,373	12,000	12,000	State OTRS contribution on-behalf of OU; consistent with compensation and benefits trend
Federal grants and contracts	35,200	27,859	37,000	39,000	7% Increase in Pell Grants (\$1.9M), which primarily comprises this line-item
State grants and contracts	15,500	12,801	17,000	18,000	Increase consistent with tuition and fee rate increase
Private gifts	37,000	22,553	45,000	67,000	Increased drawdowns from OU Foundation for Athletics and other main campus departments
Interest on indebtedness	(38,800)	(27,715)	(39,000)	(42,000)	Possible Traditions sale in Fall 2023, offset by potential new debt for Housing and Athletics
Investment income/loss	2,500	3,167	4,000	4,000	Return on Regents' Fund investments
Gain/(loss) on disposal of assets	(14,800)	(279)	(15,000)	-	Retirement of Adams Tower in FY23; no material asset disposals planned for FY24
Endowment income	14,000	13,495	18,000	18,000	OSRHE matching funds and reimbursements from endowed OUF funds
Net nonoperating revenues and (expenses)	<u>186,309</u>	<u>152,606</u>	<u>201,000</u>	<u>259,000</u>	
Income/(loss) before other revenues, (expenses), gains, or (losses)	(10,761)	40,411	(20,000)	18,400	
Other Revenue, Expenses, Gains or Losses					
Federal grants and contracts for capital projects	-	-	-	9,500	\$9.5M for National Weather Center expansion
State appropriations for capital projects	40,000	30,000	40,000	50,000	\$10M for Engineering and Biosciences (College of Arts & Sciences) capital projects
Private gifts for capital assets	24,500	1,287	11,000	33,500	Capital draws of donor funds for Softball, Jacobson Hall, Basketball, Golf, Tennis, Gymnastics
State school land funds	12,331	7,426	12,300	6,800	Draw of Section 13 funds from the Land Commission
On-behalf payments for OCIA capital leases	5,100	3,798	5,000	5,000	Consistent with prior year; in accordance with payment schedule
Gain (loss) on sale of fixed assets	-	-	-	42,000	Potential sale of Traditions complex in Fall 2023
Additions to permanent endowments	-	(262)	300	-	Consistent with prior year
Total other revenue, (expenses), gains, or (losses)	<u>81,931</u>	<u>42,249</u>	<u>68,600</u>	<u>146,800</u>	
Change in Net Position	<u>71,170</u>	<u>82,660</u>	<u>48,600</u>	<u>165,200</u>	

University of Oklahoma - Tulsa Campus (Norman Programs)
Proposed FY 2024 Operating Budget

Attachment 1

	Actual FY 2022	Projected FY 2023	Budget FY 2024
Operating Revenues			
Student Tuition (net of waivers)	2,465,368	2,278,044	2,574,016
Student Fees	1,417,232	1,377,614	1,836,283
Research Centers	258,627	290,552	589,789
Indirect Cost Transfer	90,000	90,000	90,000
Other Revenues	105,567	188,046	196,778
Total operating revenues	<u>4,336,794</u>	<u>4,224,257</u>	<u>5,286,866</u>
Operating Expenses			
College of Architecture	248,560	298,522	273,446
College of Arts & Sciences	3,034,123	3,190,413	2,888,737
College of Business	75,066	-	-
College of Education	2,472,081	2,427,471	2,055,373
College of Engineering	1,000,446	1,139,569	1,191,399
Polytechnic Institute	-	100,155	1,621,749
Student Affairs	87,168	30,052	139,413
University Libraries	178,868	102,475	440,040
Administration ^A	2,338,307	1,883,772	3,350,691
Total operating expenses	<u>9,434,618</u>	<u>9,172,428</u>	<u>11,960,848</u>
Operating loss	<u>(5,097,824)</u>	<u>(4,948,171)</u>	<u>(6,673,982)</u>
Nonoperating Revenues and (Expenses)			
State Appropriations	3,518,600	3,518,600	3,518,600
State school land funds	116,268	-	-
One-Time State Support via UHAT	-	10,000,000	-
Norman Campus Transfer	115,915	184,175	232,553
HSC/College of Medicine Transfer	400,000	400,000	400,000
Private Gifts	740,734	492,883	402,540
Endowment Income	639,520	460,518	546,918
Net nonoperating revenues	<u>5,531,036</u>	<u>15,056,176</u>	<u>5,100,611</u>
Change in Net Position^B	<u>433,212</u>	<u>10,108,006</u>	<u>(1,573,371)</u>

^A Administration includes the OU Tulsa areas of President, Provost, Marketing & Communications, and Diversity, Equity, & Inclusion.

^B Projected FY24 deficit related to Polytechnic expansion. Funding will be covered from cash reserves allocated from the receipt of \$10M in one time State support in FY23.

**University of Oklahoma - Tulsa Campus
Operating Expense Budget**

Attachment 1

	College of Architecture	College of Arts & Sciences	College of Education	College of Engineering	Polytechnic Institute	Student Affairs	University Libraries	Administration	Total FY23 Budget
Operating Expenses									
Compensation - Faculty	206,266	1,703,215	1,274,348	731,032	725,000	-	72,500	324,605	5,036,966
Fringe Benefits - Faculty	49,216	499,737	332,545	185,727	223,300	-	8,171	91,452	1,390,148
Compensation - Staff	-	241,337	76,158	56,335	-	-	-	870,736	1,244,566
Fringe Benefits - Staff	-	70,538	23,457	12,609	-	-	-	252,837	359,441
Contractual Services	-	21,600	12,000	-	-	-	-	250	33,850
Supplies and Materials	4,200	14,500	30,000	20,000	5,000	-	10,000	16,000	99,700
Utilities	-	10,000	16,000	15,000	-	-	-	20,500	61,500
Communications	1,600	-	18,000	-	5,000	-	-	-	24,600
Travel	2,000	10,000	43,000	5,000	35,000	-	-	22,000	117,000
Other	10,164	317,810	229,865	165,696	628,449	139,413	349,369	1,752,311	3,593,077
Total operating expenses	<u>273,446</u>	<u>2,888,737</u>	<u>2,055,373</u>	<u>1,191,399</u>	<u>1,621,749</u>	<u>139,413</u>	<u>440,040</u>	<u>3,350,691</u>	<u>11,960,848</u>

University of Oklahoma
College of Law
Proposed FY 2024 Operating Budget

Attachment 1

	<u>Actual FY 2022</u>	<u>Projected FY2023</u>	<u>Budget FY 2024</u>
Operating Revenues			
Student Tuition (net of waivers)	17,521,238	18,178,475	16,466,859
Mandatory Student Fees	3,350,985	3,569,735	3,626,105
Program Specific Fees	164,614	210,121	235,891
Other	331,074	103,376	-
Total operating revenues	<u>21,367,911</u>	<u>22,061,707</u>	<u>20,328,855</u>
Operating Expenses			
Compensation - Faculty	7,579,556	7,916,004	7,738,339
Fringe Benefits - Faculty	1,946,748	2,024,977	2,000,626
Compensation - Staff	3,411,546	3,301,357	3,795,182
Fringe Benefits - Staff	961,354	920,440	1,040,751
Contractual Services ^A	4,220,500	4,321,487	5,714,240
Supplies and Materials	386,232	432,813	114,355
Utilities	445,697	431,077	560,950
Communications	122,897	144,335	130,000
Scholarships	2,205,556	1,785,446	1,400,000
Travel	250,055	500,221	584,150
Other	2,710,731	1,736,073	3,978,097
Total operating expenses	<u>24,240,872</u>	<u>23,514,230</u>	<u>27,056,690</u>
Operating loss	<u>(2,872,962)</u>	<u>(1,452,522)</u>	<u>(6,727,836)</u>
Nonoperating Revenues and (Expenses)			
State Appropriations	4,558,884	4,659,252	5,081,232
Endowment Income	211,580	332,838	583,936
Private Gifts	414,323	251,197	230,000
Net nonoperating revenues and (expenses)	<u>5,184,787</u>	<u>5,243,287</u>	<u>5,895,168</u>
Change in Net Position^B	<u>2,311,826</u>	<u>3,790,764</u>	<u>(832,668)</u>

^A Increase in one-time costs associated with planned transition from Elsmere Education Inc. (online recruitment provider) to new 3rd party non-profit. In future years the college expects to realize savings as Elsmere recruited students graduate.

^B FY24 deficit related to one-time capital improvements expenses recorded as 'Other' expense.

University of Oklahoma
Oklahoma Geological Survey
Proposed FY 2024 Operating Budget

	Actual FY 2022	Projected FY2023	Budget FY 2024
Operating Revenues			
Sponsored Research Initiative	33,126	-	32,332
Sales & Services	325,601	272,050	519,221
Total operating revenues	358,727	272,050	551,553
Operating Expenses			
Compensation - Faculty	1,026,091	667,426	1,196,493
Fringe Benefits - Faculty	307,919	207,440	279,302
Compensation - Staff	739,201	808,026	861,324
Fringe Benefits - Staff	226,574	251,130	251,202
Contractual Services	106,474	190,872	200,000
Supplies and Materials	79,845	31,023	52,000
Utilities	13,966	-	-
Communications	88,556	87,697	88,000
Travel	18,066	34,678	27,500
Other	261,767	209,806	227,332
Total operating expenses	2,868,459	2,488,099	3,183,152
Operating loss	(2,509,732)	(2,216,049)	(2,631,599)
Nonoperating Revenues and (Expenses)			
State Appropriations	2,631,600	2,688,877	2,631,599
Net nonoperating revenues and (expenses)	2,631,600	2,688,877	2,631,599
Change in Net Position	121,868	472,828	-

^A Above figures exclude grant revenue and related expenses. FY22 grant revenue and expense totaled \$584,000.

University of Oklahoma - HSC Campus
FY24 Estimated Budget Projections
(\$ in thousands)

	FY 2023			FY 2024	FY 2024 Budget Comments/Assumptions
	Original Budget	YTD Actuals Jul - Mar	Projected Actuals Annualized	Preliminary Budget	
Operating Revenues					
Student tuition and fees (net of scholarship allowances)	73,104	66,584	73,104	76,031	Tuition increases and enrollment expansion per the strategic plan
Patient care	68,432	50,859	67,812	67,812	
Pharmaceutical sales	25,630	54,753	69,912	59,899	Pediatric pharmacy transitions to OUH in FY23
Federal grants and contracts	108,429	79,567	106,089	109,089	\$3M Congressional directed funding
State grants and contracts	75,693	67,471	89,961	94,961	\$5M OUHSC research funding by UHAT
Private grants and contracts	242,371	171,797	229,063	236,463	\$6.4M PHF funding
Sales and services of educational activities	1,809	1,511	2,015	2,015	
Sales and services of auxiliary enterprises:					
Steam and Chill	11,334	8,219	10,959	11,995	
Other	41,311	31,736	42,315	42,315	
Other revenues	15,309	8,828	11,771	11,771	
Total operating revenues	663,423	541,325	703,000	712,350	
Operating Expenses					
Compensation and benefits	584,369	423,975	565,300	586,047	Merit increases for faculty and staff; new faculty recruitment
Contractual services	103,126	71,792	95,723	104,639	Strategic plan new costs
Supplies and materials	66,004	66,558	88,744	86,422	Pediatric pharmacy transitions to OUH in FY23; faculty recruitment
Depreciation	27,041	20,513	27,351	27,351	
Utilities	16,174	14,139	18,852	19,290	
Communication	5,657	3,830	5,107	5,107	
Scholarships	3,831	3,001	4,001	5,001	Increase support to graduate students
Other expense	31,260	21,120	28,160	41,910	Strategic plan investment in campus-wide research operations, technology, labs, etc; increase in Tulsa physician insurance
Total operating expenses	837,462	624,928	833,237	875,766	
Operating loss	(174,040)	(83,603)	(130,237)	(163,416)	
Nonoperating Revenues and (Expenses)					
State appropriations	78,539	58,643	78,539	84,068	Increase in State appropriations \$5.5M
State on-behalf payments	11,342	8,626	11,342	11,342	
Private gifts	9,879	8,880	11,840	26,249	Increase in Advancement \$14.3M
Interest on indebtedness	(4,387)	(3,300)	(4,387)	(6,204)	2023 revenue bonds - Utility system
Investment income/loss	4,919	7,822	10,429	10,429	
Endowment income	17,886	15,238	20,317	28,209	Increase in endowment distributions \$7.9M
Net nonoperating revenues and (expenses)	118,178	95,909	128,081	154,094	
Income before other revenues, (expenses), gains, or (losses)	(55,862)	12,306	(2,157)	(9,323)	
Other Revenue, Expenses, Gains or Losses					
Other revenue, (expenses), gains, or (losses)	9,498	6,620	8,827	9,768	
Total other revenue, (expenses), gains, or (losses)	9,498	6,620	8,827	9,768	
Change in Net Position	(46,364)	18,926	6,670	445	

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

ACTION PROPOSED:

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

BACKGROUND AND/OR RATIONALE:

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

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

NORMAN CAMPUS

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

Undergraduate Tuition & Mandatory Fee Rates

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

Undergraduate Guaranteed Resident Tuition Charged by Credit Hour

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

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

Undergraduate Flat Rate Tuition and Mandatory Fees Charged by Semester

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

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

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

Mandatory Fees Charged by Credit Hour

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

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

Graduate Tuition & Mandatory Fee Rates

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

Mandatory Fees Charged by Credit Hour

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

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

OU Online Program Pricing

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

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

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

COLLEGE OF LAW

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

	<u>AY2023 Rate</u>	<u>AY2024 Rate</u>	<u>Change</u>
<u>Tuition Charged by Credit Hour</u>			
Resident Tuition	\$550.00	\$566.50	\$16.50
Nonresident Tuition	\$448.00	\$461.50	\$13.50
Total Nonresident Tuition	\$998.00	\$1,028.00	\$30.00

	<u>AY2023 Rate</u>	<u>AY2024 Rate</u>	<u>Change</u>
<u>Mandatory Fees Charged by Credit Hour</u>			
Student Facility Fee	\$14.50	\$15.60	\$1.10
Student Activity Fee	\$ 5.95	\$ 5.95	\$0.00
Library Excellence Fee	\$11.00	\$11.40	\$0.40
Transit Fee	\$ 2.00	\$ 2.00	\$0.00
Security Services Fee	\$ 3.75	\$ 3.75	\$0.00
Academic Excellence Fee	\$25.60	\$26.40	\$0.80
Special Event Fee	\$ 2.00	\$ 2.00	\$0.00
Academic Facility & Life Safety	\$22.50	\$23.20	\$0.70
Law Student Technology Services Fee	\$30.90	\$31.80	\$0.90
Educational Network Connectivity Fee	\$15.30	\$15.65	\$0.35
<u>Mandatory Fees Charged by Semester</u>			
Student Health Care Fee	\$74.00	\$78.00	\$4.00
Summer	\$37.00	\$39.00	\$2.00
Cultural & Recreational Service Fee	\$12.50	\$12.50	\$0.00
Summer	\$ 6.25	\$ 6.25	\$0.00
Academic Records Service Fee	\$15.00	\$15.00	\$0.00
Summer	\$15.00	\$15.00	\$0.00

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

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

ISSUE: TUITION AND MANDATORY FEE RATES FOR FY 2024 – HSC**ACTION PROPOSED:**

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

BACKGROUND AND/OR RATIONALE:

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

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

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

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

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

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

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

Undergraduate Tuition & Mandatory Fee Rates

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

Undergraduate Guaranteed Resident Tuition Charged by Credit Hour

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

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

Mandatory Fees Charged by Credit Hour

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

Mandatory Fees Charged by Semester

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

Graduate Tuition & Mandatory Fee Rates

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

Mandatory Fees Charged by Credit Hour

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

Mandatory Fees Charged by Semester

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

Professional Program Tuition & Mandatory Fee Rates

<u>Tuition Charged by Semester</u>	<u>AY2023 Rate</u>	<u>AY2024 Rate</u>	<u>Change</u>
College of Medicine			
Resident Tuition	\$13,626.00	\$13,762.50	\$ 136.50
Total Nonresident Tuition	\$31,099.00	\$31,410.50	\$ 311.50
College of Dentistry			
Resident Tuition	\$14,934.50	\$15,532.00	\$ 597.50
Total Nonresident Tuition	\$35,447.50	\$36,866.00	\$ 1,418.50
Physician Associate/Assistant			
Resident Tuition	\$ 6,908.00	\$ 7,253.50	\$ 345.50
Total Nonresident Tuition	\$15,579.50	\$16,359.00	\$ 779.50
Doctor of Pharmacy			
Resident Tuition	\$ 8,196.50	\$ 8,196.50	\$ 0.00
Total Nonresident Tuition	\$18,390.00	\$18,390.00	\$ 0.00
Master of Occupational Therapy			
Resident Tuition	\$ 4,353.50	\$ 4,353.50	\$ 0.00
Total Nonresident Tuition	\$10,449.00	\$10,449.00	\$ 0.00
Occupational Therapy Doctorate			
Resident Tuition	\$ 5,508.50	\$ 5,894.50	\$ 386.00
Total Nonresident Tuition	\$13,911.00	\$14,885.50	\$ 974.50
Doctor of Physical Therapy			
Resident Tuition	\$ 5,508.50	\$ 5,894.50	\$ 386.00
Total Nonresident Tuition	\$13,911.00	\$14,885.50	\$ 974.50

<u>Tuition Charged by Semester</u>	<u>AY2023 Rate</u>	<u>AY2024 Rate</u>	<u>Change</u>
<u>Audiology AuD</u>			
Resident Tuition	\$ 4,915.50	\$ 4,915.50	\$ 0.00
Total Nonresident Tuition	\$12,848.50	\$12,848.50	\$ 0.00
<u>Tuition Charged by Credit Hour</u>	<u>AY2023 Rate</u>	<u>AY2024 Rate</u>	<u>Change</u>
<u>Public Health Professional Programs</u>			
Resident Tuition	\$ 388.30	\$ 407.70	\$ 19.40
Total Nonresident Tuition	\$ 1,049.80	\$ 1,102.30	\$ 52.50
<u>Doctor of Nursing Practice</u>			
Resident Tuition	\$ 551.60	\$ 579.20	\$ 27.60
Total Nonresident Tuition	\$ 1,325.85	\$ 1,392.20	\$ 66.35
<u>Master of Science in Nursing</u>			
Resident Tuition	\$ 320.20	\$ 336.20	\$ 16.00
Total Nonresident Tuition	\$ 1,033.80	\$ 1,085.50	\$ 51.70
<u>Mandatory Fees Charged by Credit Hour</u>			
Academic Facility and Life Safety Fee	\$ 7.50	\$ 7.50	\$ 0.00
Academic Records Fee	\$ 2.00	\$ 2.00	\$ 0.00
Educational Network Connectivity Fee	\$ 18.00	\$ 18.00	\$ 0.00
Library Automation and Materials Fee	\$ 15.00	\$ 15.00	\$ 0.00
Security Services Fee	\$ 4.00	\$ 4.00	\$ 0.00
Special Event Fee	\$ 3.00	\$ 3.00	\$ 0.00
Student Activity Fee	\$ 3.50	\$ 3.50	\$ 0.00
Student Facility Fee	\$ 7.30	\$ 7.30	\$ 0.00
Transit Fee	\$ 1.50	\$ 1.50	\$ 0.00
<u>Mandatory Fees Charged by Semester</u>			
Registration Fee	\$ 20.00	\$ 20.00	\$ 0.00
Student Health Fee	\$ 74.00	\$ 74.00	\$ 0.00
Summer	\$ 37.00	\$ 37.00	\$ 0.00
Cultural & Recreational Service Fee	\$132.25	\$132.25	\$ 0.00
Summer	\$ 54.15	\$ 54.15	\$ 0.00
Counseling Services Fee	\$ 40.00	\$ 40.00	\$ 0.00
Summer	\$ 20.00	\$ 20.00	\$ 0.00
Interprofessional Education & Practice Fee	\$180.00	\$ 0.00	(\$180.00)
Summer	\$ 90.00	\$ 0.00	(\$ 90.00)

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

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

**ISSUE: GENERAL, LIMITED AND SPECIAL OBLIGATION BONDS
RESOLUTION – HSC****ACTION PROPOSED:**

President Harroz recommends the Board of Regents:

- I. Authorize and approve the issuance on a taxable and/or tax-exempt basis, in one or more series, University of Oklahoma General, Limited and Special Obligation Bonds in an approximate amount of \$55,000,000, which will provide funds in support of financing for renovation, modernization, and expansion of laboratories and research facilities on the campus in Oklahoma City, Oklahoma and, in addition to the amounts needed for the proposed project, to provide sufficient funds to fund any related costs of issuance, underwriters' discounts, capitalized interest, reserve funds, bond insurance, net premiums/original issue discounts, and any other necessary and related expenditures associated with the issuance;
- II. Authorize and approve the borrowing of funds for the purpose of issuing the above mentioned bonds on a taxable or tax-exempt basis in one or more series, paying normal costs of issuance related thereto, providing for bond insurance if necessary, capitalized interest, and any related reserves or costs;
- III. Authorize and approve Resolutions and/or Supplemental Resolutions dated as of this date authorizing the form of the financing documents related thereto, including but not limited to, a Bond Resolution and/or Supplemental Resolutions, a Bond Indenture, a Trust Agreement, a Paying Agent Agreement, a Bond Purchase Agreement, a Continuing Disclosure Agreement, a Preliminary Official Statement, and an Official Statement;
- IV. Approve and authorize the award of the sale of the Bonds on either a competitive or negotiated basis based upon the final determination of the financing team and as determined to be in the best financial interest of the University of Oklahoma Health Sciences Center and authorizing the Vice President for Administration and Finance and the Assistant Vice President for Administration and Finance and Controller of the University of Oklahoma Health Sciences Center to do all things necessary to consummate the transaction contemplated herein including, but not limited to, execution and delivery of any and all closing documents;
- V. Authorize the Chairman, Vice Chairman, and Executive Secretary of the Board of Regents of the University of Oklahoma to execute and deliver all necessary financing documents and related closing documents required by Bond Counsel;
- VI. Authorize the officers of the University of Oklahoma to execute any closing documents required by Bond Counsel; and to take any further action required to consummate the transaction contemplated herein; and
- VII. Recognize and acknowledge that the University may fund certain costs of the projects described below, and to the extent the University utilizes its other funds for said purposes, it is intended that proceeds of the Bonds will be utilized to reimburse the University.

BACKGROUND AND/OR RATIONALE:

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

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

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

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

**ISSUE: GENERAL, LIMITED AND SPECIAL OBLIGATION BONDS
RESOLUTION – NC****ACTION PROPOSED:**

President Harroz recommends the Board of Regents:

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

BACKGROUND AND/OR RATIONALE:

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

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

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

ISSUE: HONORARY DEGREES - ALL

ACTION PROPOSED:

President Harroz recommends the nominees listed in his recent letter to the OU Board of Regents be approved for an honorary degree at the May 2024 University Commencement.

BACKGROUND AND/OR RATIONALE:

The University policy and the policy of the Oklahoma State Regents for Higher Education on awarding honorary degrees states that nominees and alternates must be approved by the OU Board of Regents and State Regents prior to awarding of the degrees.

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

ISSUE: POSTHUMOUS DEGREE – RAQUEL GONZALEZ

ACTION PROPOSED:

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

BACKGROUND AND/OR RATIONALE:

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

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

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

ISSUE: REGENTS' POLICY 1.3 — ACTING PRESIDENT-ALL

ACTION PROPOSED:

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

BACKGROUND AND/OR RATIONALE:

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

1.3 —ACTING PRESIDENT

On occasion, the President of The University of Oklahoma, ~~the President of Cameron University, and/or the President of Rogers State University~~, on account of official business, vacation, illness, or other unavoidable cause, ~~are is~~ absent from ~~their respective~~ campuses. During such absences, it is essential that provision be made so that official business may proceed. Therefore, in the temporary absence of the President, the order of succession for The University of Oklahoma, ~~Cameron University, and Rogers State University~~ will be as follows:

THE UNIVERSITY OF OKLAHOMA

Senior Vice President and Provost, Norman Campus

Senior Vice President and Provost, Health Sciences Center

Senior Vice President and Chief Financial Officer

Vice President and General Counsel

Vice President of Executive Affairs

~~Vice President, Administration & Finance, Norman Campus~~

~~Vice President, Development~~

~~Vice President, Administration & Finance, Health Sciences Center~~

~~Vice President, Student Affairs~~

CAMERON UNIVERSITY

~~Provost~~

~~Vice President for Business and Finance~~

ROGERS STATE UNIVERSITY

~~Vice President, Academic Affairs~~

~~Vice President, Business Affairs~~

In the event any of the above-named positions are filled by persons in an acting or interim capacity, the line of succession shall automatically be directed to the next position.

In the event ~~any of the Presidents of the Universities~~ shall resign, be incapacitated, be on an extended leave of absence, or otherwise be unable to perform the duties of President for a period in excess of 30 days, an Acting or Interim President shall be designated by the Board of Regents. The Acting or Interim President shall have all powers, duties, and responsibilities normally held by the President. Until such time as such Acting or Interim President is designated, the above order of succession shall be applicable.

(RM, 2-8-79, pp. 15373-74; 3-21-95, p. 24290; 12-2-2003, p. 28868)



1.3 Acting President Policy

- I. Purpose:
The purpose of this Policy is to designate the individual who will assume the responsibilities of the President if the President is absent or unable to act or if there is a vacancy in that office.
- II. Scope:
This policy applies to the University of Oklahoma (OU) executive leadership.
- III. Responsible Office:
The Board of Regents is responsible for administering this policy and ensuring compliance.
- IV. Policy Statement:
It is the policy of the OU Board of Regents that if the President of OU, on account of official business, vacation, illness, or other unavoidable cause, is absent from their institution, a temporary order of succession will be enacted.

Policy Level: 4
Approval Authority: Board of Regents
Date of Approval:
Subject Matter: Board of Regents
Date of Last Review:
Date of Next Review:
Signature:



V. Procedures

A. The order of succession for a temporary absence of the OU President is as follows:

1. Senior Vice President and Provost, Norman Campus
2. Senior Vice President and Provost, Health Sciences Center
3. Senior Vice President and Chief Financial Officer
4. Vice President and General Counsel
5. Vice President of Executive Affairs

In the event any of the above-named positions are filled by persons in an acting or interim capacity, the line of succession shall automatically be directed to the next position.

B. In the event the President shall resign, be incapacitated, be on an extended leave of absence, or otherwise be unable to perform the duties of President for a period in excess of 30 days, an Acting or Interim President shall be designated by the Board of Regents. The Acting or Interim President shall have all powers, duties, and responsibilities normally held by the President. Until such time as such Acting or Interim President is designated, the above order of succession shall be applicable

(RM, 2-8-79, pp. 15373-74; 3-21-95, p. 24290; 12-2-2003, p. 28868)

ISSUE: REVISIONS TO REGENTS' POLICY 3.2, INSTITUTIONAL EQUITY– ALL

ACTION PROPOSED:

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

BACKGROUND AND RATIONALE:

Revisions to Section 3.2 of the Institutional Equity Office's policies are needed for compliance with federal regulations. Changes are shown on the attached pages in strikethrough and underline format. An updated copy of the revised policy is also attached.

3.2 — ~~OFFICE OF EQUAL OPPORTUNITY~~ INSTITUTIONAL EQUITY OFFICE POLICIES

3.2.1—~~EQUAL OPPORTUNITY NON-DISCRIMINATION~~ POLICY

The University in compliance with all applicable federal and state laws and regulations does not discriminate on the basis of race, color, national origin, sex, sexual orientation, genetic information, gender identity, gender expression, age (40 or older), religion, disability, political beliefs, or status as a veteran in any of its policies, practices, or procedures. This includes but is not limited to admissions, employment, housing, financial aid, and educational services.

Inquiries regarding non-discrimination policies may be directed to: ~~Christine Taylor~~, University ~~Equal Opportunity Institutional Equity~~ Officer and Title IX Coordinator, 405-325-3546, ~~christine.taylor@ou.edu~~ ~~ico@ou.edu~~, or visit <http://www.ou.edu/eoo.html>.

UNIVERSITY'S STATEMENT OF COMMITMENT TO AFFIRMATIVE ACTION

The University of Oklahoma, recognizing its obligation to guarantee equal opportunity to all persons in all segments of University life, reaffirms its commitment to the continuation and expansion of positive programs which reinforce and strengthen its affirmative action policies. This commitment stems not only from compliance with federal and state equal opportunity laws but from a desire to ensure social justice and promote campus diversity. The University will continue its policy of fair and equal employment practices for all employees and job applicants without insidious discrimination on the basis of race, color, national origin, sex, sexual orientation, genetic information, gender identity, gender expression, age, religion, political beliefs, disability or status as a veteran. The University will maintain a critical and continuing evaluation of its employment policies, programs, and practices. Each budget unit bears a responsibility for constructive implementation of this Plan, and whenever possible, to the overall progress toward employment opportunity and participation in all University programs and activities. Our commitment to the concept of affirmative action requires sincere and cooperative efforts throughout all levels of our employment structure. We will continue to strive to reach the goals of fair and equal employment opportunities for all.

(RM, 3-24-70, pp. 10238-39; amended, 4-8-76, pp. 13890-91; revised, 7-12-77, p. 14537; amended, 12-10-81, pp. 16769-70; 1-27-93, p. 23220; 1-27-2004, p. 28924; 9-19-11, p. 32775; 6-24-15, p. 34749)

3.2.2—AFFIRMATIVE ACTION PLAN

The Affirmative Action Plan serves to supplement the Board of Regents' policy on equal opportunity as it pertains to employment and is an integral part of the employment policies of the University. The Plan is revised once each year to address the current requirements for affirmative action in employment. The principal objectives are:

- 1) To assure all persons equal opportunity for employment and advancement in employment regardless of race, color, national origin, sex, sexual orientation, genetic information, gender identity, gender expression, religion, age, disability, political beliefs, or status as a veteran.
- 2) To meet institutional responsibilities under the Civil Rights Act of 1964 and commitments as a federal contractor under Executive Order 11246 and Executive Order 11375.

- 3) To take positive actions in the recruitment, placement, development, and advancement of women and racial minority members in University employment.

Each person having administrative or supervisory responsibilities is expected to provide leadership in applying the Affirmative Action Plan.

Coordination of the application of the Affirmative Action Plan is the responsibility of the Senior Vice President and Provosts for academic employment and the Vice Presidents ~~for Administrative Affairs and Chief Human Resources Officer~~ for nonacademic employment. These officials are designated ~~Equal Employment Opportunity Institutional Equity~~ Officers for their respective areas of responsibility.

(RM, 3-18-76, edited; 3-29-00, p. 26909; 9-19-11, p. 32775; 6-24-15, p. 34749)

3.2.3—STAFFING PLAN PROCEDURE AND AFFIRMATIVE ACTION PLAN

The University's staffing procedure and Affirmative Action Plan are designed jointly to (1) assure maximum utilization of available human resources, and (2) reaffirm the University's policy that all appointments, promotions, and transfers will be conducted on the basis of individual qualifications and merit without regard to race, color, national origin, sex, sexual orientation, gender identity, gender expression, genetic information, age, religion, disability, political beliefs, or status as a veteran.

The plan includes four broad categories, and the criteria for membership in categories II through IV are outlined in the Staff Handbook.

I. EXECUTIVE

EXECUTIVE OFFICERS

Executive Officers of the University shall include the President, Vice President for Executive Affairs, Senior Vice President and Provosts, Vice Presidents, Executive Secretary of the Board of Regents and Secretary of the University, and such other positions as the President may designate from time to time.

II. ADMINISTRATIVE

ADMINISTRATIVE OFFICERS

ADMINISTRATIVE STAFF

MANAGERIAL STAFF

III. PROFESSIONAL

PROFESSIONAL STAFF

IV. NON EXEMPT & SUPERVISORY

(RM, 6-13-74, pp. 13001-04, edited; 3-29-00, p. 26909; 1-27-2004, 28924; 6-23-04, p. 29151; 9-19-11, p. 32775; 6-24-15, p. 34749)

3.2.4—NON-DISCRIMINATION POLICY

I. INTRODUCTION

Diversity is one of the strengths of our society as well as one of the hallmarks of a great university. The University supports diversity and is committed to maintaining employment, educational, and health care settings that are multicultural, multiracial, multiethnic, and all-inclusive. Respecting differences is one of the University's missions.

The University does not discriminate or permit discrimination by any member of its community against any individual based on the individual's race, color, religion, political beliefs, national origin, age (40 or older), sex (see the Sexual Misconduct, Discrimination, and Harassment Policy at <http://www.ou.edu/content/eoo/policies/misc.html>), sexual orientation, genetic information, gender identity, gender expression, disability, or veteran status in matters of admissions, employment, financial aid, housing, services in educational programs or activities, or health care services that the University operates or provides.

University policy also prohibits retaliation against a person for filing a complaint of discrimination or harassment under this policy or other applicable federal, state, or local laws. This policy also prohibits retaliation against any person who assists someone with a complaint of discrimination or harassment or who participates in any manner in an investigation or resolution of a complaint of discrimination or harassment.

II. POLICY STATEMENT

Principles of academic freedom and freedom of expression require tolerance of the expression of ideas and opinions that may be offensive to some, and the University respects and upholds these principles. The University also adheres to the laws prohibiting discrimination in employment and education. The University recognizes that conduct constituting unlawful discrimination in employment or educational programs and activities shall be prohibited and is subject to remedial or corrective action as set forth in this policy. This policy is premised on the University's obligation to provide an environment free from unlawful discrimination. The University will vigorously exercise its authority to protect employees and students from harassment by agents or employees of the University, students, visitors, or guests.

Agents or employees of the University, acting within the scope of their official duties, shall not treat an individual differently on the basis of race, color, religion, political beliefs, national origin, age (40 or older), sex, sexual orientation, genetic information, gender identity, gender expression, disability or veteran status in the context of an employment or educational program or activity without a legitimate nondiscriminatory reason, and,

The University shall not subject an individual to different treatment on the basis of race, color, religion, political beliefs, national origin, age (40 or older), sex, sexual orientation, genetic information, gender identity, gender expression, disability, or veteran status by effectively causing, encouraging, accepting, tolerating, or failing to correct a racially or ethnically hostile environment of which it has notice.

The full text of the **Non-Discrimination** Policy may be found online at <http://www.ou.edu/content/eoo/policies-procedures/non-discrimination.html> <https://www.ou.edu/eoo/about/policies-procedures/non-discrimination>. Hard copies may be requested through the **Equal Opportunity Institutional Equity** Office: (405) 325-3546.

III. CORRECTIVE ACTIONS

Violations of this policy shall result in corrective action(s) designed to reestablish an employment or educational environment conducive to work or learning. Corrective actions will include disciplinary action directed by the executive officer having responsibility for the offender, where appropriate. Corrective actions will be tailored to redress the specific problem and may range from apologies, mandatory attendance at specific training programs, reprimands, suspension, or demotion to expulsion or termination. Corrective actions shall be based upon the facts and circumstances of each case and shall be in accordance with the terms and guidelines of the applicable campus grievance procedures.

Violations of this policy by students will be considered as violations of the Student Rights and Responsibilities Code and will subject student offenders to the corrective action(s) provided by the Code.

IV. ADMINISTRATIVE ACTION

The University recognizes its obligation to address incidents of discrimination and harassment on campus when it becomes aware of their existence even if no complaints are filed; therefore, the University reserves the right to take appropriate action unilaterally under this procedure.

With respect to students, the University Vice President for Student Affairs and Dean of Students or other appropriate persons in authority may take immediate administrative or disciplinary action deemed necessary for the welfare or safety of the University community.

With respect to employees, upon a determination at any stage in the investigation or grievance procedure that the continued performance of either party's regular duties or University responsibilities would be inappropriate, the proper executive officer may suspend or reassign these duties or responsibilities or place the individual on a leave of absence pending the completion of the investigation or grievance procedure.

VII. RESPONSIBLE OFFICIAL

The University Institutional Equity Officer is charged with the responsibility for administering this policy. The ~~Office of Equal Opportunity~~ **Institutional Equity Office** will serve as a repository for all records of complaints, investigative reports, and remedies/corrective actions in connection with this policy. The University Institutional Equity Officer is the overall coordinator of all University activities dealing with discrimination in employment or education.

To contact the ~~University Equal Opportunity~~ **Institutional Equity** Office:

Norman Campus and Norman Campus
Based Programs
Room 102, Evans Hall
(405) 325-3546

Health Sciences Center Campus and Health Sciences
Center Based Programs
~~Room 164H, Bird Library~~ **Room 2320, Williams Pavilion**
(405) 271-2110

(RM 12-19-90, p. 22121; 6-13-91, p. 22467; 7-27-95, p. 24622; 1-14-97, p. 25263; 1-26-99, p. 26226; 3-29-00, p. 26909; 1-27-2004, p. 28924; 6-23-04, p. 29151; 9-19-11, p. 32775; 6-24-15, p. 34749; 3-8-17, p. 35516)

3.2.5—SEXUAL MISCONDUCT, DISCRIMINATION AND HARASSMENT POLICY

STATEMENT

The University is committed to creating and maintaining a community where all persons who participate in University programs and activities can work and learn to gather in an atmosphere free from all forms of harassment, exploitation, or intimidation. The University condemns discrimination based on sex or gender, sexual harassment, sexual assault, sexual orientation discrimination, discrimination based on gender identity or expression, and sexual misconduct, including but not limited to dating violence, domestic violence, and stalking. Any such activity committed by a member of the University community may subject the individual to University sanctions as well as civil and criminal penalties. Persons who have complaints alleging discrimination based upon sex or gender, which may include sexual harassment, sexual assault, sexual orientation discrimination, discrimination based on gender identity or gender expression, and sexual misconduct may file their complaints in writing with the University Equal Opportunity Officer (EOO), the Institutional Equity and Title IX Coordinator, or the University's Sexual Misconduct Officer(s) identified below (collectively referred to as the "Sexual Misconduct Officer"). The EOO will work in conjunction with the Institutional Equity and Title IX Office to implement this policy.

This policy covers unwelcome conduct of a sexual nature or gender-based nature, whether committed on-campus, or off-campus where the University has control over the perpetrator or the context of the harassment. Consensual romantic relationships between members of the University community are subject to other University policies, but alleged violations of such policy are investigated under this process and procedure. See Section 5.23 of the Staff Handbook: (<http://hr.ou.edu/documents/files/handbook/pdf>), and Section 3.2.7 of the Regents' Policy Manual, as well as the respective campuses Faculty Handbooks.

The full Sexual Misconduct, Discrimination and Harassment Policy and the associated complaint and grievance procedures are located online at: <http://www.ou.edu/content/ooo/policies.html>.

Hard copies may be obtained from the Title IX/Sexual Misconduct Office: (405) 325-2215.

DEFINITION OF SEXUAL MISCONDUCT, INCLUDING SEXUAL ASSAULT, DISCRIMINATION AND HARASSMENT

Sexual Misconduct offenses include, but are not limited to, but are not limited to sexual harassment, sex discrimination (including sexual orientation discrimination and gender identity or gender expression discrimination), non-consensual sexual intercourse (or attempts to commit same), non-consensual sexual contact (or attempts to commit same), sexual coercion, dating violence, domestic violence, stalking, and sexual exploitation, and any attempts to commit the same.

A.—Sex Discrimination: includes sexual harassment and is defined as conduct directed at a specific individual or a group of identifiable individuals that subjects the individual or group to treatment that adversely affects their employment or education, or institutional benefits, on account of sex or gender (including sexual orientation, gender identity, and gender expression discrimination). It may include acts of verbal, nonverbal, or physical aggression, intimidation, or hostility based on sex or sex stereotyping, even if those acts do not involve conduct of a sexual nature.

B.—Sexual Harassment: Sexual harassment is a form of sex discrimination. Sexual harassment is unwelcome and discriminatory speech or conduct undertaken because of an individual's gender or is sexual in nature and is so severe, pervasive, or persistent, objectively and subjectively offensive that it has the

systematic effect of unreasonably interfering with or depriving someone of educational, institutional, or employment access, benefits, activities, or opportunities. Students, employees, and visitors who are subject to or who witnesses unwelcome conduct of a sexual nature are encouraged to report the incident(s).

1. ~~Hostile Environment Sexual Harassment includes conduct that is sufficiently severe, pervasive, or persistent, objectively and subjectively offensive that it alters the conditions of education or employment or institutional benefits of a reasonable person with the same characteristics of the victim of the harassing conduct. Whether conduct is harassing is based upon examining a totality of circumstances, including but not limited to:~~

- ~~— a. the frequency of the conduct;~~
- ~~— b. the nature and severity of the conduct;~~
- ~~— c. whether the conduct was physically threatening;~~
- ~~— d. whether the conduct was deliberate, repeated humiliation based upon sex;~~
- ~~— e. the effect of the conduct on the alleged victim's mental or emotional state from the perspective of a reasonable person;~~
- ~~— f. whether the conduct was directed at more than one person;~~
- ~~— g. whether the conduct arose in the context of other discriminatory conduct;~~
- ~~— h. continued or repeated verbal abuse of a sexual nature, such as gratuitous suggestive comments and sexually explicit jokes; and~~
- ~~— i. whether the speech or conduct deserves constitutional protections.~~

2. ~~Quid Pro Quo Sexual Harassment exists when individuals in positions of authority over the reporting party:~~

- ~~a. make unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature; and~~
- ~~b. indicate, explicitly or implicitly, that failure to submit to or the rejection of such conduct will result in adverse educational or employment action or where participation in an educational program or institutional activity or benefit is conditioned upon the reporting party's submission to such activity.~~

C. ~~Retaliation is any attempt to penalize or take an adverse employment, educational or institutional benefit action, including but not limited to making threats, intimidation, reprisals or other adverse action, against a person because of the participation in a complaint or the investigation of discrimination, sexual harassment or sexual misconduct.~~

D. ~~Sexual Violence means physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent. A number of acts fall into the category of sexual violence, including rape, sexual assault, sexual battery, and sexual coercion.~~

1. ~~Non-Consensual Sexual Intercourse is defined as any sexual intercourse or penetration of the anal, oral, vaginal, genital opening of the victim, including sexual intercourse or penetration by any part of a person's body or by the use of an object, however slight, by one person to another without consent or against the victim's will. This definition includes rape and sexual assault, sexual misconduct, and sexual violence.~~

2. ~~Non-Consensual Sexual Contact is any intentional touching, however slight, whether clothed or un clothed, of the victim's intimate body parts (primarily genital area, groin, inner thigh, buttock or breast) with any object or body part, without consent and/or by force. It also includes the touching of any part of a victim's body using the perpetrator's genitalia and/or forcing the victim to touch the intimate areas of the perpetrator or any contact in a sexual manner even if not involving contact of or by breasts, buttocks, groin, genitals, mouth or other orifice. This definition includes sexual battery~~

and sexual misconduct.

3. ~~Sexual Coercion is the act of using pressure (including physical pressure, verbal pressure or emotional pressure), alcohol, medications, drugs, or force to have sexual contact against someone's will or with someone who has already refused. This includes rape, sexual assault, sexual exploitation and sexual misconduct.~~

E. ~~Sexual Exploitation occurs when a person takes non-consensual, unjust or abusive sexual advantage of another for his or her own advantage or benefit, or to benefit or advantage anyone other than the one being exploited, and that behavior may not otherwise constitute one of the other sexual misconduct offenses.~~

~~Examples of sexual exploitation include, but are not limited to:~~

- ~~○ non-consensual video or audio taping of any form of sexual activity going beyond the boundaries of consent (such as letting a person or people hide in the closet to watch you having consensual sex without your partner's knowledge or consent);~~
- ~~○ engaging in non-consensual voyeurism, such as observing sexual acts or body parts of another from a secret vantage point;~~
- ~~○ knowingly transmitting a sexually transmitted disease or illness to another;~~
- ~~○ exposing one's genitals in a non-consensual circumstance, or inducing another to expose his or her genitals;~~
- ~~○ prostituting another person;~~
- ~~○ other forms of invasion of sexual privacy.~~

F. ~~Consent is the act of willingly agreeing to engage in sexual contact or conduct. Individuals who consent to sex must be able to understand what they are doing. Under this policy, "No" always means "No," and the absence of "No" may not mean "Yes".~~

- ~~○ Consent is informed, knowing and voluntary. Consent is active, not passive. Silence, in and of itself, cannot be interpreted as consent. Consent can be given by words or actions, as long as those words or actions create mutually understandable permission regarding the conditions of sexual activity.~~
- ~~○ Consent to one form of sexual activity cannot imply consent to other forms of sexual activity.~~
- ~~○ Previous relationships or consent cannot imply consent to future sexual acts.~~
- ~~○ Consent cannot be procured by use of physical force, compelling threats, intimidating behavior, or coercion.~~
- ~~○ Use of alcohol, medications, or other drugs will not excuse behavior that violates this policy.~~

I. POLICY ON SEXUAL MISCONDUCT, DISCRIMINATION, AND HARASSMENT

The University is committed to creating and maintaining a community where all persons who participate in University programs and activities can work and learn together in an atmosphere free from discrimination and harassment. The University prohibits discrimination based on sex or gender, which includes discrimination and harassment on the basis of pregnancy, sexual orientation, gender identity or expression, and all forms of sexual harassment, including sexual assault, dating violence, domestic violence, and stalking.

The Office of Institutional Equity is charged with oversight responsibilities and investigation of sex discrimination and sexual harassment as defined by this policy and in compliance with applicable federal laws, including Title IX of the Education Amendments Act of 1972, Title VII of the Civil Rights Act of 1964, the Violence Against Women Act of 1994 (as reauthorized), and applicable Oklahoma laws. In addition, the Office of Institutional Equity is charged with investigating sexual misconduct that constitutes Workplace Harassment, Employee Sexual Misconduct, and Prohibited Conduct under the University of Oklahoma Student Rights and Responsibilities Code. The Office of Institutional Equity is also responsible for investigations of conduct in violation of the Consensual Sexual Relationships Policy.

Through its Institutional Equity Officer and Title IX Coordinator, the University reserves the right to independently address known concerns falling under this policy in order to stop sex discrimination and sexual harassment, prevent its recurrence, and remedy its effects. The term “Title IX Coordinator” refers to the Institutional Equity Officer and Title IX Coordinator who oversees the implementation of the University’s Sexual Misconduct, Discrimination and Harassment Policy, as well as the University’s Non-Discrimination Policy and Affirmative Action Plan. The Title IX Coordinator has the primary responsibility for coordinating the University’s efforts related to the intake, investigation, resolution, and implementation of supportive measures to stop, remediate, and prevent discrimination, harassment, and retaliation prohibited under these policies.

The Title IX Coordinator manages the Title IX Team and acts with independence and authority free from bias and conflicts of interest. The Title IX Coordinator oversees all resolutions under this policy and procedure. The Title IX Coordinator requires training for all Office of Institutional Equity staff, including investigators, as well as for Decision-makers and Informal Resolution Facilitators. These individuals are trained to ensure they are not biased for or against any party in a specific case, or for against Complainants and/or Respondents, generally. To raise any concern involving bias or conflict of interest, or reports of misconduct or discrimination by the Title IX Coordinator, contact President Joseph Harroz, Jr. at 660 Parrington Oval, Evans Hall, Room 110, Norman, OK 73019, (405) 325-3916, ouharroz@ou.edu. Concerns of bias or potential conflict of interest or reports of misconduct or discrimination by any other Title IX Team member should be raised with the Title IX Coordinator.

The term “Title IX Coordinator” as used herein may also include an Associate Title IX Coordinator or other member of the Title IX Team under the supervision of the Title IX Coordinator. For the purposes of this policy, the term “Complainant” means any individual who is alleged to be the victim of conduct that could constitute Prohibited Conduct. The term “Respondent” means any individual who is reported or alleged to be the perpetrator of conduct that could constitute Prohibited Conduct.

Any person seeking to invoke the protections of this policy may do so solely by providing notice to the Title IX Coordinator as provided herein; notice to other members of the University community will not be imputed to the Title IX Coordinator.

This policy also applies to students, faculty, and staff at Rogers State University (RSU) or Cameron University (CU) who are participating in or attempting to participate in the an RSU/CU education program or a RSU/CU - related activity. The University is providing certain services relating to sexual misconduct, discrimination, and harassment to RSU/CU. If you are a student, faculty member, or employee at Rogers State University or

Cameron University, please consult Appendix C for RSU/CU specific contact information and policy references.

II. ADMINISTRATIVE CONTACT INFORMATION

Complaints or notice of alleged policy violations, or inquiries about or concerns regarding this policy and procedures, may be made internally to:

Institutional Equity Officer & Title IX Coordinator
Institutional Equity Office
660 Parrington Oval, Evans Hall – Room 102
Norman, OK 73019
(405) 325-3546
IEO@ou.edu

III. PRESUMPTION OF INNOCENCE

A Respondent who is alleged to have engaged in Prohibited Conduct, as defined below, shall be presumed innocent during the pendency of any grievance proceedings.

IV. PROHIBITED CONDUCT

The following conduct, or attempted conduct (in the case of conduct prohibited in subsections C and E below), is prohibited, and constitutes “Prohibited Conduct” for purposes of this Policy:

A. Sex Discrimination

Conduct directed at a specific individual or a group of identifiable individuals that subjects the individual or group to treatment that adversely affects their employment or education, or institutional benefits, on account of sex or gender (including sexual orientation, gender identity, and gender expression discrimination). It may include acts of verbal, nonverbal, or physical aggression, intimidation, or hostility based on sex or sex-stereotyping, even if those acts do not involve conduct of a sexual nature.

B. Pregnancy Discrimination

Discrimination on the basis of pregnancy, childbirth, false pregnancy, termination of pregnancy or recovery therefrom. Discrimination on the basis of pregnancy should be reported in accordance with this policy. Employees with questions regarding accommodations during pregnancy are encouraged to contact the Office of Human Resources (<http://hr.ou.edu>), students and visitors with questions regarding accommodations during pregnancy are encouraged to contact the Disability Resource Center (<http://www.ou.edu/drc/home.html>).

C. Title IX Sexual Harassment

A specific form of sex discrimination. Title IX Sexual Harassment includes the following types of Prohibited Conduct when they occur in the context of the University’s educational programs or activities, and within the United States.

For the purposes of this policy, “educational program or activity” includes locations, events, or circumstances over which the University exercised substantial control over both the Respondent and the

context in which the sexual harassment occurs, and also includes any building owned or controlled by an officially recognized or registered student organization. Under Title IX, Sexual Harassment means conduct on the basis of sex that satisfies one or more of the following:

1. Hostile Environment Harassment, which is unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's education program or activity;
2. Quid Pro Quo Sexual Harassment, where an employee of the University is conditioning the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct; or
3. Sexual Assault, Dating Violence, Domestic Violence, or Stalking as defined below in accordance with applicable law:

Sexual Assault includes:

- a. Rape - penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim;
- b. Fondling - The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim;
- c. Incest - Non-Forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law; and
- d. Statutory Rape - sexual intercourse with a person who is under the statutory age of consent.

4. Dating Violence, which is violence between individuals in the following circumstances:

- a. The party is or has been in a social relationship of a romantic or intimate nature with the victim; and
- b. The existence of such a relationship shall be determined based on a consideration of the following factors: (i) length of the relationship; (ii) type of relationship; (iii) frequency of interaction between the persons involved in the relationship

5. Domestic Violence, which is an assault and battery against: a current or former spouse; a present spouse of a former spouse; a former spouse of a present spouse; parents; a foster parent; a child; a person otherwise related by blood or marriage; a person with whom the Respondent is or was in a dating relationship; an individual with whom the Respondent has had a child; a person who formerly lived in the same household as the Respondent; or a person living in the same household

6. Stalking, which is a course of conduct directed at a specific person that would cause a reasonable person to: (a) fear for the person's safety or the safety of others, or (b) Suffer substantial emotional distress

D. Workplace Harassment

Unwelcome conduct that is based on sex (including pregnancy), and (1) enduring the offensive conduct becomes a condition of continued employment, or (2) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive.

E. Employee Sexual Misconduct

Employee conduct that occurs outside the context of the educational program or outside the United States, but where the conduct otherwise meets one or more definitions of Sexual Harassment set forth in Section C, above.

The Office of Institutional Equity is authorized to investigate Prohibited Conduct under this section with written approval from the University's Chief Human Resources Officer.

F. Sexual Misconduct- Student Code Violation

Student conduct that occurs outside the context of the educational program or outside the United States, but otherwise meets one or more definitions of Sexual Harassment set forth in Section C, above. The Office of Institutional Equity is authorized to investigate Prohibited Conduct under this section with written approval from the Director of Student Conduct stating the Prohibited Conduct, as alleged, is within the University's jurisdiction as defined in the Student Code of Rights and Responsibilities.

G. Retaliation

Any attempt to penalize or take an adverse employment, educational or institutional benefit action, including but not limited to making threats, intimidation, reprisals, interference with an individual's protected rights, or other adverse action, against a person because of participation or non-participation in a report, investigation, or grievance process of Prohibited Conduct.

H. False Reporting

Knowingly making a materially false statement in bad faith or knowingly submitting materially false information during the grievance process is prohibited. False reporting does not include accidental or inadvertent false statements, immaterial inaccuracies, or statements made outside the context of making a report, filing a grievance, participating in a grievance procedure, or during the grievance process.

I. Violation of Consensual Sexual Relationships Policy

The Consensual Sexual Relationships Policy may be found here: <https://www.ou.edu/eoo/policies>.

V. DIRECT ADMINISTRATIVE ACTION

A. Administrative Review

Subject to the limitations of applicable law, the Title IX Coordinator reserves the right to address an incident of Prohibited Conduct on campus even if no Formal Complaint of Title IX Sexual Harassment or other Complaint alleging other Prohibited Conduct is filed, and may take unilateral action to remedy the effects of sexual harassment. In undertaking a unilateral administrative action, however, the Title IX Coordinator may not impose any disciplinary sanction or unduly burden a Respondent.

B. Emergency Removal – Students

The University Vice President for Student Affairs and Dean of Students may take Direct Administrative Action (DAA) to immediately restrict a student's rights within the University community, up to and including emergency removal. A DAA imposed after an individualized safety and risk analysis yields a determination that an immediate threat to the physical health or safety of a student or other individual justifies the removal must provide a removed student with notice and an opportunity to challenge the decision as soon as reasonably possible afterward.

C. Emergency Removal/Administrative Leave – Non-student employees

With respect to employees (other than student employees), upon a determination at any stage in the grievance procedure that the continued performance of either party's regular duties or University responsibilities would not be in the best interest of the University, the executive officer over the area may, with the concurrence of the

Chief Human Resources Officer, suspend or reassign an employee's duties or responsibilities, or place the individual on an administrative leave of absence pending the completion of the grievance procedure.

VI. REPORTING PROHIBITED CONDUCT

Upon receiving a report of Prohibited Conduct, the Title IX Coordinator will promptly provide a Complainant with important information about options for filing a Formal Complaint of Sexual Harassment, if applicable, a Complaint of Employee Sexual Misconduct or Sexual Misconduct (Student Code Violation), or other appropriate grievance as set forth below. The Title IX Coordinator will offer information about supportive measures that are available without regard to whether any grievance is filed.

A. Duty to Report Prohibited Conduct

Supervisors, managers and faculty members with administrative duties or student supervisory duties are responsible for taking all appropriate action to prevent sex discrimination and harassment, and to stop and correct it when it occurs, and are expected to report it to the Institutional Equity Officer and Title IX Coordinator or any of the University's Associate Title IX Coordinators at (405) 325-3546. Others' knowledge of alleged misconduct will not trigger University obligations or liability; it is, however, the policy of the University of Oklahoma that all employees who are aware of allegations of Prohibited Conduct are expected to promptly report the matter to the Title IX Coordinator.

B. Immunity Policy

The safety of students, employees, and the campus community are of utmost importance to the University. In order to encourage reporting of incidents of Prohibited Conduct, no Complainant, Respondent, or witness will be referred for disciplinary action solely for engaging in the unlawful or prohibited use of alcohol and/or drugs when the reported incident occurred. Provided, nothing prohibits an investigator or decision-maker from inquiring into alcohol and/or drug use if a party or witness's use of alcohol or drugs is relevant in the grievance process.

C. Confidential Reporting Resources

Requests for confidentiality or anonymity may limit or preclude the University's ability to conduct an investigation of allegations of Prohibited Conduct. A request for confidentiality will be respected unless the Title IX Coordinator determines it is necessary to conduct an investigation.

These on-campus resources can offer options and advice without the obligation to inform University officials, including the Title IX Coordinator, unless the Complainant requests that the information be shared. Parties wishing to report confidentially may do so by contacting:

- OU Advocates: HSC/Norman (405) 615-0013 - provides referral and support; Tulsa OU Advocates (8 a.m. – 5 p.m.): (918) 660-3163 (after hours: 918-743-5763)
- Goddard Health Center: (405) 325-2911 - provides counseling/medical services
- Employee Assistance Program: (800) 327-5043 (Norman / HSC); (918) 587-9471 (Tulsa) – provides counseling services and referrals for University faculty/staff
- HSC Student Counseling Services: (405) 271-7336 - provides counseling services
- OU-Tulsa Student Counseling: (918) 660-3109 - provides counseling services

D. Timing of Complaints

There is no time limitation on reporting an incident to the Title IX Coordinator or for filing a Formal Complaint of Title IX Sexual Harassment or Complaint of other Prohibited Conduct. However, if the Respondent is no longer subject to the University's jurisdiction for disciplinary sanctions and/or significant time has passed, the

ability to investigate, respond, and provide remedies may be more limited or impossible. In cases where significant time has lapsed since the reported incident, the Title IX Coordinator shall offer supportive measures. If a Formal Complaint of Title IX Sexual Harassment, Complaint of Employee Sexual Misconduct, or Sexual Misconduct (Student Code Violation) is dismissed because passage of time renders investigation not reasonably practicable, the parties will be afforded the right to appeal the decision in accordance with the Grievance Procedures for Title IX Sexual Harassment and Sexual Misconduct.

E. Intake Process

Upon receiving a report or Formal Complaint of Title IX Sexual Harassment or Complaint of other Prohibited Conduct, the Office of Institutional Equity staff and/or the Title IX Coordinator will promptly communicate with a Complainant to discuss the availability of supportive measures, provide information about the investigative process, and discuss the process for filing a Formal Complaint of Title IX Sexual Harassment or a Complaint of other Prohibited Conduct. Where applicable, Complainants will also be advised on the preservation of evidence that may be relevant to a University or other proceeding and their right to seek a court-issued order of protection. Complainants will be informed of the right to report an incident to law enforcement authorities and will be offered assistance in reporting to law enforcement if requested.

F. Supportive Measures

The Title IX Coordinator promptly makes supportive measures available to the parties upon receiving notice or a complaint. Supportive measures are non-disciplinary, non-punitive, individualized services offered without fee or charge to either party before or after the filing of a Formal Complaint of Title IX Sexual Harassment or Complaint of other Prohibited Conduct, or where none is filed. Supportive measures are designed to restore or preserve equal access to the University's education program or activity without unreasonably burdening the other party. Supportive measures may include a range of options such as counseling, course-related adjustments, modifications of work or class schedules, campus services, mutual restrictions on contact between the parties, changes in work or housing locations, and other similar measures. A mutual restriction on contact between the parties is referred to as a "no contact order," which is enforceable through student and employee conduct processes.

At the time that supportive measures are offered, the Office of Institutional Equity will inform the Complainant, in writing, of the option to file a Formal Complaint with the Office of Institutional Equity either at that time or in the future, if the Complainant has not done so already. The Title IX Coordinator works with the Complainant and will take the Complainant's wishes into account with respect to the supportive measures that are planned and implemented. The University will maintain the privacy of the supportive measures, provided that privacy does not impair the University's ability to provide the supportive measures.

G. Confidentiality

The University will keep confidential the identity of any individual who has made a report or complaint of Prohibited Conduct, any Complainant, any individual who has been reported to be the perpetrator of sex discrimination, any Respondent, and any witness (unless permitted by FERPA, or required under law, or as necessary to conduct proceedings under Title IX or to carry out the purposes of the Title IX regulations to conduct any investigation, hearing, or judicial proceeding arising thereunder, which includes a grievance process).

VII. FORMAL COMPLAINT OF TITLE IX SEXUAL HARASSMENT OR SEXUAL MISCONDUCT

A Complainant may choose whether to proceed with filing a Formal Complaint of Title IX Sexual Harassment or Complaint of Employee Sexual Misconduct or Sexual Misconduct (Student Code Violation). In certain instances, such as those which indicate a pattern, predation, threat, weapons and/or ongoing violence, or when an employee is alleged to have sexually harassed a student, the Title IX Coordinator may initiate an investigation.

A. Promptness

The Office of Institutional Equity will respond promptly to reports of Title IX Sexual Harassment, Employee Sexual Misconduct and Sexual Misconduct (Student Code Violation). Formal Complaints may take 60-90 business days to resolve, typically. The Office of Institutional Equity will work to avoid undue delays within its control, but in some cases timelines may need to be extended. Any time the general timeframes for resolution outlined in the Office of Institutional Equity's procedures will be delayed, the Office of Institutional Equity will provide written notice to the parties of the delay, the cause of the delay, and an estimate of the anticipated additional time that will be needed as a result of the delay.

B. Process summary

The Grievance Procedures for Formal Complaints Involving Title IX Sexual Harassment and Sexual Misconduct are designed to provide the parties with an impartial investigation, decision-making, equitable resolution, and appellate process. While individual proceedings may vary depending upon the specific facts and circumstances, a grievance will follow the following format:

1. Formal Complaint
2. Written Notice to Parties
3. Investigation of Formal Complaint
4. Parties' Review and Response to Evidence
5. Investigative Report
6. Live Hearing
7. Determination
8. Appeal by Either Party
9. Sanctions and Other Remedies Implemented (if warranted)
10. Informal Resolution (under certain circumstances, at any time prior to a Determination by agreement of the parties)

C. Filing a Formal Complaint of Title IX Sexual Harassment or Sexual Misconduct

1. Title IX Sexual Harassment

A Formal Complaint is a document or electronic submission (such as by electronic mail, through an online portal provided for this purpose by the University, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report) that contains the Complainant's digital or physical signature, or otherwise indicates that the Complainant is the person filing the formal complaint (or, in some cases, signed by the Title IX Coordinator) alleging sexual harassment against a Respondent about conduct within the University's education program or activity and requesting that the University investigate the allegation. At the time of filing a Formal Complaint, a Complainant must be participating in or attempting to participate in the University's education program or University-related activity.

A Formal Complaint may be filed with the Title IX Coordinator (or any Associate Equity Officer or Associate Title IX Coordinator, all of whom constitute the Title IX Coordinator for purposes of this Policy). The Formal Complaint may be filed in person, by mail, or by electronic mail at any time of day, including during non-business hours, using the contact information listed for the Title IX Coordinator. Generally, a Formal

Complaint should be filed as quickly as possible to facilitate the ability to gather facts and evidence; however, every Formal Complaint will be reviewed regardless of when an incident occurred. The Office of Institutional Equity encourages the use of its in-office form for filing a Formal Complaint; however, no particular form is required as long as it (1) is signed, (2) alleges sexual harassment, against a Respondent, and (3) requests an investigation.

Where the Title IX Coordinator signs a Formal Complaint, the Title IX Coordinator is not a Complainant or party during a grievance process and will comply with the requirements for Title IX personnel to be free from conflicts and bias.

2. Employee Sexual Misconduct or Sexual Misconduct (Student Code Violation)

The process for a filing a Complaint of Employee Sexual Misconduct or Sexual Misconduct (Student Code Violation) is the same as the process for filing a Formal Complaint of Title IX Sexual Harassment above, except that prior to initiating an investigation into the alleged conduct, the Title IX Coordinator must first request authorization to investigate from the Chief Human Resources Officer or Director of Student Conduct, who will determine whether the University has disciplinary jurisdiction over the Respondent pursuant to the applicable Staff and Faculty Handbook provisions or Student Code of Rights and Responsibilities. Once a Complaint is filed, the Complaint procedures will follow the same procedure for a Formal Complaint of Title IX Sexual Harassment except where specifically noted herein or in the [Grievance Procedures for Formal Complaints of Title IX Sexual Harassment or Sexual Misconduct](#).

VI. REPORTING AND FILING A COMPLAINT OF GENDER-BASED DISCRIMINATION, RETALIATION, OR FALSE REPORTING

Students or employees who have experienced adverse effects to their employment or education, or institutional benefits, on account of sex or gender (including pregnancy, sexual orientation, gender identity, and gender expression discrimination) may trigger the protections of this policy by filing a Complaint with the Office of Institutional Equity. A Complaint filed under this section should state with specificity the person(s) responsible for the discriminatory conduct, the adverse effect it has caused to the Complainant’s employment, education, or institutional benefits, and a statement of the relief requested.

Complaints of Gender-Based Discrimination, Workplace Harassment (other than Title IX Sexual Harassment or Sexual Misconduct), Retaliation, and False Reporting will be investigated in accordance with the [Investigative Procedures for Gender-Based Discrimination](#).

VII. REMEDIES AND DISCIPLINARY SANCTIONS

If (1) upon conclusion of an investigation and adjudicatory proceedings, or (2) pursuant to voluntary participation in an Informal Resolution process, a Respondent is found to be responsible for engaging in Prohibited Conduct, the Title IX Coordinator may recommend appropriate remedies and disciplinary sanctions. Remedies are designed to restore or preserve equal access to the University’s education program or activity, and include measures such as academic support, counseling, and other supportive measures (whether burdensome, punitive, or disciplinary to the Respondent). The Title IX Coordinator will be responsible for the effective implementation of remedies.

The range of possible disciplinary sanctions include:

Prohibited Conduct*	Employee Disciplinary Sanction		Student Disciplinary Sanction	
Sexual Harassment – Hostile Environment	Min.	Written Reprimand	Min.	Disciplinary Probation

Prohibited Conduct*	Employee Disciplinary Sanction		Student Disciplinary Sanction	
	Max.	Termination	Max.	Suspension/Delayed Degree
Sexual Harassment- Quid Pro Quo	Min.	Suspension without Pay	Min.	Suspension
	Max.	Termination	Max.	Expulsion/ Delayed Degree
Sexual Assault	Min.	Termination	Min.	Suspension
	Max.	Termination	Max.	Expulsion/Delayed Degree
Dating Violence or Domestic Violence	Min.	Suspension without Pay	Min.	Disciplinary Probation
	Max.	Termination	Max.	Expulsion/Delayed Degree
Stalking	Min.	Suspension without Pay	Min.	Disciplinary Probation
	Max.	Termination	Max.	Expulsion/Delayed Degree
Other Prohibited Conduct	Sanctions for all other Prohibited Conduct may range from written reprimand to termination and suspension and/or expulsion, depending upon the totality of the circumstances.			
*Sanctions under this section applicable to Prohibited Conduct that amounts to Title IX Sexual Harassment, Employee Sexual Misconduct or Sexual Misconduct (Student Code Violation)				

VIII. DEFINITION OF CONSENT

Consent is the act of willingly agreeing to engage in sexual contact or conduct. Individuals who consent to sex must be able to understand what they are doing.

- Consent is informed, knowing and voluntary. Consent is active, not passive. Silence, in and of itself, cannot be interpreted as consent. Consent can be given by words or actions, as long as those words or actions create mutually understandable permission regarding the conditions of sexual activity.
- Consent to one form of sexual activity cannot imply consent to other forms of sexual activity.
- Previous relationships or consent does not imply consent to future sexual acts.
- Consent cannot be procured by use of physical force, compelling threats, intimidating behavior, or coercion.

Use of alcohol, medications, or other drugs will not excuse behavior that violates this policy. Examples of when a person should know the other is incapacitated and may be unable to give valid consent include, but are not limited to:

- the amount of alcohol, medication, or drugs consumed
- imbalance or stumbling
- slurred speech
- lack of consciousness or inability to control bodily functions or movements
- vomiting
- legal incapacity, such as in the case of a minor and/or persons under legal guardianship

IX. FREE SPEECH AND ACADEMIC FREEDOM

Members of the University community enjoy significant free speech protections guaranteed by the First Amendment of the United States Constitution. This policy is intended to protect members of the University community from discrimination and is not designed to regulate protected speech. No provision of this policy

shall be interpreted to prohibit conduct that is legitimately related to course content, teaching methods, scholarship, or public commentary of an individual faculty member or the educational, political, artistic or literary expression of students in classrooms and public forums. However, freedom of speech and academic freedom are not limitless and do not protect speech or expressive conduct that violates federal or state anti-discrimination laws.

X. RECORDS

The Institutional Equity Office will retain records in accordance with the requirements of applicable local, state, and federal law. Records of all Title IX reports, complaints, investigations, determinations, disciplinary sanctions, remedies, supportive measures, hearing materials (including audio/audiovisual recordings/transcripts of a live hearing), appeals, informal resolutions, and materials used to train coordinators, investigators, and decision-makers with regard to sexual harassment will be retained for a minimum of seven (7) years.

The University disseminates a public Annual Security Report (ASR) to employees and students every October 1st. The ASR includes statistics of campus crime for the preceding 3 calendar years, plus details about efforts taken to improve campus safety. The report includes: definitions of sexual harassment, resources and reporting for a person who is victimized, support services, on and off campus resources, preventive measures and the sex offender registration. Additionally, there are policy statements regarding crime reporting, campus facility security and access, incidences of alcohol and drug use, and the prevention of/response to sexual assault, domestic and dating violence, and stalking.

XI. AVAILABILITY OF OTHER COMPLAINT PROCEDURES

In addition to seeking criminal charges through local law enforcement, members of the University community may also file complaints with the following entities irrespective of whether they choose to file a Formal Complaint or other grievance under this procedure:

Office of Civil Rights:

- Kansas City Field Office:
OCR.KansasCity@ed.gov | 1-816-268-0550

- Washington D.C.:
OCR@ed.gov | 1-800-421-3481

Equal Employment Opportunity Commission:

- Oklahoma City Field Office:
1-800-669-4000
- Washington D.C.:
1-800-669-4000 | Eeoc.gov/contact/

State of Oklahoma Attorney General's Office:

- Office of Civil Rights Enforcement:
405-521-2029 | OCRE@oag.gov

Federal funding agencies

e.g. NASA:1-866-654-1440 | LEP@NASA.gov

APPENDIX A: VAWA STATE LAW DEFINITIONS

In accordance with the Violence Against Women Reauthorization Act of 2013, please be advised that the following definitions are applicable should you wish to pursue Oklahoma state criminal or civil actions. These definitions may differ from the University's administrative policy definitions noted above. The University's administrative system and disciplinary procedures are separate and distinct from those available to someone in a state civil or criminal action. Individuals may seek administrative remedies in accordance with this policy and also may seek state or federal civil or criminal remedies for the same incident through the applicable systems. The definitions set forth below are reviewed and verified annually; for a more frequently updated resource, please consult Oklahoma's State Court Network site: <http://www.oscn.net>.

Consent

The term "consent" means the affirmative, unambiguous and voluntary agreement to engage in a specific sexual activity during a sexual encounter which can be revoked at any time. Consent cannot be:

1. Given by an individual who:
 - a. is asleep or is mentally or physically incapacitated either through the effect of drugs or alcohol or for any other reason, or
 - b. is under duress, threat, coercion or force; or
 2. Inferred under circumstances in which consent is not clear including, but not limited to:
 - a. the absence of an individual saying "no" or "stop", or
 - b. the existence of a prior or current relationship or sexual activity.
21. O.S. § 113 (effective June 6, 2016)

Sexual Assault

- a. rape, or rape by instrumentation, as defined in Sections 1111,1111.1 and 1114 of this title, or
 - b. forcible sodomy, as defined in Section 888 of this title.
- 21 O.S. § 142.20

Rape

A. Rape is an act of sexual intercourse involving vaginal or anal penetration accomplished with a male or female who is not the spouse of the perpetrator and who may be of the same or the opposite sex as the perpetrator under any of the following circumstances:

1. Where the victim is under sixteen (16) years of age;
2. Where the victim is incapable through mental illness or any other unsoundness of mind, whether temporary or permanent, of giving legal consent;
3. Where force or violence is used or threatened, accompanied by apparent power of execution to the victim or to another person;
4. Where the victim is intoxicated by a narcotic or anesthetic agent, administered by or with the privity of the accused as a means of forcing the victim to submit;
5. Where the victim is at the time unconscious of the nature of the act and this fact is known to the accused;
6. Where the victim submits to sexual intercourse under the belief that the person committing the act is a spouse, and this belief is induced by artifice, pretense, or concealment practiced by the accused or by the accused in collusion with the spouse with intent to induce that belief. In all cases of collusion between the accused and the spouse to accomplish such act, both the spouse and the accused, upon conviction, shall be deemed guilty of rape;
7. Where the victim is under the legal custody or supervision of a state agency, a federal agency, a county, a municipality or a political subdivision and engages in sexual intercourse with a state, federal, county, municipal or political subdivision employee or an employee of a contractor of the state, the federal government, a county, a municipality or a political subdivision that exercises authority over the victim;
8. Where the victim is at least sixteen (16) years of age and is less than twenty (20) years of age and is a student, or under the legal custody or supervision of any public or private elementary or secondary school, junior high or

high school, or public vocational school, and engages in sexual intercourse with a person who is eighteen (18) years of age or older and is an employee of the same school system; or

9. Where the victim is nineteen (19) years of age or younger and is in the legal custody of a state agency, federal agency or tribal court and engages in sexual intercourse with a foster parent or foster parent applicant.

B. Rape is an act of sexual intercourse accomplished with a male or female who is the spouse of the perpetrator if force or violence is used or threatened, accompanied by apparent power of execution to the victim or to another person.

21 O.S. § 1111

Rape by Instrumentation

A. Rape by instrumentation is an act within or without the bonds of matrimony in which any inanimate object or any part of the human body, not amounting to sexual intercourse is used in the carnal knowledge of another person without his or her consent and penetration of the anus or vagina occurs to that person.

B. Provided, further, that at least one of the circumstances specified in Section 1111 of this title has been met; further, where the victim is at least sixteen (16) years of age and is less than twenty (20) years of age and is a student, or under the legal custody or supervision of any public or private elementary or secondary school, junior high or high school, or public vocational school, and engages in conduct prohibited by this section of law with a person who is eighteen (18) years of age or older and is an employee of the same school system, or where the victim is under the legal custody or supervision of a state or federal agency, county, municipal or a political subdivision and engages in conduct prohibited by this section of law with a federal, state, county, municipal or political subdivision employee or an employee of a contractor of the state, the federal government, a county, a municipality or a political subdivision that exercises authority over the victim, consent shall not be an element of the crime.

C. Provided, further, that at least one of the circumstances specified in Section 1111 of this title has been met; further, where the victim is nineteen (19) years of age or younger and in the legal custody of a state agency, federal agency or tribal court and engages in conduct prohibited by this section of law with a foster parent or foster parent applicant.

21 O.S. § 1111.1

Rape in First Degree - Second Degree

A. Rape in the first degree shall include:

1. rape committed by a person over eighteen (18) years of age upon a person under fourteen (14) years of age; or
2. rape committed upon a person incapable through mental illness or any unsoundness of mind of giving legal consent regardless of the age of the person committing the crime; or
3. rape accomplished where the victim is intoxicated by a narcotic or anesthetic agent, administered by or with the privity of the accused as a means of forcing the victim to submit; or
4. rape accomplished where the victim is at the time unconscious of the nature of the act and this fact is known to the accused; or
5. rape accomplished with any person by means of force, violence, or threats of force or violence accompanied by apparent power of execution regardless of the age of the person committing the crime; or
6. rape by instrumentation resulting in bodily harm is rape by instrumentation in the first degree regardless of the age of the person committing the crime; or
7. rape by instrumentation committed upon a person under fourteen (14) years of age.

B. In all other cases, rape or rape by instrumentation is rape in the second degree

21 O.S. § 1114

Forcible Sodomy

B. The crime of forcible sodomy shall include:

1. Sodomy committed by a person over eighteen (18) years of age upon a person under sixteen (16) years of age;
2. Sodomy committed upon a person incapable through mental illness or any unsoundness of mind of giving legal consent regardless of the age of the person committing the crime;

3. Sodomy accomplished with any person by means of force, violence, or threats of force or violence accompanied by apparent power of execution regardless of the age of the victim or the person committing the crime;
4. Sodomy committed by a state, county, municipal or political subdivision employee or a contractor or an employee of a contractor of the state, a county, a municipality or political subdivision of this state upon a person who is under the legal custody, supervision or authority of a state agency, a county, a municipality or a political subdivision of this state;
5. Sodomy committed upon a person who is at least sixteen (16) years of age but less than twenty (20) years of age and is a student of any public or private secondary school, junior high or high school, or public vocational school, with a person who is eighteen (18) years of age or older and is employed by the same school system;
6. Sodomy committed upon a person who is at the time unconscious of the nature of the act, and this fact should be known to the accused; or
7. Sodomy committed upon a person where the person is intoxicated by a narcotic or anesthetic agent administered by or with the privity of the accused as a means of forcing the person to submit.

21 O.S. § 888

Dating Violence

Dating violence is not defined under Oklahoma law; however, the law does provide that any act of physical harm, or the threat of imminent physical harm against a person with whom a perpetrator was or is in a dating relationship is considered domestic violence, which defined below. The law defines dating relationship as: a courtship or engagement relationship. For purposes of this act, a casual acquaintance or ordinary fraternization between persons in a business or social context shall not constitute a dating relationship.

22 O.S. § 60.1 (1), (5)

Domestic Violence

Domestic violence is not defined under Oklahoma law; however, the law does provide that: any person who commits any assault and battery against a current or former spouse, a present spouse of a former spouse, a former spouse of a present spouse, parents, a foster parent, a child, a person otherwise related by blood or marriage, a person with whom the defendant is or was in a dating relationship as defined by Section 60.1 of Title 22 of the Oklahoma Statutes, an individual with whom the defendant has had a child, a person who formerly lived in the same household as the defendant, or a person living in the same household as the defendant shall be guilty of domestic abuse.

21 O.S. § 644 (C)

Stalking

Any person who willfully, maliciously, and repeatedly follows or harasses another person in a manner that:

1. Would cause a reasonable person or a member of the immediate family of that person to feel frightened, intimidated, threatened, harassed, or molested; and
2. Actually causes the person being followed or harassed to feel terrorized, frightened, intimidated, threatened, harassed, or molested.

For purposes of this section:

1. "Harasses" means a pattern or course of conduct directed toward another individual that includes, but is not limited to, repeated or continuing unconsented contact, that would cause a reasonable person to suffer emotional distress, and that actually causes emotional distress to the victim. Harassment shall include harassing or obscene phone calls as prohibited by Section 1172 of this title and conduct prohibited by Section 850 of this title. Harassment does not include constitutionally protected activity or conduct that serves a legitimate purpose;
2. "Course of conduct" means a pattern of conduct composed of a series of two or more separate acts over a period of time, however short, evidencing a continuity of purpose. Constitutionally protected activity is not included within the meaning of "course of conduct";
3. "Emotional distress" means significant mental suffering or distress that may, but does not necessarily require, medical or other professional treatment or counseling;

4. "Unconsented contact" means any contact with another individual that is initiated or continued without the consent of the individual, or in disregard of that individual's expressed desire that the contact be avoided or discontinued. Constitutionally protected activity is not included within the meaning of unconsented contact.

Unconsented contact includes but is not limited to any of the following:

- a. following or appearing within the sight of that individual,
- b. approaching or confronting that individual in a public place or on private property,
- c. appearing at the workplace or residence of that individual,
- d. entering onto or remaining on property owned, leased, or occupied by that individual,
- e. contacting that individual by telephone,
- f. sending mail or electronic communications to that individual, and
- g. placing an object on, or delivering an object to, property owned, leased, or occupied by that individual; and

5. "Member of the immediate family", for the purposes of this section, means any spouse, parent, child, person related within the third degree of consanguinity or affinity or any other person who regularly resides in the household or who regularly resided in the household within the prior six (6) months.

21 O.S. § 1173

APPENDIX B: EDUCATION, TRAINING, AND RESOURCES

Employees must take an approved training course every 2 years during their career, with the initial training in their first 30 days of service at the University (<https://onpoint.ou.edu>). Employees may be required to be recertified on demand. Failure to have a certification of this required training may result in appropriate disciplinary action. Additional in-person trainings are also offered periodically and on request. Where University employees are also students, they will be required to also take the mandatory online training provided to students. For those without access to a computer or in need of additional assistance, please contact the University's Human Resources Department to take the training in an alternate format. Please see the types of training offered below. For more information on training resources or to view copies of training resources, visit the Office of Institutional Equity website.

I. FOR STUDENTS, THE UNIVERSITY OFFERS:

- Mandatory online training for students through: <http://onpoint.ou.edu>. Where students are also University employees, they will be required to take both the employee training and the student online training.
- Training on sexual harassment/discrimination/violence is included in the University's mandatory alcohol training program (in-person and online).
- In-person training for student groups and students through courses, orientations, and other meetings.
- In-person training for Active Bystander Intervention skills: <https://ou.edu/gec/gender-based-violence-prevention/trainings/our-voice>.
- On-going campus campaigns and information at a variety of events concerning the policy and appropriate behaviors regarding sexual assault, dating violence, domestic violence, stalking, and other sexual misconduct.
- Informational website and brochures devoted to educating students at <https://www.ou.edu/content/eoo/policies.html>.
- In-person training (Step In, Speak Out and LGBTQ Ally) prevention workshops: <https://www.ou.edu/gec/>.
- OU Advocates available 24/7 to discuss all available resources on and off campus: (405)615-0013. For Tulsa-based programs (8 a.m. – 5 p.m.) (918) 660-3163; after hours: (918) 743-5763.

II. FOR EMPLOYEES, THE UNIVERSITY OFFERS:

- Mandatory online training for employees through: <http://onpoint.ou.edu>.
- In-person training on sexual harassment/discrimination/violence and mandatory reporting through new employee orientations, foundations in management, and other periodic training opportunities and upon request.
- In-person training for Active Bystander Intervention skills:<https://www.ou.edu/notonourcampus/howtohelp>.
- Ongoing campus campaigns and information at a variety of events, concerning the policy and appropriate behaviors, regarding sexual assault, dating violence, domestic violence, stalking, and other sexual misconduct.
- Informational website and brochures devoted to educating employees at: www.ou.edu/eoo.
- In person training (LGBTQ Ally) prevention workshops.
- OU Advocates available 24/7 to discuss all available resources on and off campus confidentially: 405-615-0013. For Tulsa-based programs (8 a.m. – 5 p.m.): (918) 660-3163 or after hours (918) 743-5763.
- University Ombudsperson: (405) 325-3297 -] to discuss available resources and options for faculty/staff confidentially

III. OTHER RESOURCES AVAILABLE TO THE UNIVERSITY COMMUNITY:

- OU Advocates (24/7): (405) 615-0013 - provides advocates and referrals to other resources on-campus and off-campus. For Tulsa-based programs (8 a.m. – 5 p.m.) (918) 660-3163; after hours: (918) 743-5763
- Gender + Equality Center: (405) 325-4929 – provides information and referrals
- OUPD: emergencies (405) 325-1911; non-emergencies (405) 325-2864 -provides law enforcement support
- Goddard Health Center: (405) 325-2911 - provides confidential counseling/medical services on the Norman campus
- Employee Assistance Program: (800) 327-5043 - confidential resources for HSC and Norman employees; (918) 587-9471 for OU-Tulsa employees
- Norman Police Department: 911 for emergencies; (405) 321-1600 non-emergencies - provides law enforcement support
- Norman Rape Crisis Center-Women’s Resource Center: (405) 701-5660 - confidential off-campus resource
- Norman Domestic Violence Crisis Line: (405) 701-5540 - provides confidential resources off campus
- OUHSC-PD: (405) 271-4300 - provides law enforcement support HSC Student Counseling Services: (405) 271-7336 - provides confidential counseling services on the HSC campus
- OKC Rape Crisis/YWCA: (405) 943-7273 - provides confidential resources off campus
- OKC Police Department: 911 for emergencies; (405) 231-2121 non-emergencies
- Call Rape/Tulsa Rape Crisis: (918) 585-3143 - provides confidential resources off-campus
- OU Tulsa Counseling: (918) 660-3109 - provides confidential counseling services on the Tulsa campus
- Tulsa Police Department: 911 for emergencies; (918) 596-9222 for non-emergencies - provides law enforcement support
- Tulsa 211 Helpline: (918) 836-4357
- Oklahoma Coalition Against Domestic Violence and Sexual Assault: (405) 524-0700 - provides confidential resources off campus
- Oklahoma Safeline: (800) 522-7233 - provides confidential resources off campus
- Heartline Health: (800) 273-TALK - provides referral and support
- University Ombudsperson: (405) 325-3297 - provides confidential guidance and referrals for University faculty/staff

APPENDIX C: SEXUAL MISCONDUCT, DISCRIMINATION, AND HARASSMENT POLICY

This Appendix is to the Sexual Misconduct, Discrimination, and Harassment Policy (“Policy”) adopted by Cameron University (“Institution” or “CU”) on August 14, 2020. The University of Oklahoma and Cameron University entered into a Memorandum of Understanding, effective August 14, 2020 which sets forth the how the two institutions will coordinate to investigate violations of the Policy.

CU has adopted this Sexual Misconduct, Discrimination, and Harassment Policy and “University” as used herein refer to the institution unless stated otherwise below.

References to the University of Oklahoma’s Institutional Equity Office are to Cameron University Equal Opportunity Office. Other policy references are as follows:

1. References to the University of Oklahoma Student Rights and Responsibilities Code are to Cameron University Student Code of Conduct.
2. References to the Staff and Faculty Handbook refer to Employee Handbook or Faculty Handbook.
3. The title of “University’s Chief Human Resources Officer” is updated to Human Resources Director in the following:

Article IV (E)
Article V(C)
Article VII (C)(2)

4. The title “Director of Student Conduct” is updated to Director of Student Development in the following:

Article IV(F)
Article VII(C)(2)

5. The titles “Associate Title IX Coordinator” is updated to Title IX Co-Coordinators/EO Officers in the following:

Article I

6. The title of “Institutional Equity Office” or “Associate Equity Office” is updated to Equal Opportunity Officer in the following:

Article VI (A)

7. The reference to “University of Oklahoma” is update to Cameron University in the following:

Article VI (A)

8. The following language in Article 1 is updated to provide University specific contact information:

To raise any concern involving bias or conflict of interest, or reports of misconduct or discrimination by the Title IX Coordinator, contact:

President John McArthur 2800 W Gore Blvd.
Administration Building Room 220 Lawton, OK 73505
580-581-2201
jmcarthur@cameron.edu

9. The language in Article II is updated to provide University specific contact information:
Complaints or notice of alleged policy violations, or inquiries about or concerns regarding this policy and procedures, may be made internally to:
Christi Williams/Keith Vitense
Title IX Co-Coordinator/EO Officer 580-581-6712
eo-tix@cameron.edu
10. The following language in Article IV is updated to provide University specific information:
 - a. Section B:
Employees with questions regarding accommodations during pregnancy are encouraged to contact the Office of Human Resources (www.cameron.edu/hr), students and visitors with questions regarding accommodations during pregnancy are encouraged to contact the Office of Student Development www.cameron.edu/student-development
 - b. Section I:
The Consensual Sexual Relationships Policy may be found here:
www.cameron.edu/policies
11. The following language in Article VI is updated to provide University specific contact information:
 - a. Section A:
Supervisors, managers and faculty members with administrative duties or student supervisory duties are responsible for taking all appropriate action to prevent sex discrimination and harassment, and to stop and correct it when it occurs, and are expected to report it to the Interim Institutional Equity Officer and Title IX Coordinator or any of the University's Title IX Co-Coordinators at 580-581-6712
 - b. Section C: Counseling Resources
 - Student Wellness Center (Cameron)- North Shepler, Room 101, 580-581-6725
 - Office of Equal Opportunity (Affirmative Action/Title IX Compliance)- eo-tix@cameron.edu; 580-581-6712
 - CU Office of Public Safety - South Shepler, Room 108, 580-581-2237 or 580- 581-2911
 - Office of Student Development (conduct)- North Shepler, Room 314, 580- 581-2209
 - Comanche County Memorial Hospital's Emergency Room - [3401 W Gore Boulevard](http://www.comanchehospital.com) or call (580) 355-8620
 - Taliaferro Community Mental Health Center - 602 SW 38th St or call (580) 248-5780
12. References to are updated to reflect University specific contacts in Appendix B
Employees must take an approved training course every 2 years during their career, with the initial training in their first 30 days of service at the University (<https://cameron-ok.safecolleges.com/login>). Employees may be required to be recertified on demand. Failure to have a certification of this required training may result in appropriate disciplinary action. Additional in-person trainings are also

offered periodically and on request. Where University employees are also students, they will be required to also take the mandatory online training provided to students. For those without access to a computer or in need of additional assistance, please contact the University's Human Resources Department to take the training in an alternate format. Please see the types of training offered below. For more information on training resources or to view copies of training resources, visit the Equal Opportunity Office website.

I. For students, the University offers:

- Mandatory training for students is completed through UNIV 1001/1113 which is required for all first year students.
- Annual spring on-campus campaign concerning the policy and appropriate behaviors regarding sexual assault, dating violence, domestic violence, stalking, and other sexual misconduct.
- Informational website and brochures devoted to educating students at <https://www.cameron.edu/oeo>.
- OU Advocates available 24/7 to discuss all available resources on and off campus: (405)615- 0013. For Tulsa-based programs (8 a.m. – 5 p.m.) (918) 660-3163; after hours: (918) 743-5763.

II. For employees, the University offers:

- Mandatory online training for employees through: <https://cameron-ok.safecolleges.com/login>.
- In-person and virtual training on mandatory reporting through new employee orientations, foundations in management, and other periodic training opportunities and upon request.
- Annual spring on-campus campaign concerning the policy and appropriate behaviors regarding sexual assault, dating violence, domestic violence, stalking, and other sexual misconduct.
- Informational website and brochures devoted to educating employees at: <https://www.cameron.edu/oeo>.
- OU Advocates available 24/7 to discuss all available resources on and off campus confidentially: 405-615-0013. For Tulsa-based programs (8 a.m. – 5 p.m.): (918) 660-3163 or after hours (918) 743-5763.

III. Other resources available to the University community:

- OU Advocates (24/7): (405) 615-0013 - provides advocates and referrals to other resources on-campus and off-campus. For Tulsa-based programs (8 a.m. – 5 p.m.) (918) 660-3163; after hours: (918) 743-5763
- CU Office of Public Safety: emergencies 580-581-2237 or 580-581-2911
- Employee Assistance Program: (800) 327-5043 - confidential resources for HSC and Norman employees; (918) 587-9471 for OU-Tulsa employees
- Lawton Police Department: 911 for emergencies; 580-581-3271 non-emergencies - provides law enforcement support
- Comanche Nation Women's Shelter 580-492-3590
- New Directions Women's Shelter 580-357-8127
- Comanche County Memorial Hospital 580-355-8620
- Southwestern Medical Center 580-531-4700
- Taliaferro Community Mental Health Center 580-248-5780

APPENDIX C: SEXUAL MISCONDUCT, DISCRIMINATION, AND HARASSMENT POLICY

This Appendix is to the Sexual Misconduct, Discrimination, and Harassment Policy (“Policy”) adopted by Rogers State University (“Institution” or “RSU”) on August 14, 2020. The University of Oklahoma and Rogers State University entered into a Memorandum of Understanding, effective August 14, 2020 which sets forth the how the two institutions will coordinate to investigate violations of the Policy.

RSU has adopted this Sexual Misconduct, Discrimination, and Harassment Policy and “University” as used herein refer to this institution unless stated otherwise below.

References to the University of Oklahoma’s Institutional Equity Office are to RSU’s Office of Student Affairs. Other policy references are as follows:

1. References to the University of Oklahoma Student Rights and Responsibilities Code are to “Rogers State University Division of Student Affairs Student Code of Responsibilities and Conduct”
2. References to the Staff and Faculty Handbook refer to “Rogers State University Human Resources for Policies and Procedures Manual”
3. The title of “University’s Chief Human Resources Officer” is updated to “Director of Human Resources” in the following:
 - Article IV (E)
 - Article V(C)
 - Article VII (C)(2)
4. The title “Director of Student Conduct” is updated to “Director of Student Conduct & Development” in the following:
 - Article IV(F)
 - Article VII(C)(2)
5. The titles “Associate Title IX Coordinator” is updated to “Title IX Coordinator” in the following:
 - Article I
6. The title of “Institutional Equity Office” or “Associate Equity Office” is updated to “University Equal Opportunity Officer” in the following:
 - Article VI (A)
7. The reference to “University of Oklahoma” is update to “Rogers State University” in the following:
 - Article VI (A)
8. The following language in Article 1 is updated to provide University specific contact information:

To raise any concern involving bias or conflict of interest, or reports of misconduct or discrimination by the Title IX Coordinator, contact Vice President for Student Affairs Robert

Goltra, Ed.D. at 1701 W. Will Rogers Blvd., Dr. Carolyn Taylor Center, RM 201D, Claremore, OK 74017, (918) 343-7569, rgoltra@rsu.edu.

9. The language in Article II is updated to provide University specific contact information:

Complaints or notice of alleged policy violations, or inquiries about or concerns regarding this policy and procedures, may be made internally to:

Jeana Rae Conn, JD

Director of Student Conduct & Development/Title IX Coordinator jconn@rsu.edu

Dr. Carolyn Taylor Center [1701 W. Will Rogers Blvd., Claremore, OK 74017](https://www.rsu.edu/about/offices-services/human-resources) 918-343-7707, Office Direct

10. The following language in Article IV is updated to provide University specific information:

- a. Section B:

Employees with questions regarding accommodations during pregnancy are encouraged to contact the Office of Human Resources (<https://www.rsu.edu/about/offices-services/human-resources>), students and visitors with questions regarding accommodations during pregnancy are encouraged to contact the Accessibility and Disability Resource Center (<https://www.rsu.edu/campus-life/student-resources/disability-services/>).

- b. Section I:

The Consensual Sexual Relationships Policy may be found here: <http://www.rsu.edu/wp-content/uploads/2015/05/HumanResourcesPoliciesProceduresManual-2016-12-09.pdf>

11. The following language in Article VI is updated to provide University specific contact information:

- c. Section A:

Supervisors, managers and faculty members with administrative duties or student supervisory duties are responsible for taking all appropriate action to prevent sex discrimination and harassment, and to stop and correct it when it occurs, and are expected to report it to the Interim Institutional Equity Officer and Title IX Coordinator or any of the University's Associate Title IX Coordinators at (918) 343-7707.

- d. Section C: Counseling Resources

- RSU Police Department Patrol Phone: (918) -857-2807- provides referrals and support
- RSU Student Counseling Services: (918) 343-7845 - provides counseling services

12. References to are updated to reflect University specific contacts in Appendix B

Employees must take an approved training course every 2 years during their career, with the initial training in their first 30 days of service at the University (<https://www.rsu.edu/campus-life/student-resources/gender-based-misconduct/what-is-it/>). Employees may be required to be recertified on demand. Failure to have a certification of this required training may result in appropriate disciplinary action. Additional in-person trainings are also offered periodically and on request. Where University employees are also students, they will be required to also take the mandatory online training provided to students. For those without access to a computer or in need of additional assistance, please contact the University's Human Resources Department to take the training in an alternate format. Please see the types of training offered below. For more information

on training resources or to view copies of training resources, visit RSU's Office of Student Affairs website.

I. For students, the University offers:

- Mandatory online training for students through: <https://www.rsu.edu/campus-life/student-resources/gender-based-misconduct/what-is-it/>. Where students are also University employees, they will be required to take both the employee training and the student online training.
- Training on sexual harassment/discrimination/violence is included in the University's mandatory alcohol training program (in-person and online).
- In-person training for student groups and students through courses, orientations, and other meetings.
- On-going campus campaigns and information at a variety of events concerning the policy and appropriate behaviors regarding sexual assault, dating violence, domestic violence, stalking, and other sexual misconduct.
- Informational website and brochures devoted to educating students at <https://www.rsu.edu/campus-life/student-resources/gender-based-misconduct/what-is-it/>.
- OU Advocates available 24/7 to discuss all available resources on and off campus: (405)615-0013. For Tulsa-based programs (8 a.m. – 5 p.m.) (918) 660-3163; after hours: (918) 743-5763.

II. For employees, the University offers:

- Mandatory online training for employees through: <https://www.rsu.edu/campus-life/student-resources/gender-based-misconduct/what-is-it/>.
- In-person training on sexual harassment/discrimination/violence and mandatory reporting through new employee orientations, foundations in management, and other periodic training opportunities and upon request.
- Ongoing campus campaigns and information at a variety of events, concerning the policy and appropriate behaviors, regarding sexual assault, dating violence, domestic violence, stalking, and other sexual misconduct.
- Informational website and brochures devoted to educating employees at: <https://www.rsu.edu/campus-life/student-resources/gender-based-misconduct/what-is-it/>.
- OU Advocates available 24/7 to discuss all available resources on and off campus confidentially: 405-615-0013. For Tulsa-based programs (8 a.m. – 5 p.m.): (918) 660-3163 or after hours (918) 743-5763.

III. Other resources available to the University community:

- OU Advocates (24/7): (405) 615-0013 - provides advocates and referrals to other resources on-campus and off-campus. For Tulsa-based programs (8 a.m. – 5 p.m.) (918) 660-3163; after hours: (918) 743-5763
- Campus Police: Claremore 918-343-7624 -Campus Police Building
Bartlesville 918-338-8020 or 918-440-9479 (cell) -First floor across from Admissions
Pryor 918-825-6034 or 918-373-0357 (cell) -Room 104
- Student Health Center: 918-343-7614
- Employee Assistance Program: (800) 327-5043 - confidential resources for HSC and Norman employees; (918) 587-9471 for OU-Tulsa employees
- Hillcrest Hospital: 918-341-2556 - 1202 N. Muskogee Pl., Claremore, OK 74017
- Jane Phillips Medical Center: 918-333-7200 - 3500 SE. Frank Phillips Blvd., Bartlesville, OK 74006

- Integris Mayes County Medical Center: 918-825-1600 - 111 N. Bailey St., Pryor, OK 74361
- DVIS Call Rape Helpline: 918-749-5763
- Safenet Services (Rogers County): 918-341-1424 -1219 W. Dupont, Claremore, OK 74017
- Safenet Services (Mayes County): 918-825-0190 - 19 N. Co-Y-Yah, Pryor, OK 74361
- Family Crisis and Counseling Center: 918-336-1188 - 622 SE Frank Phillips, Bartlesville, OK 74003

(RM 9-27-95, p. 24621; 1-14-97, p. 25260 and 25263; 1-27-2004, p. 28924; 6-23-04, p. 29151; 9-19-11, p. 32775; 6-24-15, p. 34749; 3-8-17, p. 35516)

~~DUTY TO REPORT SEXUAL HARASSMENT~~

~~Any member of the University community may report conduct that could constitute sexual misconduct, discrimination and harassment under this policy. Additionally, supervisors, managers and other designated employees are responsible for taking all appropriate action to prevent sexual misconduct, discrimination and harassment, to correct it when it occurs, and to promptly report it to the Sexual Misconduct Officer or other appropriate University official. Failure to do so may result in disciplinary action up to and including termination.~~

3.2.6—RETALIATION

University policy also prohibits retaliation against a person for filing a complaint of discrimination or harassment under the ~~Non-d~~Discrimination Policy and/or the Sexual Misconduct, Discrimination, and Harassment Policy or other applicable federal, state, or local laws. This Retaliation Policy also prohibits retaliation against any person who assists someone with a complaint under these laws or policies or who participates in any manner in an investigation or resolution of such a complaint.

3.2.7—COMPLAINT PROCESS

Any individual who at the time of the actions complained of was employed by the University or was an applicant for University employment or was enrolled as a student or an applicant for admission at the University may file a complaint concerning violations of the ~~Non-d~~Discrimination Policy with the ~~Equal Opportunity Institutional Equity~~ Officer, and with respect to violations of the Sexual Misconduct, Discrimination, and Harassment Policy with the ~~Sexual Misconduct Officer and/or the Equal Opportunity Institutional Equity~~ Officer for review and investigation regarding complaints against University students, faculty, staff or those third parties utilizing University services or third parties on University premises. For the ~~Non-d~~Discrimination Policy, please refer to: <http://www.ou.edu/content/eoo/policies-procedures/non-discrimination.html> and for the Sexual Assault, Discrimination, and Harassment Policy, please refer to: <http://www.ou.edu/content/eoo/policies.html>. Hard copies may be requested through the ~~Equal Opportunity Institutional Equity~~ Office: (405)-325-3546 or ~~the Sexual Misconduct Office~~: (405) 325-2215.

(RM 9-27-95, p. 24621; 1-14-97, p. 25260 and 25263; 1-27-2004, p. 28924; 6-23-04, p. 29151; 9-19-11, p. 32775; 3-8-17, p. 35516)

3.2.8—SANCTIONS

Appropriate disciplinary action may include a range of actions up to and including dismissal and/or expulsion.

3.2.9—CONSENSUAL SEXUAL RELATIONSHIPS POLICY

RATIONALE

Consensual amorous, dating, or sexual relationships have inherent risks when they occur between a faculty member, supervisor, or other member of the University community and any person over whom he or she has a professional responsibility. As noted in the sex discrimination and sexual harassment policy, the risks include a student or subordinate's feeling coerced into an unwanted relationship to ensure they receive a proper educational or employment experience; potential conflicts of interest in which the person is in a position to evaluate the work or make personnel or academic decisions with respect to the individual with whom he or she is romantically involved; a perception by students or employees that a fellow student or coworker who is involved in a romantic relationship with his or her supervisor or

professor will receive an unfair advantage; either or both of the parties engaging in behavior destructive to the other or their academic or working environments if the relationship ends; and the potential that University/state resources are used inappropriately to further the romantic relationship.

Those with professional responsibility over others and with whom they have a romantic relationship should be aware that their involvement may subject them and the University to legal liability; consequently, such relationships are strongly discouraged. "Professional responsibility" is defined as performing functions including but not limited to teaching, counseling, grading, advising, evaluating, hiring, supervising, and making decisions or recommendations that confer benefits such as promotions, financial aid awards, or other remuneration, or that may impact upon other academic or employment opportunities.

DEFINITIONS

As used in this policy, the terms "faculty" and "faculty member" mean all those who teach at the University, and include graduate students with teaching responsibilities and other instructional personnel. The terms "staff" or "staff members" mean all employees who are not faculty, and include academic and non-academic administrators as well as supervisory personnel. The term "consensual sexual relationship" may include amorous or romantic relationships, and is intended to indicate conduct that goes beyond what a person of ordinary sensibilities would believe to be a collegial or professional relationship.

POLICY

A. FACULTY/STUDENT RELATIONSHIPS

WITHIN THE INSTRUCTIONAL CONTEXT

It is considered a serious breach of professional ethics for a member of the faculty to initiate or acquiesce in a sexual relationship with a student who is enrolled in a course being taught by the faculty member or whose academic work (including work as a teaching assistant) is being supervised by the faculty member.

OUTSIDE THE INSTRUCTIONAL CONTEXT

Sexual relationships between faculty members and students occurring outside the instructional context may lead to difficulties. Particularly when the faculty member and student are in the same academic unit or in units that are academically allied, relationships that the parties view as consensual may appear to others to be exploitative. Further, in such situations, the faculty member may face serious conflicts of interest and should be careful to distance himself or herself from any decisions that may reward or penalize the student involved. A faculty member who fails to withdraw from participation in activities or decisions that may reward or penalize a student with whom the faculty member has or has had an amorous relationship will be deemed to have violated his or her ethical obligation to the student, to other students, to colleagues, and to the University.

B. STAFF/STUDENT RELATIONSHIPS

Consensual sexual relationships between staff and students are prohibited in cases where the staff member has authority or control over the student. A staff member who fails to withdraw from participation in activities or decisions that may reward or penalize a student with whom the staff member has or has had an amorous relationship will be deemed to have violated his or her ethical obligation to the student, to other students, to colleagues, and to the University. Failure to abide by this policy may result in disciplinary action, up to and including termination.

C. STAFF/SUBORDINATE RELATIONSHIPS

Supervisors, or those with professional responsibility, over someone with whom they have or have had an amorous, consensual, romantic, or sexual relationship must notify their direct supervisor that a management-control plan needs to be implemented, or that the supervisor wishes a transfer so that he or she is no longer in a position of professional responsibility over the affected individual. To avoid the severe risks noted, supervisors in such relationships may not manage, supervise, evaluate, or make other employment decisions concerning the individual with whom they are engaged in a romantic relationship. If the relationship ends, the management-control plan must remain in effect. Failure to notify a supervisor to ensure a plan is in place may result in disciplinary action, including termination, for that supervisor.

COMPLAINT PROCEDURE

Complaints alleging a violation of the Consensual Sexual Relationships Policy shall be handled in accordance with the Grievance Procedure for Complaints Based upon Sexual Misconduct, Discrimination and Harassment Policy. Complainants should contact the ~~Sexual Misconduct~~ Institutional Equity Office:

Norman ~~Campus-based~~ programs
 301 David L. Boren, 4PP, Suite 1000
 Pavilion

Health Science ~~Center-based~~ programs
 Room 164H, Bird Library Room 2320, Williams

Room 4300, Five Partners Place
Norman, Oklahoma
(405) 325-2215 or (405) 325-2215

Oklahoma City, Oklahoma
(405) 271-2110

~~and/or the Equal Opportunity Office:~~

Norman Campus-based programs	Health Sciences Center Campus-based programs
Room 102, Evans Hall	Room 164H, Bird Library
(405) 325-3546	(405) 271-2110

Other locations may be determined from time to time. Please refer to <http://www.ou.edu/content/eoo/html> for an updated listing.

3.2.10—GRIEVANCE PROCEDURES ~~FOR EQUAL OPPORTUNITY~~

The investigative process, findings and recommendations, and appeals process for claims brought under the Non-~~d~~Discrimination Policy and/or the Sexual Misconduct, Discrimination, and Harassment Policy are handled through the University Institutional Equity Office. For the Non-~~d~~Discrimination Policy, please refer to <http://www.ou.edu/content/eoo/policies-procedures/non-discrimination.html> and for the Sexual Misconduct, Discrimination, and Harassment Policy, please refer to <http://www.ou.edu/content/eoo/policies.html>.

Hard copies may be requested through the ~~Equal Opportunity Institutional Equity~~ Office: (405) 325-3546 or ~~the Sexual Misconduct Office~~: (405) 325-2215.

(RM 1-14-97, p. 25260; 1-26-99, p. 26226; 1-27-2004, p. 28924; 6-23-04, p. 29151; 9-19-11, p. 32775; 3-8-17, p. 35516)

3.2.11—REVISIONS OF THE ~~EQUAL OPPORTUNITY~~ INSTITUTIONAL EQUITY OFFICE POLICIES

Revisions to the ~~Equal Opportunity Institutional Equity Office~~ Policies may be made automatically where necessary to comply with federal, state and local laws or applicable regulations or guidance.

(RM, 9-19-11, p. 32775)

3.2 —INSTITUTIONAL EQUITY OFFICE POLICIES

3.2.1—NON-DISCRIMINATION POLICY

The University in compliance with all applicable federal and state laws and regulations does not discriminate on the basis of race, color, national origin, sex, sexual orientation, genetic information, gender identity, gender expression, age (40 or older), religion, disability, political beliefs, or status as a veteran in any of its policies, practices, or procedures. This includes but is not limited to admissions, employment, housing, financial aid, and educational services.

Inquiries regarding non-discrimination policies may be directed to: University Institutional Equity Officer and Title IX Coordinator, 405-325-3546, ieo@ou.edu, or visit <http://www.ou.edu/eoo.html>.

UNIVERSITY’S STATEMENT OF COMMITMENT TO AFFIRMATIVE ACTION

The University of Oklahoma, recognizing its obligation to guarantee equal opportunity to all persons in all segments of University life, reaffirms its commitment to the continuation and expansion of positive programs which reinforce and strengthen its affirmative action policies. This commitment stems not only from compliance with federal and state equal opportunity laws but from a desire to ensure social justice and promote campus diversity. The University will continue its policy of fair and equal employment practices for all employees and job applicants without insidious discrimination on the basis of race, color, national origin, sex, sexual orientation, genetic information, gender identity, gender expression, age, religion, political beliefs, disability or status as a veteran. The University will maintain a critical and continuing evaluation of its employment policies, programs, and practices. Each budget unit bears a responsibility for constructive implementation of this Plan, and whenever possible, to the overall progress toward employment opportunity and participation in all University programs and activities. Our commitment to the concept of affirmative action requires sincere and cooperative efforts throughout all levels of our employment structure. We will continue to strive to reach the goals of fair and equal employment opportunities for all.

(RM, 3-24-70, pp. 10238-39; amended, 4-8-76, pp. 13890-91; revised, 7-12-77, p. 14537; amended, 12-10-81, pp. 16769-70; 1-27-93, p. 23220; 1-27-2004, p. 28924; 9-19-11, p. 32775; 6-24-15, p. 34749)

3.2.2—AFFIRMATIVE ACTION PLAN

The Affirmative Action Plan serves to supplement the Board of Regents’ policy on equal opportunity as it pertains to employment and is an integral part of the employment policies of the University. The Plan is revised once each year to address the current requirements for affirmative action in employment. The principal objectives are:

- 1) To assure all persons equal opportunity for employment and advancement in employment regardless of race, color, national origin, sex, sexual orientation, genetic information, gender identity, gender expression, religion, age, disability, political beliefs, or status as a veteran.
- 2) To meet institutional responsibilities under the Civil Rights Act of 1964 and commitments as a federal contractor under Executive Order 11246 and Executive Order 11375.
- 3) To take positive actions in the recruitment, placement, development, and advancement of women and racial minority members in University employment.

Each person having administrative or supervisory responsibilities is expected to provide leadership in applying the Affirmative Action Plan.

Coordination of the application of the Affirmative Action Plan is the responsibility of the Senior Vice President and Provosts for academic employment and the Vice President and Chief Human Resources Officer for nonacademic employment. These officials are designated Institutional Equity Officers for their respective areas of responsibility.

(RM, 3-18-76, edited; 3-29-00, p. 26909; 9-19-11, p. 32775; 6-24-15, p. 34749)

3.2.3—STAFFING PLAN PROCEDURE AND AFFIRMATIVE ACTION PLAN

The University's staffing procedure and Affirmative Action Plan are designed jointly to (1) assure maximum utilization of available human resources, and (2) reaffirm the University's policy that all appointments, promotions, and transfers will be conducted on the basis of individual qualifications and merit without regard to race, color, national origin, sex, sexual orientation, gender identity, gender expression, genetic information, age, religion, disability, political beliefs, or status as a veteran.

The plan includes four broad categories, and the criteria for membership in categories II through IV are outlined in the Staff Handbook.

I. EXECUTIVE

EXECUTIVE OFFICERS

Executive Officers of the University shall include the President, Vice President for Executive Affairs, Senior Vice President and Provosts, Vice Presidents, Executive Secretary of the Board of Regents and Secretary of the University, and such other positions as the President may designate from time to time.

II. ADMINISTRATIVE

ADMINISTRATIVE OFFICERS

ADMINISTRATIVE STAFF

MANAGERIAL STAFF

III. PROFESSIONAL

PROFESSIONAL STAFF

IV. NON-EXEMPT & SUPERVISORY

(RM, 6-13-74, pp. 13001-04, edited; 3-29-00, p. 26909; 1-27-2004, 28924; 6-23-04, p. 29151; 9-19-11, p. 32775; 6-24-15, p. 34749)

3.2.4—NON-DISCRIMINATION POLICY

I. INTRODUCTION

Diversity is one of the strengths of our society as well as one of the hallmarks of a great university. The University supports diversity and is committed to maintaining employment, educational, and health care settings that are multicultural, multiracial, multiethnic, and all-inclusive. Respecting differences is one of the University's missions.

The University does not discriminate or permit discrimination by any member of its community against any individual based on the individual's race, color, religion, political beliefs, national origin, age (40 or older), sex (see the Sexual Misconduct, Discrimination, and Harassment Policy at (<http://www.ou.edu/content/eoo/policies/misc.html>), sexual orientation, genetic information, gender identity, gender expression, disability, or veteran status in matters of admissions, employment, financial aid, housing, services in educational programs or activities, or health care services that the University operates or provides.

University policy also prohibits retaliation against a person for filing a complaint of discrimination or harassment under this policy or other applicable federal, state, or local laws. This policy also prohibits retaliation against any person who assists someone with a complaint of discrimination or harassment or who participates in any manner in an investigation or resolution of a complaint of discrimination or harassment.

II. POLICY STATEMENT

Principles of academic freedom and freedom of expression require tolerance of the expression of ideas and opinions that may be offensive to some, and the University respects and upholds these principles. The University also adheres to the laws prohibiting discrimination in employment and education. The University recognizes that conduct constituting unlawful discrimination in employment or educational programs and activities shall be prohibited and is subject to remedial or corrective action as set forth in this policy. This policy is premised on the University's obligation to provide an environment free from unlawful discrimination. The University will vigorously exercise its authority to protect employees and students from harassment by agents or employees of the University, students, visitors, or guests.

Agents or employees of the University, acting within the scope of their official duties, shall not treat an individual differently on the basis of race, color, religion, political beliefs, national origin, age (40 or older), sex, sexual orientation, genetic information, gender identity, gender expression, disability or veteran status in the context of an employment or educational program or activity without a legitimate nondiscriminatory reason, and,

The University shall not subject an individual to different treatment on the basis of race, color, religion, political beliefs, national origin, age (40 or older), sex, sexual orientation, genetic information, gender identity, gender expression, disability, or veteran status by effectively causing, encouraging, accepting, tolerating, or failing to correct a racially or ethnically hostile environment of which it has notice.

The full text of the Non-Discrimination Policy may be found online at <https://www.ou.edu/eoo/about/policies-procedures/non-discrimination>. Hard copies may be requested through the Institutional Equity Office: (405) 325-3546.

III. CORRECTIVE ACTIONS

Violations of this policy shall result in corrective action(s) designed to reestablish an employment or educational environment conducive to work or learning. Corrective actions will include disciplinary action directed by the executive officer having responsibility for the offender, where appropriate. Corrective actions will be tailored to redress the specific problem and may range from apologies, mandatory attendance at specific training programs, reprimands, suspension, or demotion to expulsion or termination. Corrective actions shall be based upon the facts and circumstances of each case and shall be in accordance with the terms and guidelines of the applicable campus grievance procedures.

Violations of this policy by students will be considered as violations of the Student Rights and Responsibilities Code and will subject student offenders to the corrective action(s) provided by the Code.

IV. ADMINISTRATIVE ACTION

The University recognizes its obligation to address incidents of discrimination and harassment on campus when it becomes aware of their existence even if no complaints are filed; therefore, the University reserves the right to take appropriate action unilaterally under this procedure.

With respect to students, the University Vice President for Student Affairs and Dean of Students or other appropriate persons in authority may take immediate administrative or disciplinary action deemed necessary for the welfare or safety of the University community.

With respect to employees, upon a determination at any stage in the investigation or grievance procedure that the continued performance of either party's regular duties or University responsibilities would be inappropriate, the proper executive officer may suspend or reassign these duties or responsibilities or place the individual on a leave of absence pending the completion of the investigation or grievance procedure.

VII. RESPONSIBLE OFFICIAL

The University Institutional Equity Officer is charged with the responsibility for administering this policy. The Institutional Equity Office will serve as a repository for all records of complaints, investigative reports, and remedies/corrective actions in connection with this policy. The University Institutional Equity Officer is the overall coordinator of all University activities dealing with discrimination in employment or education.

To contact the Institutional Equity Office:

Norman Campus and Norman Campus
Based Programs
Room 102, Evans Hall
(405) 325-3546

Health Sciences Center Campus and Health Sciences
Center Based Programs
Room 2320, Williams Pavilion
(405) 271-2110

(RM 12-19-90, p. 22121; 6-13-91, p. 22467; 7-27-95, p. 24622; 1-14-97, p. 25263; 1-26-99, p. 26226; 3-29-00, p. 26909; 1-27-2004, p. 28924; 6-23-04, p. 29151; 9-19-11, p. 32775; 6-24-15, p. 34749; 3-8-17, p. 35516)

3.2.5—SEXUAL MISCONDUCT, DISCRIMINATION AND HARASSMENT POLICY

I. POLICY ON SEXUAL MISCONDUCT, DISCRIMINATION, AND HARASSMENT

The University is committed to creating and maintaining a community where all persons who participate in University programs and activities can work and learn together in an atmosphere free from discrimination and harassment. The University prohibits discrimination based on sex or gender, which includes discrimination and harassment on the basis of pregnancy, sexual orientation, gender identity or expression, and all forms of sexual harassment, including sexual assault, dating violence, domestic violence, and stalking.

The Office of Institutional Equity is charged with oversight responsibilities and investigation of sex discrimination and sexual harassment as defined by this policy and in compliance with applicable federal laws, including Title IX of the Education Amendments Act of 1972, Title VII of the Civil Rights Act of 1964, the Violence Against Women Act of 1994 (as reauthorized), and applicable Oklahoma laws. In addition, the Office of Institutional Equity is charged with investigating sexual misconduct that constitutes Workplace Harassment, Employee Sexual Misconduct, and Prohibited Conduct under the University of Oklahoma Student Rights and Responsibilities Code. The Office of Institutional Equity is also responsible for investigations of conduct in violation of the Consensual Sexual Relationships Policy.

Through its Institutional Equity Officer and Title IX Coordinator, the University reserves the right to independently address known concerns falling under this policy in order to stop sex discrimination and sexual harassment, prevent its recurrence, and remedy its effects. The term “Title IX Coordinator” refers to the Institutional Equity Officer and Title IX Coordinator who oversees the implementation of the University’s Sexual Misconduct, Discrimination and Harassment Policy, as well as the University’s Non-Discrimination Policy and Affirmative Action Plan. The Title IX Coordinator has the primary responsibility for coordinating the University’s efforts related to the intake, investigation, resolution, and implementation of supportive measures to stop, remediate, and prevent discrimination, harassment, and retaliation prohibited under these policies.

The Title IX Coordinator manages the Title IX Team and acts with independence and authority free from bias and conflicts of interest. The Title IX Coordinator oversees all resolutions under this policy and procedure. The Title IX Coordinator requires training for all Office of Institutional Equity staff, including investigators, as well as for Decision-makers and Informal Resolution Facilitators. These individuals are trained to ensure they are not biased for or against any party in a specific case, or for against Complainants and/or Respondents, generally. To raise any concern involving bias or conflict of interest, or reports of misconduct or discrimination by the Title IX Coordinator, contact President Joseph Harroz, Jr. at 660 Parrington Oval, Evans Hall, Room 110, Norman, OK 73019, (405) 325-3916, ouharroz@ou.edu. Concerns of bias or potential conflict of interest or reports of misconduct or discrimination by any other Title IX Team member should be raised with the Title IX Coordinator.

The term “Title IX Coordinator” as used herein may also include an Associate Title IX Coordinator or other member of the Title IX Team under the supervision of the Title IX Coordinator. For the purposes of this policy, the term “Complainant” means any individual who is alleged to be the victim of conduct that could constitute Prohibited Conduct. The term “Respondent” means any individual who is reported or alleged to be the perpetrator of conduct that could constitute Prohibited Conduct.

Any person seeking to invoke the protections of this policy may do so solely by providing notice to the Title IX Coordinator as provided herein; notice to other members of the University community will not be imputed to the Title IX Coordinator.

This policy also applies to students, faculty, and staff at Rogers State University (RSU) or Cameron University (CU) who are participating in or attempting to participate in an RSU/CU education program or a RSU/CU -

related activity. The University is providing certain services relating to sexual misconduct, discrimination, and harassment to RSU/CU. If you are a student, faculty member, or employee at Rogers State University or Cameron University, please consult Appendix C for RSU/CU specific contact information and policy references.

II. ADMINISTRATIVE CONTACT INFORMATION

Complaints or notice of alleged policy violations, or inquiries about or concerns regarding this policy and procedures, may be made internally to:

Institutional Equity Officer & Title IX Coordinator
Institutional Equity Office
660 Parrington Oval, Evans Hall – Room 102
Norman, OK 73019
(405) 325-3546
IEO@ou.edu

III. PRESUMPTION OF INNOCENCE

A Respondent who is alleged to have engaged in Prohibited Conduct, as defined below, shall be presumed innocent during the pendency of any grievance proceedings.

IV. PROHIBITED CONDUCT

The following conduct, or attempted conduct (in the case of conduct prohibited in subsections C and E below), is prohibited, and constitutes “Prohibited Conduct” for purposes of this Policy:

A. Sex Discrimination

Conduct directed at a specific individual or a group of identifiable individuals that subjects the individual or group to treatment that adversely affects their employment or education, or institutional benefits, on account of sex or gender (including sexual orientation, gender identity, and gender expression discrimination). It may include acts of verbal, nonverbal, or physical aggression, intimidation, or hostility based on sex or sex-stereotyping, even if those acts do not involve conduct of a sexual nature.

B. Pregnancy Discrimination

Discrimination on the basis of pregnancy, childbirth, false pregnancy, termination of pregnancy or recovery therefrom. Discrimination on the basis of pregnancy should be reported in accordance with this policy. Employees with questions regarding accommodations during pregnancy are encouraged to contact the Office of Human Resources (<http://hr.ou.edu>), students and visitors with questions regarding accommodations during pregnancy are encouraged to contact the Disability Resource Center (<http://www.ou.edu/drc/home.html>).

C. Title IX Sexual Harassment

A specific form of sex discrimination. Title IX Sexual Harassment includes the following types of Prohibited Conduct when they occur in the context of the University’s educational programs or activities, and within the United States.

For the purposes of this policy, “educational program or activity” includes locations, events, or

circumstances over which the University exercised substantial control over both the Respondent and the context in which the sexual harassment occurs, and also includes any building owned or controlled by an officially recognized or registered student organization. Under Title IX, Sexual Harassment means conduct on the basis of sex that satisfies one or more of the following:

1. Hostile Environment Harassment, which is unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's education program or activity;
2. Quid Pro Quo Sexual Harassment, where an employee of the University is conditioning the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct; or
3. Sexual Assault, Dating Violence, Domestic Violence, or Stalking as defined below in accordance with applicable law:

Sexual Assault includes:

- a. Rape - penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim;
- b. Fondling - The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim;
- c. Incest - Non-Forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law; and
- d. Statutory Rape - sexual intercourse with a person who is under the statutory age of consent.

4. Dating Violence, which is violence between individuals in the following circumstances:

- a. The party is or has been in a social relationship of a romantic or intimate nature with the victim; and
- b. The existence of such a relationship shall be determined based on a consideration of the following factors: (i) length of the relationship; (ii) type of relationship; (iii) frequency of interaction between the persons involved in the relationship

5. Domestic Violence, which is an assault and battery against: a current or former spouse; a present spouse of a former spouse; a former spouse of a present spouse; parents; a foster parent; a child; a person otherwise related by blood or marriage; a person with whom the Respondent is or was in a dating relationship; an individual with whom the Respondent has had a child; a person who formerly lived in the same household as the Respondent; or a person living in the same household

6. Stalking, which is a course of conduct directed at a specific person that would cause a reasonable person to: (a) fear for the person's safety or the safety of others, or (b) Suffer substantial emotional distress

D. Workplace Harassment

Unwelcome conduct that is based on sex (including pregnancy), and (1) enduring the offensive conduct becomes a condition of continued employment, or (2) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive.

E. Employee Sexual Misconduct

Employee conduct that occurs outside the context of the educational program or outside the United States, but where the conduct otherwise meets one or more definitions of Sexual Harassment set forth in Section C, above. The Office of Institutional Equity is authorized to investigate Prohibited Conduct under this section with written approval from the University's Chief Human Resources Officer.

F. Sexual Misconduct- Student Code Violation

Student conduct that occurs outside the context of the educational program or outside the United States, but otherwise meets one or more definitions of Sexual Harassment set forth in Section C, above. The Office of Institutional Equity is authorized to investigate Prohibited Conduct under this section with written approval from the Director of Student Conduct stating the Prohibited Conduct, as alleged, is within the University's jurisdiction as defined in the Student Code of Rights and Responsibilities.

G. Retaliation

Any attempt to penalize or take an adverse employment, educational or institutional benefit action, including but not limited to making threats, intimidation, reprisals, interference with an individual's protected rights, or other adverse action, against a person because of participation or non-participation in a report, investigation, or grievance process of Prohibited Conduct.

H. False Reporting

Knowingly making a materially false statement in bad faith or knowingly submitting materially false information during the grievance process is prohibited. False reporting does not include accidental or inadvertent false statements, immaterial inaccuracies, or statements made outside the context of making a report, filing a grievance, participating in a grievance procedure, or during the grievance process.

I. Violation of Consensual Sexual Relationships Policy

The Consensual Sexual Relationships Policy may be found here: <https://www.ou.edu/eoo/policies>.

V. DIRECT ADMINISTRATIVE ACTION

A. Administrative Review

Subject to the limitations of applicable law, the Title IX Coordinator reserves the right to address an incident of Prohibited Conduct on campus even if no Formal Complaint of Title IX Sexual Harassment or other Complaint alleging other Prohibited Conduct is filed, and may take unilateral action to remedy the effects of sexual harassment. In undertaking a unilateral administrative action, however, the Title IX Coordinator may not impose any disciplinary sanction or unduly burden a Respondent.

B. Emergency Removal – Students

The University Vice President for Student Affairs and Dean of Students may take Direct Administrative Action (DAA) to immediately restrict a student's rights within the University community, up to and including emergency removal. A DAA imposed after an individualized safety and risk analysis yields a determination that an immediate threat to the physical health or safety of a student or other individual justifies the removal must provide a removed student with notice and an opportunity to challenge the decision as soon as reasonably possible afterward.

C. Emergency Removal/Administrative Leave – Non-student employees

With respect to employees (other than student employees), upon a determination at any stage in the grievance procedure that the continued performance of either party's regular duties or University responsibilities would not be in the best interest of the University, the executive officer over the area may, with the concurrence of the Chief Human Resources Officer, suspend or reassign an employee's duties or responsibilities, or place the individual on an administrative leave of absence pending the completion of the grievance procedure.

VI. REPORTING PROHIBITED CONDUCT

Upon receiving a report of Prohibited Conduct, the Title IX Coordinator will promptly provide a Complainant with important information about options for filing a Formal Complaint of Sexual Harassment, if applicable, a Complaint of Employee Sexual Misconduct or Sexual Misconduct (Student Code Violation), or other appropriate grievance as set forth below. The Title IX Coordinator will offer information about supportive measures that are available without regard to whether any grievance is filed.

A. Duty to Report Prohibited Conduct

Supervisors, managers and faculty members with administrative duties or student supervisory duties are responsible for taking all appropriate action to prevent sex discrimination and harassment, and to stop and correct it when it occurs, and are expected to report it to the Institutional Equity Officer and Title IX Coordinator or any of the University's Associate Title IX Coordinators at (405) 325-3546. Others' knowledge of alleged misconduct will not trigger University obligations or liability; it is, however, the policy of the University of Oklahoma that all employees who are aware of allegations of Prohibited Conduct are expected to promptly report the matter to the Title IX Coordinator.

B. Immunity Policy

The safety of students, employees, and the campus community are of utmost importance to the University. In order to encourage reporting of incidents of Prohibited Conduct, no Complainant, Respondent, or witness will be referred for disciplinary action solely for engaging in the unlawful or prohibited use of alcohol and/or drugs when the reported incident occurred. Provided, nothing prohibits an investigator or decision-maker from inquiring into alcohol and/or drug use if a party or witness's use of alcohol or drugs is relevant in the grievance process.

C. Confidential Reporting Resources

Requests for confidentiality or anonymity may limit or preclude the University's ability to conduct an investigation of allegations of Prohibited Conduct. A request for confidentiality will be respected unless the Title IX Coordinator determines it is necessary to conduct an investigation.

These on-campus resources can offer options and advice without the obligation to inform University officials, including the Title IX Coordinator, unless the Complainant requests that the information be shared. Parties wishing to report confidentially may do so by contacting:

- OU Advocates: HSC/Norman (405) 615-0013 - provides referral and support; Tulsa OU Advocates (8 a.m. – 5 p.m.): (918) 660-3163 (after hours: 918-743-5763)
- Goddard Health Center: (405) 325-2911 - provides counseling/medical services
- Employee Assistance Program: (800) 327-5043 (Norman / HSC); (918) 587-9471 (Tulsa) – provides counseling services and referrals for University faculty/staff
- HSC Student Counseling Services: (405) 271-7336 - provides counseling services
- OU-Tulsa Student Counseling: (918) 660-3109 - provides counseling services

D. Timing of Complaints

There is no time limitation on reporting an incident to the Title IX Coordinator or for filing a Formal Complaint of Title IX Sexual Harassment or Complaint of other Prohibited Conduct. However, if the Respondent is no longer subject to the University's jurisdiction for disciplinary sanctions and/or significant time has passed, the ability to investigate, respond, and provide remedies may be more limited or impossible. In cases where significant time has lapsed since the reported incident, the Title IX Coordinator shall offer supportive measures. If a Formal Complaint of Title IX Sexual Harassment, Complaint of Employee Sexual Misconduct, or Sexual Misconduct (Student Code Violation) is dismissed because passage of time renders investigation not reasonably practicable, the parties will be afforded the right to appeal the decision in accordance with the Grievance Procedures for Title IX Sexual Harassment and Sexual Misconduct.

E. Intake Process

Upon receiving a report or Formal Complaint of Title IX Sexual Harassment or Complaint of other Prohibited Conduct, the Office of Institutional Equity staff and/or the Title IX Coordinator will promptly communicate with a Complainant to discuss the availability of supportive measures, provide information about the investigative process, and discuss the process for filing a Formal Complaint of Title IX Sexual Harassment or a Complaint of other Prohibited Conduct. Where applicable, Complainants will also be advised on the preservation of evidence that may be relevant to a University or other proceeding and their right to seek a court-issued order of protection. Complainants will be informed of the right to report an incident to law enforcement authorities and will be offered assistance in reporting to law enforcement if requested.

F. Supportive Measures

The Title IX Coordinator promptly makes supportive measures available to the parties upon receiving notice or a complaint. Supportive measures are non-disciplinary, non-punitive, individualized services offered without fee or charge to either party before or after the filing of a Formal Complaint of Title IX Sexual Harassment or Complaint of other Prohibited Conduct, or where none is filed. Supportive measures are designed to restore or preserve equal access to the University's education program or activity without unreasonably burdening the other party. Supportive measures may include a range of options such as counseling, course-related adjustments, modifications of work or class schedules, campus services, mutual restrictions on contact between the parties, changes in work or housing locations, and other similar measures. A mutual restriction on contact between the parties is referred to as a "no contact order," which is enforceable through student and employee conduct processes.

At the time that supportive measures are offered, the Office of Institutional Equity will inform the Complainant, in writing, of the option to file a Formal Complaint with the Office of Institutional Equity either at that time or in the future, if the Complainant has not done so already. The Title IX Coordinator works with the Complainant and will take the Complainant's wishes into account with respect to the supportive measures that are planned and implemented. The University will maintain the privacy of the supportive measures, provided that privacy does not impair the University's ability to provide the supportive measures.

G. Confidentiality

The University will keep confidential the identity of any individual who has made a report or complaint of Prohibited Conduct, any Complainant, any individual who has been reported to be the perpetrator of sex discrimination, any Respondent, and any witness (unless permitted by FERPA, or required under law, or as necessary to conduct proceedings under Title IX or to carry out the purposes of the Title IX regulations to conduct any investigation, hearing, or judicial proceeding arising thereunder, which includes a grievance process).

VII. FORMAL COMPLAINT OF TITLE IX SEXUAL HARASSMENT OR SEXUAL MISCONDUCT

A Complainant may choose whether to proceed with filing a Formal Complaint of Title IX Sexual Harassment or Complaint of Employee Sexual Misconduct or Sexual Misconduct (Student Code Violation). In certain

instances, such as those which indicate a pattern, predation, threat, weapons and/or ongoing violence, or when an employee is alleged to have sexually harassed a student, the Title IX Coordinator may initiate an investigation.

A. Promptness

The Office of Institutional Equity will respond promptly to reports of Title IX Sexual Harassment, Employee Sexual Misconduct and Sexual Misconduct (Student Code Violation). Formal Complaints may take 60-90 business days to resolve, typically. The Office of Institutional Equity will work to avoid undue delays within its control, but in some cases timelines may need to be extended. Any time the general timeframes for resolution outlined in the Office of Institutional Equity's procedures will be delayed, the Office of Institutional Equity will provide written notice to the parties of the delay, the cause of the delay, and an estimate of the anticipated additional time that will be needed as a result of the delay.

B. Process summary

The Grievance Procedures for Formal Complaints Involving Title IX Sexual Harassment and Sexual Misconduct are designed to provide the parties with an impartial investigation, decision-making, equitable resolution, and appellate process. While individual proceedings may vary depending upon the specific facts and circumstances, a grievance will follow the following format:

1. Formal Complaint
2. Written Notice to Parties
3. Investigation of Formal Complaint
4. Parties' Review and Response to Evidence
5. Investigative Report
6. Live Hearing
7. Determination
8. Appeal by Either Party
9. Sanctions and Other Remedies Implemented (if warranted)
10. Informal Resolution (under certain circumstances, at any time prior to a Determination by agreement of the parties)

C. Filing a Formal Complaint of Title IX Sexual Harassment or Sexual Misconduct

1. Title IX Sexual Harassment

A Formal Complaint is a document or electronic submission (such as by electronic mail, through an online portal provided for this purpose by the University, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report) that contains the Complainant's digital or physical signature, or otherwise indicates that the Complainant is the person filing the formal complaint (or, in some cases, signed by the Title IX Coordinator) alleging sexual harassment against a Respondent about conduct within the University's education program or activity and requesting that the University investigate the allegation. At the time of filing a Formal Complaint, a Complainant must be participating in or attempting to participate in the University's education program or University-related activity.

A Formal Complaint may be filed with the Title IX Coordinator (or any Associate Equity Officer or Associate Title IX Coordinator, all of whom constitute the Title IX Coordinator for purposes of this Policy). The Formal

Complaint may be filed in person, by mail, or by electronic mail at any time of day, including during non-business hours, using the contact information listed for the Title IX Coordinator. Generally, a Formal Complaint should be filed as quickly as possible to facilitate the ability to gather facts and evidence; however, every Formal Complaint will be reviewed regardless of when an incident occurred. The Office of Institutional Equity encourages the use of its in-office form for filing a Formal Complaint; however, no particular form is required as long as it (1) is signed, (2) alleges sexual harassment, against a Respondent, and (3) requests an investigation.

Where the Title IX Coordinator signs a Formal Complaint, the Title IX Coordinator is not a Complainant or party during a grievance process and will comply with the requirements for Title IX personnel to be free from conflicts and bias.

2. Employee Sexual Misconduct or Sexual Misconduct (Student Code Violation)

The process for a filing a Complaint of Employee Sexual Misconduct or Sexual Misconduct (Student Code Violation) is the same as the process for filing a Formal Complaint of Title IX Sexual Harassment above, except that prior to initiating an investigation into the alleged conduct, the Title IX Coordinator must first request authorization to investigate from the Chief Human Resources Officer or Director of Student Conduct, who will determine whether the University has disciplinary jurisdiction over the Respondent pursuant to the applicable Staff and Faculty Handbook provisions or Student Code of Rights and Responsibilities. Once a Complaint is filed, the Complaint procedures will follow the same procedure for a Formal Complaint of Title IX Sexual Harassment except where specifically noted herein or in the [Grievance Procedures for Formal Complaints of Title IX Sexual Harassment or Sexual Misconduct](#).

VI. REPORTING AND FILING A COMPLAINT OF GENDER-BASED DISCRIMINATION, RETALIATION, OR FALSE REPORTING

Students or employees who have experienced adverse effects to their employment or education, or institutional benefits, on account of sex or gender (including pregnancy, sexual orientation, gender identity, and gender expression discrimination) may trigger the protections of this policy by filing a Complaint with the Office of Institutional Equity. A Complaint filed under this section should state with specificity the person(s) responsible for the discriminatory conduct, the adverse effect it has caused to the Complainant's employment, education, or institutional benefits, and a statement of the relief requested.

Complaints of Gender-Based Discrimination, Workplace Harassment (other than Title IX Sexual Harassment or Sexual Misconduct), Retaliation, and False Reporting will be investigated in accordance with the [Investigative Procedures for Gender-Based Discrimination](#).

VII. REMEDIES AND DISCIPLINARY SANCTIONS

If (1) upon conclusion of an investigation and adjudicatory proceedings, or (2) pursuant to voluntary participation in an Informal Resolution process, a Respondent is found to be responsible for engaging in Prohibited Conduct, the Title IX Coordinator may recommend appropriate remedies and disciplinary sanctions. Remedies are designed to restore or preserve equal access to the University's education program or activity, and include measures such as academic support, counseling, and other supportive measures (whether burdensome, punitive, or disciplinary to the Respondent). The Title IX Coordinator will be responsible for the effective implementation of remedies.

The range of possible disciplinary sanctions include:

Prohibited Conduct*	Employee Disciplinary Sanction		Student Disciplinary Sanction	
Sexual Harassment – Hostile Environment	Min.	Written Reprimand	Min.	Disciplinary Probation
	Max.	Termination	Max.	Suspension/Delayed Degree
Sexual Harassment- Quid Pro Quo	Min.	Suspension without Pay	Min.	Suspension
	Max.	Termination	Max.	Expulsion/ Delayed Degree
Sexual Assault	Min.	Termination	Min.	Suspension
	Max.	Termination	Max.	Expulsion/Delayed Degree
Dating Violence or Domestic Violence	Min.	Suspension without Pay	Min.	Disciplinary Probation
	Max.	Termination	Max.	Expulsion/Delayed Degree
Stalking	Min.	Suspension without Pay	Min.	Disciplinary Probation
	Max.	Termination	Max.	Expulsion/Delayed Degree
Other Prohibited Conduct	Sanctions for all other Prohibited Conduct may range from written reprimand to termination and suspension and/or expulsion, depending upon the totality of the circumstances.			
*Sanctions under this section applicable to Prohibited Conduct that amounts to Title IX Sexual Harassment, Employee Sexual Misconduct or Sexual Misconduct (Student Code Violation)				

VIII. DEFINITION OF CONSENT

Consent is the act of willingly agreeing to engage in sexual contact or conduct. Individuals who consent to sex must be able to understand what they are doing.

- Consent is informed, knowing and voluntary. Consent is active, not passive. Silence, in and of itself, cannot be interpreted as consent. Consent can be given by words or actions, as long as those words or actions create mutually understandable permission regarding the conditions of sexual activity.
- Consent to one form of sexual activity cannot imply consent to other forms of sexual activity.
- Previous relationships or consent does not imply consent to future sexual acts.
- Consent cannot be procured by use of physical force, compelling threats, intimidating behavior, or coercion.

Use of alcohol, medications, or other drugs will not excuse behavior that violates this policy. Examples of when a person should know the other is incapacitated and may be unable to give valid consent include, but are not limited to:

- the amount of alcohol, medication, or drugs consumed
- imbalance or stumbling
- slurred speech
- lack of consciousness or inability to control bodily functions or movements
- vomiting
- legal incapacity, such as in the case of a minor and/or persons under legal guardianship

IX. FREE SPEECH AND ACADEMIC FREEDOM

Members of the University community enjoy significant free speech protections guaranteed by the First Amendment of the United States Constitution. This policy is intended to protect members of the University community from discrimination and is not designed to regulate protected speech. No provision of this policy shall be interpreted to prohibit conduct that is legitimately related to course content, teaching methods, scholarship, or public commentary of an individual faculty member or the educational, political, artistic or literary expression of students in classrooms and public forums. However, freedom of speech and academic freedom are not limitless and do not protect speech or expressive conduct that violates federal or state anti-discrimination laws.

X. RECORDS

The Institutional Equity Office will retain records in accordance with the requirements of applicable local, state, and federal law. Records of all Title IX reports, complaints, investigations, determinations, disciplinary sanctions, remedies, supportive measures, hearing materials (including audio/audioviseual recordings/transcripts of a live hearing), appeals, informal resolutions, and materials used to train coordinators, investigations, and decision-makers with regard to sexual harassment will be retained for a minimum of seven (7) years.

The University disseminates a public Annual Security Report (ASR) to employees and students every October 1st. The ASR includes statistics of campus crime for the preceding 3 calendar years, plus details about efforts taken to improve campus safety. The report includes: definitions of sexual harassment, resources and reporting for a person who is victimized, support services, on and off campus resources, preventive measures and the sex offender registration. Additionally, there are policy statements regarding crime reporting, campus facility security and access, incidences of alcohol and drug use, and the prevention of/response to sexual assault, domestic and dating violence, and stalking.

XI. AVAILABILITY OF OTHER COMPLAINT PROCEDURES

In addition to seeking criminal charges through local law enforcement, members of the University community may also file complaints with the following entities irrespective of whether they choose to file a Formal Complaint or other grievance under this procedure:

Office of Civil Rights:

- Kansas City Field Office:
OCR.KansasCity@ed.gov | 1-816-268-0550

- Washington D.C.:
OCR@ed.gov | 1-800-421-3481

Equal Employment Opportunity Commission:

- Oklahoma City Field Office:
1-800-669-4000
- Washington D.C.:
1-800-669-4000 | Eeoc.gov/contact/

State of Oklahoma Attorney General's Office:

- Office of Civil Rights Enforcement:
405-521-2029 | OCRE@oag.gov

APPENDIX A: VAWA STATE LAW DEFINITIONS

In accordance with the Violence Against Women Reauthorization Act of 2013, please be advised that the following definitions are applicable should you wish to pursue Oklahoma state criminal or civil actions. These definitions may differ from the University's administrative policy definitions noted above. The University's administrative system and disciplinary procedures are separate and distinct from those available to someone in a state civil or criminal action. Individuals may seek administrative remedies in accordance with this policy and also may seek state or federal civil or criminal remedies for the same incident through the applicable systems. The definitions set forth below are reviewed and verified annually; for a more frequently updated resource, please consult Oklahoma's State Court Network site: <http://www.oscn.net>.

Consent

The term "consent" means the affirmative, unambiguous and voluntary agreement to engage in a specific sexual activity during a sexual encounter which can be revoked at any time. Consent cannot be:

1. Given by an individual who:

- a. is asleep or is mentally or physically incapacitated either through the effect of drugs or alcohol or for any other reason, or
- b. is under duress, threat, coercion or force; or
2. Inferred under circumstances in which consent is not clear including, but not limited to:
 - a. the absence of an individual saying "no" or "stop", or
 - b. the existence of a prior or current relationship or sexual activity.

21. O.S. § 113 (effective June 6, 2016)

Sexual Assault

- a. rape, or rape by instrumentation, as defined in Sections 1111,1111.1 and 1114 of this title, or
- b. forcible sodomy, as defined in Section 888 of this title.

21 O.S. § 142.20

Rape

A. Rape is an act of sexual intercourse involving vaginal or anal penetration accomplished with a male or female who is not the spouse of the perpetrator and who may be of the same or the opposite sex as the perpetrator under any of the following circumstances:

1. Where the victim is under sixteen (16) years of age;
2. Where the victim is incapable through mental illness or any other unsoundness of mind, whether temporary or permanent, of giving legal consent;
3. Where force or violence is used or threatened, accompanied by apparent power of execution to the victim or to another person;
4. Where the victim is intoxicated by a narcotic or anesthetic agent, administered by or with the privity of the accused as a means of forcing the victim to submit;
5. Where the victim is at the time unconscious of the nature of the act and this fact is known to the accused;
6. Where the victim submits to sexual intercourse under the belief that the person committing the act is a spouse, and this belief is induced by artifice, pretense, or concealment practiced by the accused or by the accused in collusion with the spouse with intent to induce that belief. In all cases of collusion between the accused and the spouse to accomplish such act, both the spouse and the accused, upon conviction, shall be deemed guilty of rape;
7. Where the victim is under the legal custody or supervision of a state agency, a federal agency, a county, a municipality or a political subdivision and engages in sexual intercourse with a state, federal, county, municipal

or political subdivision employee or an employee of a contractor of the state, the federal government, a county, a municipality or a political subdivision that exercises authority over the victim;

8. Where the victim is at least sixteen (16) years of age and is less than twenty (20) years of age and is a student, or under the legal custody or supervision of any public or private elementary or secondary school, junior high or high school, or public vocational school, and engages in sexual intercourse with a person who is eighteen (18) years of age or older and is an employee of the same school system; or

9. Where the victim is nineteen (19) years of age or younger and is in the legal custody of a state agency, federal agency or tribal court and engages in sexual intercourse with a foster parent or foster parent applicant.

B. Rape is an act of sexual intercourse accomplished with a male or female who is the spouse of the perpetrator if force or violence is used or threatened, accompanied by apparent power of execution to the victim or to another person.

21 O.S. § 1111

Rape by Instrumentation

A. Rape by instrumentation is an act within or without the bonds of matrimony in which any inanimate object or any part of the human body, not amounting to sexual intercourse is used in the carnal knowledge of another person without his or her consent and penetration of the anus or vagina occurs to that person.

B. Provided, further, that at least one of the circumstances specified in Section 1111 of this title has been met; further, where the victim is at least sixteen (16) years of age and is less than twenty (20) years of age and is a student, or under the legal custody or supervision of any public or private elementary or secondary school, junior high or high school, or public vocational school, and engages in conduct prohibited by this section of law with a person who is eighteen (18) years of age or older and is an employee of the same school system, or where the victim is under the legal custody or supervision of a state or federal agency, county, municipal or a political subdivision and engages in conduct prohibited by this section of law with a federal, state, county, municipal or political subdivision employee or an employee of a contractor of the state, the federal government, a county, a municipality or a political subdivision that exercises authority over the victim, consent shall not be an element of the crime.

C. Provided, further, that at least one of the circumstances specified in Section 1111 of this title has been met; further, where the victim is nineteen (19) years of age or younger and in the legal custody of a state agency, federal agency or tribal court and engages in conduct prohibited by this section of law with a foster parent or foster parent applicant.

21 O.S. § 1111.1

Rape in First Degree - Second Degree

A. Rape in the first degree shall include:

1. rape committed by a person over eighteen (18) years of age upon a person under fourteen (14) years of age; or
2. rape committed upon a person incapable through mental illness or any unsoundness of mind of giving legal consent regardless of the age of the person committing the crime; or
3. rape accomplished where the victim is intoxicated by a narcotic or anesthetic agent, administered by or with the privity of the accused as a means of forcing the victim to submit; or
4. rape accomplished where the victim is at the time unconscious of the nature of the act and this fact is known to the accused; or
5. rape accomplished with any person by means of force, violence, or threats of force or violence accompanied by apparent power of execution regardless of the age of the person committing the crime; or
6. rape by instrumentation resulting in bodily harm is rape by instrumentation in the first degree regardless of the age of the person committing the crime; or
7. rape by instrumentation committed upon a person under fourteen (14) years of age.

B. In all other cases, rape or rape by instrumentation is rape in the second degree

21 O.S. § 1114

Forcible Sodomy

B. The crime of forcible sodomy shall include:

1. Sodomy committed by a person over eighteen (18) years of age upon a person under sixteen (16) years of age;

2. Sodomy committed upon a person incapable through mental illness or any unsoundness of mind of giving legal consent regardless of the age of the person committing the crime;
 3. Sodomy accomplished with any person by means of force, violence, or threats of force or violence accompanied by apparent power of execution regardless of the age of the victim or the person committing the crime;
 4. Sodomy committed by a state, county, municipal or political subdivision employee or a contractor or an employee of a contractor of the state, a county, a municipality or political subdivision of this state upon a person who is under the legal custody, supervision or authority of a state agency, a county, a municipality or a political subdivision of this state;
 5. Sodomy committed upon a person who is at least sixteen (16) years of age but less than twenty (20) years of age and is a student of any public or private secondary school, junior high or high school, or public vocational school, with a person who is eighteen (18) years of age or older and is employed by the same school system;
 6. Sodomy committed upon a person who is at the time unconscious of the nature of the act, and this fact should be known to the accused; or
 7. Sodomy committed upon a person where the person is intoxicated by a narcotic or anesthetic agent administered by or with the privity of the accused as a means of forcing the person to submit.
- 21 O.S. § 888

Dating Violence

Dating violence is not defined under Oklahoma law; however, the law does provide that any act of physical harm, or the threat of imminent physical harm against a person with whom a perpetrator was or is in a dating relationship is considered domestic violence, which defined below. The law defines dating relationship as: a courtship or engagement relationship. For purposes of this act, a casual acquaintance or ordinary fraternization between persons in a business or social context shall not constitute a dating relationship.

22 O.S. § 60.1 (1), (5)

Domestic Violence

Domestic violence is not defined under Oklahoma law; however, the law does provide that: any person who commits any assault and battery against a current or former spouse, a present spouse of a former spouse, a former spouse of a present spouse, parents, a foster parent, a child, a person otherwise related by blood or marriage, a person with whom the defendant is or was in a dating relationship as defined by Section 60.1 of Title 22 of the Oklahoma Statutes, an individual with whom the defendant has had a child, a person who formerly lived in the same household as the defendant, or a person living in the same household as the defendant shall be guilty of domestic abuse.

21 O.S. § 644 (C)

Stalking

Any person who willfully, maliciously, and repeatedly follows or harasses another person in a manner that:

1. Would cause a reasonable person or a member of the immediate family of that person to feel frightened, intimidated, threatened, harassed, or molested; and
2. Actually causes the person being followed or harassed to feel terrorized, frightened, intimidated, threatened, harassed, or molested.

For purposes of this section:

1. "Harasses" means a pattern or course of conduct directed toward another individual that includes, but is not limited to, repeated or continuing unconsented contact, that would cause a reasonable person to suffer emotional distress, and that actually causes emotional distress to the victim. Harassment shall include harassing or obscene phone calls as prohibited by Section 1172 of this title and conduct prohibited by Section 850 of this title. Harassment does not include constitutionally protected activity or conduct that serves a legitimate purpose;
2. "Course of conduct" means a pattern of conduct composed of a series of two or more separate acts over a period of time, however short, evidencing a continuity of purpose. Constitutionally protected activity is not included within the meaning of "course of conduct";

3. "Emotional distress" means significant mental suffering or distress that may, but does not necessarily require, medical or other professional treatment or counseling;
4. "Unconsented contact" means any contact with another individual that is initiated or continued without the consent of the individual, or in disregard of that individual's expressed desire that the contact be avoided or discontinued. Constitutionally protected activity is not included within the meaning of unconsented contact. Unconsented contact includes but is not limited to any of the following:
- following or appearing within the sight of that individual,
 - approaching or confronting that individual in a public place or on private property,
 - appearing at the workplace or residence of that individual,
 - entering onto or remaining on property owned, leased, or occupied by that individual,
 - contacting that individual by telephone,
 - sending mail or electronic communications to that individual, and
 - placing an object on, or delivering an object to, property owned, leased, or occupied by that individual; and
5. "Member of the immediate family", for the purposes of this section, means any spouse, parent, child, person related within the third degree of consanguinity or affinity or any other person who regularly resides in the household or who regularly resided in the household within the prior six (6) months.
- 21 O.S. § 1173

APPENDIX B: EDUCATION, TRAINING, AND RESOURCES

Employees must take an approved training course every 2 years during their career, with the initial training in their first 30 days of service at the University (<https://onpoint.ou.edu>). Employees may be required to be recertified on demand. Failure to have a certification of this required training may result in appropriate disciplinary action. Additional in-person trainings are also offered periodically and on request. Where University employees are also students, they will be required to also take the mandatory online training provided to students. For those without access to a computer or in need of additional assistance, please contact the University's Human Resources Department to take the training in an alternate format. Please see the types of training offered below. For more information on training resources or to view copies of training resources, visit the Office of Institutional Equity website.

I. FOR STUDENTS, THE UNIVERSITY OFFERS:

- Mandatory online training for students through: <http://onpoint.ou.edu>. Where students are also University employees, they will be required to take both the employee training and the student online training.
- Training on sexual harassment/discrimination/violence is included in the University's mandatory alcohol training program (in-person and online).
- In-person training for student groups and students through courses, orientations, and other meetings.
- In-person training for Active Bystander Intervention skills: <https://ou.edu/gec/gender-based-violence-prevention/trainings/our-voice>.
- On-going campus campaigns and information at a variety of events concerning the policy and appropriate behaviors regarding sexual assault, dating violence, domestic violence, stalking, and other sexual misconduct.
- Informational website and brochures devoted to educating students at <https://www.ou.edu/content/eoo/policies.html>.
- In-person training (Step In, Speak Out and LGBTQ Ally) prevention workshops: <https://www.ou.edu/gec/>.
- OU Advocates available 24/7 to discuss all available resources on and off campus: (405)615-0013. For Tulsa-based programs (8 a.m. – 5 p.m.) (918) 660-3163; after hours: (918) 743-5763.

II. FOR EMPLOYEES, THE UNIVERSITY OFFERS:

- Mandatory online training for employees through: <http://onpoint.ou.edu>.
- In-person training on sexual harassment/discrimination/violence and mandatory reporting through new employee orientations, foundations in management, and other periodic training opportunities and upon request.
- In-person training for Active Bystander Intervention skills:
<https://www.ou.edu/notonourcampus/howtohelp>.
- Ongoing campus campaigns and information at a variety of events, concerning the policy and appropriate behaviors, regarding sexual assault, dating violence, domestic violence, stalking, and other sexual misconduct.
- Informational website and brochures devoted to educating employees at: www.ou.edu/eoo.
- In person training (LGBTQ Ally) prevention workshops.
- OU Advocates available 24/7 to discuss all available resources on and off campus confidentially: 405-615-0013. For Tulsa-based programs (8 a.m. – 5 p.m.): (918) 660-3163 or after hours (918) 743-5763.
- University Ombudsperson: (405) 325-3297 -] to discuss available resources and options for faculty/staff confidentially

III. OTHER RESOURCES AVAILABLE TO THE UNIVERSITY COMMUNITY:

- OU Advocates (24/7): (405) 615-0013 - provides advocates and referrals to other resources on-campus and off-campus. For Tulsa-based programs (8 a.m. – 5 p.m.) (918) 660-3163; after hours: (918) 743-5763
- Gender + Equality Center: (405) 325-4929 – provides information and referrals
- OUPD: emergencies (405) 325-1911; non-emergencies (405) 325-2864 -provides law enforcement support
- Goddard Health Center: (405) 325-2911 - provides confidential counseling/medical services on the Norman campus
- Employee Assistance Program: (800) 327-5043 - confidential resources for HSC and Norman employees; (918) 587-9471 for OU-Tulsa employees
- Norman Police Department: 911 for emergencies; (405) 321-1600 non-emergencies - provides law enforcement support
- Norman Rape Crisis Center-Women’s Resource Center: (405) 701-5660 - confidential off-campus resource
- Norman Domestic Violence Crisis Line: (405) 701-5540 - provides confidential resources off campus
- OUHSC-PD: (405) 271-4300 - provides law enforcement support HSC Student Counseling Services: (405) 271-7336 - provides confidential counseling services on the HSC campus
- OKC Rape Crisis/YWCA: (405) 943-7273 - provides confidential resources off campus
- OKC Police Department: 911 for emergencies; (405) 231-2121 non-emergencies
- Call Rape/Tulsa Rape Crisis: (918) 585-3143 - provides confidential resources off-campus
- OU Tulsa Counseling: (918) 660-3109 - provides confidential counseling services on the Tulsa campus
- Tulsa Police Department: 911 for emergencies; (918) 596-9222 for non-emergencies - provides law enforcement support
- Tulsa 211 Helpline: (918) 836-4357
- Oklahoma Coalition Against Domestic Violence and Sexual Assault: (405) 524-0700 - provides confidential resources off campus
- Oklahoma Safeline: (800) 522-7233 - provides confidential resources off campus
- Heartline Health: (800) 273-TALK - provides referral and support
- University Ombudsperson: (405) 325-3297 - provides confidential guidance and referrals for University faculty/staff

APPENDIX C: SEXUAL MISCONDUCT, DISCRIMINATION, AND HARASSMENT POLICY

This Appendix is to the Sexual Misconduct, Discrimination, and Harassment Policy (“Policy”) adopted by Cameron University (“Institution” or “CU”) on August 14, 2020. The University of Oklahoma and Cameron University entered into a Memorandum of Understanding, effective August 14, 2020 which sets forth the how the two institutions will coordinate to investigate violations of the Policy.

CU has adopted this Sexual Misconduct, Discrimination, and Harassment Policy and “University” as used herein refer to the institution unless stated otherwise below.

References to the University of Oklahoma’s Institutional Equity Office are to Cameron University Equal Opportunity Office. Other policy references are as follows:

1. References to the University of Oklahoma Student Rights and Responsibilities Code are to Cameron University Student Code of Conduct.
2. References to the Staff and Faculty Handbook refer to Employee Handbook or Faculty Handbook.
3. The title of “University’s Chief Human Resources Officer” is updated to Human Resources Director in the following:

Article IV (E)
Article V(C)
Article VII (C)(2)

4. The title “Director of Student Conduct” is updated to Director of Student Development in the following:

Article IV(F)
Article VII(C)(2)

5. The titles “Associate Title IX Coordinator” is updated to Title IX Co-Coordinators/EO Officers in the following:

Article I

6. The title of “Institutional Equity Office” or “Associate Equity Office” is updated to Equal Opportunity Officer in the following:

Article VI (A)

7. The reference to “University of Oklahoma” is update to Cameron University in the following:

Article VI (A)

8. The following language in Article 1 is updated to provide University specific contact information:

To raise any concern involving bias or conflict of interest, or reports of misconduct or discrimination by the Title IX Coordinator, contact:

President John McArthur 2800 W Gore Blvd.
Administration Building Room 220 Lawton, OK 73505
580-581-2201
jmcarthur@cameron.edu

9. The language in Article II is updated to provide University specific contact information:
Complaints or notice of alleged policy violations, or inquiries about or concerns regarding this policy and procedures, may be made internally to:
Christi Williams/Keith Vitense
Title IX Co-Coordinator/EO Officer 580-581-6712
eo-tix@cameron.edu

10. The following language in Article IV is updated to provide University specific information:
 - a. Section B:
Employees with questions regarding accommodations during pregnancy are encouraged to contact the Office of Human Resources (www.cameron.edu/hr), students and visitors with questions regarding accommodations during pregnancy are encouraged to contact the Office of Student Development www.cameron.edu/student-development

 - b. Section I:
The Consensual Sexual Relationships Policy may be found here:
www.cameron.edu/policies

11. The following language in Article VI is updated to provide University specific contact information:
 - a. Section A:
Supervisors, managers and faculty members with administrative duties or student supervisory duties are responsible for taking all appropriate action to prevent sex discrimination and harassment, and to stop and correct it when it occurs, and are expected to report it to the Interim Institutional Equity Officer and Title IX Coordinator or any of the University's Title IX Co-Coordinators at 580-581-6712

 - b. Section C: Counseling Resources
 - Student Wellness Center (Cameron)- North Shepler, Room 101, 580-581-6725
 - Office of Equal Opportunity (Affirmative Action/Title IX Compliance)- eo-tix@cameron.edu; 580-581-6712
 - CU Office of Public Safety - South Shepler, Room 108, 580-581-2237 or 580- 581-2911
 - Office of Student Development (conduct)- North Shepler, Room 314, 580- 581-2209
 - Comanche County Memorial Hospital's Emergency Room - 3401 W Gore Boulevard or call (580) 355-8620
 - Taliaferro Community Mental Health Center - 602 SW 38th St or call (580) 248-5780

12. References to are updated to reflect University specific contacts in Appendix B
Employees must take an approved training course every 2 years during their career, with the initial training in their first 30 days of service at the University (<https://cameron-ok.safecolleges.com/login>). Employees may be required to be recertified on demand. Failure to have a certification of this required training may result in appropriate disciplinary action. Additional in-person trainings are also

offered periodically and on request. Where University employees are also students, they will be required to also take the mandatory online training provided to students. For those without access to a computer or in need of additional assistance, please contact the University's Human Resources Department to take the training in an alternate format. Please see the types of training offered below. For more information on training resources or to view copies of training resources, visit the Equal Opportunity Office website.

I. For students, the University offers:

- Mandatory training for students is completed through UNIV 1001/1113 which is required for all first year students.
- Annual spring on-campus campaign concerning the policy and appropriate behaviors regarding sexual assault, dating violence, domestic violence, stalking, and other sexual misconduct.
- Informational website and brochures devoted to educating students at <https://www.cameron.edu/oeo>
- OU Advocates available 24/7 to discuss all available resources on and off campus: (405)615- 0013. For Tulsa-based programs (8 a.m. – 5 p.m.) (918) 660-3163; after hours: (918) 743-5763.

II. For employees, the University offers:

- Mandatory online training for employees through: <https://cameron-ok.safecolleges.com/login>.
- In-person and virtual training on mandatory reporting through new employee orientations, foundations in management, and other periodic training opportunities and upon request.
- Annual spring on-campus campaign concerning the policy and appropriate behaviors regarding sexual assault, dating violence, domestic violence, stalking, and other sexual misconduct.
- Informational website and brochures devoted to educating employees at: <https://www.cameron.edu/oeo>.
- OU Advocates available 24/7 to discuss all available resources on and off campus confidentially: 405-615-0013. For Tulsa-based programs (8 a.m. – 5 p.m.): (918) 660-3163 or after hours (918) 743-5763.

III. Other resources available to the University community:

- OU Advocates (24/7): (405) 615-0013 - provides advocates and referrals to other resources on-campus and off-campus. For Tulsa-based programs (8 a.m. – 5 p.m.) (918) 660-3163; after hours: (918) 743-5763
- CU Office of Public Safety: emergencies 580-581-2237 or 580-581-2911
- Employee Assistance Program: (800) 327-5043 - confidential resources for HSC and Norman employees; (918) 587-9471 for OU-Tulsa employees
- Lawton Police Department: 911 for emergencies; 580-581-3271 non-emergencies - provides law enforcement support
- Comanche Nation Women's Shelter 580-492-3590
- New Directions Women's Shelter 580-357-8127
- Comanche County Memorial Hospital 580-355-8620
- Southwestern Medical Center 580-531-4700
- Taliaferro Community Mental Health Center 580-248-5780

APPENDIX C: SEXUAL MISCONDUCT, DISCRIMINATION, AND HARASSMENT POLICY

This Appendix is to the Sexual Misconduct, Discrimination, and Harassment Policy (“Policy”) adopted by Rogers State University (“Institution” or “RSU”) on August 14, 2020. The University of Oklahoma and Rogers State University entered into a Memorandum of Understanding, effective August 14, 2020 which sets forth the how the two institutions will coordinate to investigate violations of the Policy.

RSU has adopted this Sexual Misconduct, Discrimination, and Harassment Policy and “University” as used herein refer to this institution unless stated otherwise below.

References to the University of Oklahoma’s Institutional Equity Office are to RSU’s Office of Student Affairs. Other policy references are as follows:

1. References to the University of Oklahoma Student Rights and Responsibilities Code are to “Rogers State University Division of Student Affairs Student Code of Responsibilities and Conduct”
2. References to the Staff and Faculty Handbook refer to “Rogers State University Human Resources for Policies and Procedures Manual”
3. The title of “University’s Chief Human Resources Officer” is updated to “Director of Human Resources” in the following:

Article IV (E)
Article V(C)
Article VII (C)(2)

4. The title “Director of Student Conduct” is updated to “Director of Student Conduct & Development” in the following:

Article IV(F)
Article VII(C)(2)

5. The titles “Associate Title IX Coordinator” is updated to “Title IX Coordinator” in the following:

Article I

6. The title of “Institutional Equity Office” or “Associate Equity Office” is updated to “University Equal Opportunity Officer” in the following:

Article VI (A)

7. The reference to “University of Oklahoma” is update to “Rogers State University” in the following:

Article VI (A)

8. The following language in Article 1 is updated to provide University specific contact information:

To raise any concern involving bias or conflict of interest, or reports of misconduct or discrimination by the Title IX Coordinator, contact Vice President for Student Affairs Robert

Goltra, Ed.D. at 1701 W. Will Rogers Blvd., Dr. Carolyn Taylor Center, RM 201D, Claremore, OK 74017, (918) 343-7569, rgoltra@rsu.edu.

9. The language in Article II is updated to provide University specific contact information:

Complaints or notice of alleged policy violations, or inquiries about or concerns regarding this policy and procedures, may be made internally to:

Jeana Rae Conn, JD

Director of Student Conduct & Development/Title IX Coordinator jconn@rsu.edu

Dr. Carolyn Taylor Center [1701 W. Will Rogers Blvd., Claremore, OK 74017](https://www.rsu.edu/about/offices-services/human-resources/) 918-343-7707, Office Direct

10. The following language in Article IV is updated to provide University specific information:

- a. Section B:

Employees with questions regarding accommodations during pregnancy are encouraged to contact the Office of Human Resources (<https://www.rsu.edu/about/offices-services/human-resources/>), students and visitors with questions regarding accommodations during pregnancy are encouraged to contact the Accessibility and Disability Resource Center (<https://www.rsu.edu/campus-life/student-resources/disability-services/>).

- b. Section I:

The Consensual Sexual Relationships Policy may be found here: <http://www.rsu.edu/wp-content/uploads/2015/05/HumanResourcesPoliciesProceduresManual-2016-12-09.pdf>

11. The following language in Article VI is updated to provide University specific contact information:

- c. Section A:

Supervisors, managers and faculty members with administrative duties or student supervisory duties are responsible for taking all appropriate action to prevent sex discrimination and harassment, and to stop and correct it when it occurs, and are expected to report it to the Interim Institutional Equity Officer and Title IX Coordinator or any of the University's Associate Title IX Coordinators at (918) 343-7707.

- d. Section C: Counseling Resources

- RSU Police Department Patrol Phone: (918) -857-2807- provides referrals and support
- RSU Student Counseling Services: (918) 343-7845 - provides counseling services

12. References to are updated to reflect University specific contacts in Appendix B

Employees must take an approved training course every 2 years during their career, with the initial training in their first 30 days of service at the University (<https://www.rsu.edu/campus-life/student-resources/gender-based-misconduct/what-is-it/>)

Employees may be required to be recertified on demand. Failure to have a certification of this required training may result in appropriate disciplinary action. Additional in-person trainings are also offered periodically and on request. Where University employees are also students, they will be required to also take the mandatory online training provided to students. For those without access

to a computer or in need of additional assistance, please contact the University's Human Resources Department to take the training in an alternate format. Please see the types of training offered below. For more information on training resources or to view copies of training resources, visit RSU's Office of Student Affairs website.

I. For students, the University offers:

- Mandatory online training for students through: <https://www.rsu.edu/campus-life/student-resources/gender-based-misconduct/what-is-it/>. Where students are also University employees, they will be required to take both the employee training and the student online training.
- Training on sexual harassment/discrimination/violence is included in the University's mandatory alcohol training program (in-person and online).
- In-person training for student groups and students through courses, orientations, and other meetings.
- On-going campus campaigns and information at a variety of events concerning the policy and appropriate behaviors regarding sexual assault, dating violence, domestic violence, stalking, and other sexual misconduct.
- Informational website and brochures devoted to educating students at <https://www.rsu.edu/campus-life/student-resources/gender-based-misconduct/what-is-it/>
- OU Advocates available 24/7 to discuss all available resources on and off campus: (405)615-0013. For Tulsa-based programs (8 a.m. – 5 p.m.) (918) 660-3163; after hours: (918) 743-5763.

II. For employees, the University offers:

- Mandatory online training for employees through: <https://www.rsu.edu/campus-life/student-resources/gender-based-misconduct/what-is-it/>
- In-person training on sexual harassment/discrimination/violence and mandatory reporting through new employee orientations, foundations in management, and other periodic training opportunities and upon request.
- Ongoing campus campaigns and information at a variety of events, concerning the policy and appropriate behaviors, regarding sexual assault, dating violence, domestic violence, stalking, and other sexual misconduct.
- Informational website and brochures devoted to educating employees at: <https://www.rsu.edu/campus-life/student-resources/gender-based-misconduct/what-is-it/>
- OU Advocates available 24/7 to discuss all available resources on and off campus confidentially: 405-615-0013. For Tulsa-based programs (8 a.m. – 5 p.m.): (918) 660-3163 or after hours (918) 743-5763.

III. Other resources available to the University community:

- OU Advocates (24/7): (405) 615-0013 - provides advocates and referrals to other resources on-campus and off-campus. For Tulsa-based programs (8 a.m. – 5 p.m.) (918) 660-3163; after hours: (918) 743-5763
- Campus Police: Claremore 918-343-7624 -Campus Police Building Bartlesville 918-338-8020 or 918-440-9479 (cell) -First floor across from Admissions Pryor 918-825-6034 or 918-373-0357 (cell) -Room 104
- Student Health Center: 918-343-7614
- Employee Assistance Program: (800) 327-5043 - confidential resources for HSC and Norman employees; (918) 587-9471 for OU-Tulsa employees
- Hillcrest Hospital: 918-341-2556 - 1202 N. Muskogee Pl., Claremore, OK 74017

- Jane Phillips Medical Center: 918-333-7200 - 3500 SE. Frank Phillips Blvd., Bartlesville, OK 74006
- Integris Mayes County Medical Center: 918-825-1600 - 111 N. Bailey St., Pryor, OK 74361
- DVIS Call Rape Helpline: 918-749-5763
- Safenet Services (Rogers County): 918-341-1424 -1219 W. Dupont, Claremore, OK 74017
- Safenet Services (Mayes County): 918-825-0190 - 19 N. Coo-Y-Yah, Pryor, OK 74361
- Family Crisis and Counseling Center: 918-336-1188 - 622 SE Frank Phillips, Bartlesville, OK 74003

(RM 9-27-95, p. 24621; 1-14-97, p. 25260 and 25263; 1-27-2004, p. 28924; 6-23-04, p. 29151; 9-19-11, p. 32775; 6-24-15, p. 34749; 3-8-17, p. 35516)

3.2.6—RETALIATION

University policy also prohibits retaliation against a person for filing a complaint of discrimination or harassment under the Non-Discrimination Policy and/or the Sexual Misconduct, Discrimination, and Harassment Policy or other applicable federal, state, or local laws. This Retaliation Policy also prohibits retaliation against any person who assists someone with a complaint under these laws or policies or who participates in any manner in an investigation or resolution of such a complaint.

3.2.7—COMPLAINT PROCESS

Any individual who at the time of the actions complained of was employed by the University or was an applicant for University employment or was enrolled as a student or an applicant for admission at the University may file a complaint concerning violations of the Non-Discrimination Policy with the Institutional Equity Officer, and with respect to violations of the Sexual Misconduct, Discrimination, and Harassment Policy with the Institutional Equity Officer for review and investigation regarding complaints against University students, faculty, staff or those third parties utilizing University services or third parties on University premises. For the Non-Discrimination Policy, please refer to: <http://www.ou.edu/content/eoo/policies-procedures/non-discrimination.html> and for the Sexual Assault, Discrimination, and Harassment Policy, please refer to: <http://www.ou.edu/content/eoo/policies.html>. Hard copies may be requested through the Institutional Equity Office: (405)-325-3546 or (405) 325-2215.

(RM 9-27-95, p. 24621; 1-14-97, p. 25260 and 25263; 1-27-2004, p. 28924; 6-23-04, p. 29151; 9-19-11, p. 32775; 3-8-17, p. 35516)

3.2.8—SANCTIONS

Appropriate disciplinary action may include a range of actions up to and including dismissal and/or expulsion.

3.2.9—CONSENSUAL SEXUAL RELATIONSHIPS POLICY

RATIONALE

Consensual amorous, dating, or sexual relationships have inherent risks when they occur between a faculty member, supervisor, or other member of the University community and any person over whom he or she has a professional responsibility. As noted in the sex discrimination and sexual harassment policy, the risks include a student or subordinate's feeling coerced into an unwanted relationship to ensure they receive a proper educational or employment experience; potential conflicts of interest in which the person is in a position to evaluate the work or make personnel or academic decisions with respect to the individual with whom he or she is romantically involved; a perception by students or employees that a fellow student or coworker who is involved in a romantic relationship with his or her supervisor or

professor will receive an unfair advantage; either or both of the parties engaging in behavior destructive to the other or their academic or working environments if the relationship ends; and the potential that University/state resources are used inappropriately to further the romantic relationship.

Those with professional responsibility over others and with whom they have a romantic relationship should be aware that their involvement may subject them and the University to legal liability; consequently, such relationships are strongly discouraged. "Professional responsibility" is defined as performing functions including but not limited to teaching, counseling, grading, advising, evaluating, hiring, supervising, and making decisions or recommendations that confer benefits such as promotions, financial aid awards, or other remuneration, or that may impact upon other academic or employment opportunities.

DEFINITIONS

As used in this policy, the terms "faculty" and "faculty member" mean all those who teach at the University, and include graduate students with teaching responsibilities and other instructional personnel. The terms "staff" or "staff members" mean all employees who are not faculty, and include academic and non-academic administrators as well as supervisory personnel. The term "consensual sexual relationship" may include amorous or romantic relationships, and is intended to indicate conduct that goes beyond what a person of ordinary sensibilities would believe to be a collegial or professional relationship.

POLICY

A. FACULTY/STUDENT RELATIONSHIPS

WITHIN THE INSTRUCTIONAL CONTEXT

It is considered a serious breach of professional ethics for a member of the faculty to initiate or acquiesce in a sexual relationship with a student who is enrolled in a course being taught by the faculty member or whose academic work (including work as a teaching assistant) is being supervised by the faculty member.

OUTSIDE THE INSTRUCTIONAL CONTEXT

Sexual relationships between faculty members and students occurring outside the instructional context may lead to difficulties. Particularly when the faculty member and student are in the same academic unit or in units that are academically allied, relationships that the parties view as consensual may appear to others to be exploitative. Further, in such situations, the faculty member may face serious conflicts of interest and should be careful to distance himself or herself from any decisions that may reward or penalize the student involved. A faculty member who fails to withdraw from participation in activities or decisions that may reward or penalize a student with whom the faculty member has or has had an amorous relationship will be deemed to have violated his or her ethical obligation to the student, to other students, to colleagues, and to the University.

B. STAFF/STUDENT RELATIONSHIPS

Consensual sexual relationships between staff and students are prohibited in cases where the staff member has authority or control over the student. A staff member who fails to withdraw from participation in activities or decisions that may reward or penalize a student with whom the staff member has or has had an amorous relationship will be deemed to have violated his or her ethical obligation to the student, to other students, to colleagues, and to the University. Failure to abide by this policy may result in disciplinary action, up to and including termination.

C. STAFF/SUBORDINATE RELATIONSHIPS

Supervisors, or those with professional responsibility, over someone with whom they have or have had an amorous, consensual, romantic, or sexual relationship must notify their direct supervisor that a management-control plan needs to be implemented, or that the supervisor wishes a transfer so that he or she is no longer in a position of professional responsibility over the affected individual. To avoid the severe risks noted, supervisors in such relationships may not manage, supervise, evaluate, or make other employment decisions concerning the individual with whom they are engaged in a romantic relationship. If the relationship ends, the management-control plan must remain in effect. Failure to notify a supervisor to ensure a plan is in place may result in disciplinary action, including termination, for that supervisor.

COMPLAINT PROCEDURE

Complaints alleging a violation of the Consensual Sexual Relationships Policy shall be handled in accordance with the Grievance Procedure for Complaints Based upon Sexual Misconduct, Discrimination and Harassment Policy. Complainants should contact the Institutional Equity Office:

Norman Campus-based programs
Room 4300, Five Partners Place
Norman, Oklahoma
(405) 325-2215 or (405) 325-2215

Health Science Center-based programs
Oklahoma City, Oklahoma
(405) 271-2110

Other locations may be determined from time to time. Please refer to <http://www.ou.edu/content/eoo/html> for an updated listing.

3.2.10—GRIEVANCE PROCEDURE

The investigative process, findings and recommendations, and appeals process for claims brought under the Non-Discrimination Policy and/or the Sexual Misconduct, Discrimination, and Harassment

Policy are handled through the University Institutional Equity Office. For the Non-Discrimination Policy, please refer to <http://www.ou.edu/content/eoo/policies-procedures/non-discrimination.html> and for the Sexual Misconduct, Discrimination, and Harassment Policy, please refer to <http://www.ou.edu/content/eoo/policies.html>.

Hard copies may be requested through the Institutional Equity Office: (405) 325-3546 or (405) 325-2215.

(RM 1-14-97, p. 25260; 1-26-99, p. 26226; 1-27-2004, p. 28924; 6-23-04, p. 29151; 9-19-11, p. 32775; 3-8-17, p. 35516)

3.2.11—REVISIONS OF THE INSTITUTIONAL EQUITY OFFICE POLICIES

Revisions to the Institutional Equity Office Policies may be made automatically where necessary to comply with federal, state and local laws or applicable regulations or guidance.

(RM, 9-19-11, p. 32775)

ISSUE: REVISIONS TO REGENTS' POLICY, ENDOWED CHAIRS AND PROFESSORSHIPS**ACTION PROPOSED:**

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

BACKGROUND AND/OR RATIONALE:

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

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

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

2.2.5 —ENDOWED CHAIRS AND PROFESSORSHIPS

Faculty may be appointed to endowed chairs and professorships.

(A) Criteria for Selection

Specific criteria for the selection of occupants may be established for particular chairs as appropriate. To qualify for an endowed chair or professorship, a faculty member must be distinguished within a particular academic field or an interdisciplinary program. For endowed chairs only, Norman Campus appointees must be a tenured faculty member or must receive tenure on appointment to an endowed chair in accord with the applicable Faculty Handbook. Endowed professorships do not carry such stipulations.

~~(B) Search Committee~~ (B) Appointment Process

~~The President, with advice and counsel of the appropriate Senior Vice President and Provost, the appropriate dean, and appropriate chair/director, will appoint the Search Committee. Search Committees for occupants of endowed chairs and professorships shall be composed of two faculty members from the academic unit concerned, two outside individuals distinguished within the relevant area and appointed by the President, and either the dean of the relevant college or a faculty member appointed by that dean. (The Board of Regents prefers and expects the dean to serve.)~~

~~At least one member will be from outside the University and at least one member will be from another college. The President and the Senior Vice President and Provost will meet with the Search Committee (and the dean and department head if appropriate) to hear their recommendations.~~

Once a candidate has been identified, the dean will consult with the Senior Vice President and Provost at the faculty's assigned campus. The Senior Vice President and Provost, after consultation, may make a recommendation to the President. The President may approve and forward the appointment to the Board of Regents or reject it and request further searching.

~~(C) Term of the Award~~

~~For endowed chairs only, the appointee must be a tenured faculty member or must receive tenure on appointment to an endowed chair in accord with the applicable Faculty Handbook. Endowed professorships do not carry such stipulations. To the extent the appointee's performance and conduct remain satisfactory to the University, the term of an endowed chair, unless the endowment contract provisions provide otherwise, is continuous until resignation, retirement, or the endowment is withdrawn.~~



5.1.2.5 Endowed Chairs and Professorships

- I. Purpose:
The purpose of this policy is to provide guidelines for the selection and appointment of endowed chairs and professorships.
- II. Scope:
The policy applies to all faculty and administrators at the University of Oklahoma (OU).
- III. Accountability:
The Office of the Senior Vice President and Provost of each campus is responsible for administering this policy and ensuring compliance.
- IV. Policy Statement:
It is the policy of OU that faculty may be appointed to endowed chairs and professorships.

Policy Level: 4

Approval Authority: Board of Regents

Date of Approval:

Subject Matter Office of the Senior Vice President and Provost

Date of Last Review:

Date of Next Review:

Signature:



V. Procedures

A. Faculty may be appointed to endowed chairs and professorships. Criteria for Selection

1. Specific criteria for the selection of occupants may be established for particular chairs as appropriate.
2. To qualify for an endowed chair or professorship, a faculty member must be distinguished within a particular academic field or an interdisciplinary program.
3. For endowed chairs only, Norman Campus appointees must be a tenured faculty member or must receive tenure on appointment to an endowed chair. Endowed professorships do not carry such stipulations.

B. Appointment Process

1. Once a candidate has been identified, the dean will consult with the Senior Vice President and Provost at the faculty's assigned campus.
2. The Senior Vice President and Provost, after consultation, may make a recommendation to the President.
3. The President may approve and forward the appointment to the Board of Regents or reject it and request further searching.

**ISSUE: REGENTS' POLICY 5.9, STUDENT RIGHTS AND RESPONSIBILITIES
CODE REVISIONS – NC****ACTION PROPOSED:**

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

BACKGROUND AND/OR RATIONALE:

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

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

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

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

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

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THE UNIVERSITY OF OKLAHOMA
Interim Student Rights and Responsibilities Code
2020-2021

The purpose of the Student Rights and Responsibilities Code (referred to as the “Code” or “this Code”) is to establish specific student rights and responsibilities while maintaining an environment conducive to the University’s educational mission.

I. Student Rights

Students of the University of Oklahoma are guaranteed certain rights by the constitutions of the United States and the State of Oklahoma and the University of Oklahoma Student Government Association. In recognition of those rights and in keeping with the values underlying them, the University of Oklahoma respects the following student rights:

1. To pursue an education as long as the University’s applicable academic standards, policies, regulations and applicable laws are followed;
2. To certain procedural due process, including notice and an opportunity to be heard;
3. To a prompt, fair, and impartial process during University investigations and proceedings, from an initial investigation to the final result;
4. In cases involving sexual misconduct, the complainant/reporting party and the respondent have the right to have the investigation and proceedings conducted by officials with annual training on issues related to dating violence, domestic violence, sexual violence, and stalking, and on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability;
5. To request appropriate action from the administration for any violation of a right guaranteed by this Code;
6. To establish or disseminate publications free from any censorship or other official action controlling editorial policy or content, in accordance with applicable regulations and University policy;
7. To invite and hear any speaker of choice on any subject, in accordance with applicable regulations and University policy;
8. To use campus facilities, in accordance with applicable regulations and University policy; ~~<http://www.ou.edu/content/studentaffairs/services/policies-and-forms.html>~~
~~<http://www.ouhsc.edu/policy/>~~
9. To peaceably assemble, to demonstrate, inform, or protest, in accordance with applicable regulations and University policy;
10. To be secure in his/her possessions, against invasion of privacy, and unreasonable search and seizure;
11. To form, join and participate in any student organization or group without regard to race, color, national origin, sex, sexual orientation, gender identity, gender expression, genetic information, age (40 or older), religion, disability, political beliefs or status as a veteran. ~~<http://www.ou.edu/home/coo.html>~~ and ~~<http://www.ou.edu/home/misc.html>~~ Provided, in

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accordance with Oklahoma state law, a religious student association may choose to limit its membership or leadership based on the sincerely held religious beliefs, observances, or practices of the group; Provided further pursuant to Title IX, certain tax-exempt nonprofessional, social fraternities and sororities may be permitted to restrict membership based on sex; and

12. Not to be charged more than once for one incident by the Office of Student Conduct.

II. Student Responsibilities

Students of the University of Oklahoma are responsible for complying with all local, state, and federal laws. As members of the University community, students are also responsible for familiarizing themselves with University policies and regulations when applicable.

In addition, students involved in Student Conduct ~~disciplinary~~ proceedings initiated under this Code, whether as parties, witnesses, or panelists, have a duty to cooperate and discuss the incident with appropriate University officials, adhere to stated deadlines, attend scheduled meetings, provide documentation as requested and participate in all University proceedings. Failure to fulfill these responsibilities may result in a decision being made without the benefit of the student's participation, or may result in a student being charged with failing to comply with the direction of a University official. Nothing herein shall be interpreted as abridging one's right to be free from self-incrimination.

Students are responsible for meeting the University's minimal standards of appropriate conduct and may be subject to Student Conduct proceedings ~~disciplined~~ for engaging in prohibited conduct. The following prohibited conduct is inclusive, but not exhaustive: ~~the following types of prohibited conduct:~~

- ~~1. Abusive conduct: Unwelcome conduct that is sufficiently severe and pervasive that it alters the conditions of education or employment and creates an environment that a reasonable person would find intimidating, harassing, or humiliating. The frequency of the conduct, its severity, and whether it is threatening or humiliating are factors that will be considered in determining whether conduct is abusive. Abusive conduct includes verbal abuse, physical abuse, or holding a person against his or her will. Simple teasing, offhanded comments and isolated incidents (unless extremely serious) will not amount to abusive conduct.~~
- ~~2. Alcohol violations: Possessing, using, providing, manufacturing, distributing, or selling alcoholic beverages on or off campus in violation of law or University policies.~~
- ~~3. Arson: The willful setting fire to or burning of a structure or its contents or the property of another.~~
- ~~4. Dishonesty: Manufacturing, possessing, providing, making, or using false information or omitting relevant information to University officials or on University applications, forging, altering or misusing a University record or document, initiating a false report, and knowingly using or possessing forged, altered or false documents or records.~~
- ~~5. Disruption or obstruction of a University activity: Interference with, obstruction or disruption of University activities such as teaching, research, recreation, meetings, public events and disciplinary proceedings.~~
- ~~6. Drug violations: Possessing, using, providing, manufacturing, distributing, or selling drugs or~~

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- ~~drug paraphernalia in violation of law or University policies. This includes the use or possession of prescription drugs other than by the person prescribed or for a purpose other than what was prescribed.~~
- ~~7. Ethical or professional code violations, violation of licensure board rules and regulations, state and federal laws, and/or other applicable regulatory or privileges issues: as defined by the student's College or professional association or licensure board, as may be applicable to the student(s), or applicable laws or regulations.~~
 - ~~8. Failing to abide by or complete a University sanction in a satisfactory manner: Failure to adhere to sanctions or engaging in other prohibited conduct while on disciplinary probation or suspension.~~
 - ~~9. Failure to comply with the direction of a University official who is performing his or her duties: This responsibility includes complying with faculty/staff requirements and directions of study abroad programs, including off-limits designations and other restrictions or instructions.~~
 - ~~10. Failure to keep records up to date: Failing to keep Admissions and Records notified of current school and/or permanent directory information, including email information.~~
 - ~~11. Hazing: Any action or situation that recklessly or intentionally endangers the mental or physical health, safety, or welfare of an individual for the purpose of initiation, participation, admission into or affiliation with any organization at the University, as defined by Oklahoma or federal law.~~
 - ~~12. Interfering with, obstructing or disrupting police or fire responses: Tampering with, impairing, disabling, or misusing fire protection systems such as smoke detectors, fire extinguishers, sprinklers, or alarms; failing to evacuate during a fire alarm; resisting arrest; failing to abide by the directions of police or fire personnel.~~
 - ~~13. Mental harassment: Intentional conduct that is so extreme and outrageous that a reasonable person would not tolerate it.~~
 - ~~14. Misuse of computing facilities: Misusing computer labs and equipment as well as technology resources including the Internet, University networks, computer software, data files belonging to others, email addresses and accounts belonging to others, University databases and violating University Information Technology computing policies.~~
 - ~~15. Misuse or defacement of University property: Damage to or misuse of equipment, property, furniture, facilities and buildings belonging to the University.~~
 - ~~16. Misuse or defacement of property belonging to another.~~
 - ~~17. Retaliation: Taking any adverse action against a person because of, or in retaliation for, the person's reporting of a crime or violation of University policy, or in assisting in such a claim.~~
 - ~~18. Sexual Misconduct: Refer to Section III Prohibited Sexual Misconduct~~
 - ~~19. Stalking (not gender based): Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others, or suffer substantial emotional distress.~~
 - ~~20. Theft: Possessing property that is known or should have been known to be stolen, taking property without the consent of the owner, even with intent to return the property, or obtaining property by false pretenses.~~
 - ~~21. Unauthorized entry or exit or attempted entry or exit: Entering or exiting or attempting to do the same without authority or consent with respect to University facilities, property belonging to another, and fraternity and sorority houses.~~

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- ~~22. Violation of local, state, federal law or University regulation or policy;~~
- ~~23. Violating of the Sexual Misconduct, Discrimination, and Harassment Policy. Engaging in Title IX Sexual Harassment or other Prohibited Conduct as defined in the Sexual Misconduct, Discrimination, or Harassment Policy.~~
- ~~24. Weapons violations, possession of weapons, firearms, explosives, fireworks, ammunition or incendiary devices on campus: Actual or constructive possession or control of any weapon, including but not limited to air pistols, air rifles, lock blades, fixed blades, knives with a blade longer than four inches, blackjacks, metal knuckles, chemical substances, bombs, or any other device found to be a violation of this Code by Student Conduct. Instruments designed to look like any of the above are included in this prohibition.~~

Prohibited Sexual Misconduct

- ~~18. Sexual Misconduct. The following conduct, or attempted conduct, is prohibited, and constitutes "Prohibited Conduct" for purposes of this Policy:~~
 - ~~18.1— Hostile Environment Harassment, which is unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's education program or activity;~~
 - ~~18.2— Quid Pro Quo Sexual Harassment, where an employee of the University is conditioning the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct; or~~
 - ~~18.3— Sexual Assault, which includes:
 - ~~18.3.1— Rape— penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim;~~
 - ~~18.3.2— Fondling— The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim;~~
 - ~~18.3.3— Incest— Non-Forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law; and~~
 - ~~18.3.4— Statutory Rape— sexual intercourse with a person who is under the statutory age of consent.~~~~
 - ~~18.4— Dating Violence, which is violence between individuals in the following circumstances:
 - ~~18.4.1— The party is or has been in a social relationship of a romantic or intimate nature with the victim; and~~
 - ~~18.4.2— The existence of such a relationship shall be determined based on a consideration of the following factors: (i) length of the relationship; (ii) type of relationship; (iii) frequency of interaction between the persons involved in the relationship.~~~~
 - ~~18.5— Domestic Violence, which is an assault and battery against: a current or former spouse; a present spouse of a former spouse; a former spouse of a present spouse; parents; a foster parent; a child; a person otherwise related by blood or marriage; a~~

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- ~~person with whom the Respondent is or was in a dating relationship; an individual with whom the Respondent has had a child; a person who formerly lived in the same household as the Respondent; or a person living in the same household.~~
- ~~18.6 Stalking, which is a course of conduct directed at a specific person that would cause a reasonable person to: (a) fear for the person's safety or the safety of others, or (b) suffer substantial emotional distress~~

~~Special Procedures for Prohibited Sexual Misconduct:~~

~~Under the authority of the Office of Institutional Equity and the Division of Student Affairs, Complaints alleging Prohibited Sexual Misconduct must be directed to the Title IX Coordinator. The Sexual Misconduct, Discrimination, and Harassment Policy and Grievance Procedures for Sexual Misconduct and Harassment set forth the process for investigation, adjudication, sanctioning, and appeals for all Prohibited Sexual Misconduct.~~

1. Academic, Ethical, or Professional Codes
 - a. Any violation of the Academic Integrity Code. Complaints alleging prohibited academic misconduct must be directed to the Office of Academic Integrity (Norman programs) or Academic Affairs (Health Sciences Center programs).
 - b. Any violation of other college, graduate, professional, ethical, or other applicable academic codes or licensure board.
2. Alcohol
 - a. Any violation of the University's Alcohol Policy (Norman Campus).
 - b. Possessing, using, providing, manufacturing, distributing, or selling alcoholic beverages in violation of law or University policy.
 - c. Use or possession of alcoholic beverage(s) by an individual under the age of 21.
 - d. Driving while under the influence of alcohol.
 - e. Intoxication to the point of endangering oneself or another person's health or safety, regardless of age.
 - f. Possessing or presenting false identification to a University official or local, state, federal law enforcement.
 - g. Providing alcohol to individual(s) under the age of 21.
3. Complicity
 - a. Attempting to commit, knowingly permitting, or being an accessory by knowingly aiding, conspiring, or assisting others with any act prohibited by this Code.
4. Disorderly Conduct and Unwanted Behaviors
 - a. Disorderly conduct: Unreasonable and material behavior that is disruptive, lewd, or a breach of peace, including inciting others to do so.
 - b. Disruption or obstruction of a University activity: Unreasonable and material interference of University activities such as teaching, research, recreation, meetings, public events, programs, services, administrative functions, and conduct

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- proceedings.
 - c. Harassment: Behavior that is severe, pervasive, or persistent to a degree that a reasonable person would not tolerate and effectively denies or interferes with equal access to University education, employment, benefits or privileges. This includes verbal abuse, threats, intimidation, stalking, and coercion. In addition, harassment may be conducted by a variety of mediums including physical, vocal, written, or electronic.
 - d. Physical assault: Any physical force, causing, or that could reasonably cause, bodily harm upon any person including assault, fighting, brawling, or restraining someone against their will.
 - e. Threatening behavior: A serious expression of intent to commit an act of unlawful violence against a particular individual, identifiable group, or damage to property. The threatening violence, including intimidation, causes reasonable fear of injury to the health or safety of any person, group, or property.
5. Drug
- a. Possessing, using, providing, manufacturing, distributing, or selling drugs or drug paraphernalia in violation of law or University policy. This includes a prohibition of any marijuana use or possession, including medical or recreational marijuana, on University premises or while participating in University sponsored activities.
 - b. Driving while under the influence of drugs.
 - c. Misuse of legal substances such as using general products as intoxicants or “means to get high” and inhaling or ingesting a substance other than in connection with its intended purpose.
 - d. Possessing, using, providing, distributing, or selling prescription drugs by persons other than the person to whom the drug is prescribed or use not in accordance with the prescription.
6. Failure to Comply
- a. Failure to comply or complete a University sanction in a satisfactory manner: Failure to adhere to sanctions, safety and interim measures, or engaging in other prohibited conduct while on disciplinary probation or suspension.
 - b. Failure to comply with a University official: Disobeying instructions or directions by a University official who is acting in good faith of their duties including failing to identify oneself, respond to University correspondence, or attend University scheduled meetings.
 - c. Failure to maintain records: Failure to keep the University notified of contact information, including phone numbers, emergency contacts, and email.
7. False and Misleading Information
- a. Acts of dishonesty.
 - b. Bribery or acceptance of bribes.
 - c. Forging or altering another person's signature.

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- d. Forging, altering, tampering, falsifying, or misusing a University record or document, submitting false information, omitting requested information from a University record or document, or possessing any of these records or documents.
 - e. Knowingly initiating a false report to the University.
 - f. Manufacturing, possessing, or presenting false identification to a University official or local, state, or federal law enforcement or using the identity of another person.
8. Hazing
- a. Engaging in activity that recklessly, knowingly, or intentionally endangers the mental or physical health, safety, or welfare of an individual for the purpose of initiation, participation, admission, holding office in, or maintaining membership or affiliation, regardless of the individual's consent or lack of consent, including state and federal law, but not limited to:
 - b. Physical harm such as paddling, whipping, branding, electric shocking, placing harmful substances on the body, sleep deprivation, exposure to extreme conditions, calisthenics, forced consumption of food, liquor, drug, or other substances.
 - c. Degrading behavior that causes ridicule, humiliation, embarrassment, or adversely affects the dignity of an individual.
 - d. Interfering with an individual's ability to participate in or benefit from the services or activities of the University, employment, or religious observances.
 - e. Activity resulting in the destruction, misuse, or removal of another's property.
 - f. Activity that causes an individual to engage in behavior that may violate the Code, University policy, or local, state, or federal law.
9. Misuse, Defacement, or Damage of Facilities and Property
- a. Failure to adhere to any University Information Technology policies or standards, including unauthorized use, access, or entry of an information technology resource owned or managed by the University such as computer systems, networks, databases, software, accounts, data, or facilities. Using University information technology resources for illegal or prohibited activities.
 - b. University property: Intentional or reckless destruction, defacement, or damage to University equipment, property, furniture, facilities, and buildings or using in a manner inconsistent with its intended use.
 - c. Property of another: Intentional or reckless destruction, defacement, or damage to another's property, or using that property in a manner inconsistent with its intended use.
10. Retaliation
- a. Taking any adverse action against a person because of participation or non-participation in a report, investigation, claim, or grievance process.
11. Safety, Security, and Emergency Response
- a. Activities that jeopardize University-related property, building security and safety.

00019356-1

STUDENT RIGHTS AND RESPONSIBILITIES CODE - 7

Updated June 14, 2023 ~~December 10, 2020~~ to correct numbering issue

This is an interim policy that may be revoked or rescinded and is subject to Board of Regents' approval.

- b. Arson: Attempting to ignite or the action of igniting University or personal property on fire by intent, reckless behavior, or failure to exercise reasonable care that results or could result in personal injury, property damage, or damages to premises.
- c. Endangerment of others: Unlawfully endangering the health, safety, or privacy of oneself, others, or animals.
- d. Explosive materials: Unauthorized possession or use fireworks, dangerous chemicals, and explosive materials, ignition, or detonation of anything which could cause damage to persons or property, or disruption by fire, smoke, explosion, noxious odors, stain, or corrosion.
- e. False reporting or misuse of emergency response: Falsely reporting an incident or emergency of any type including setting off a false fire alarm.
- f. Flammable materials: Unauthorized possession or use of candles, torches, incense or incense burners, other open flame apparatus, extension cords, gasoline, propane tanks, or lighter fluid on University premises.
- g. Interfering with, obstructing, or disrupting emergency responses: Failing to evacuate during an emergency or drill, impairing an orderly evacuation, resisting arrest, blocking, or barring an exit; failing to abide by the directions of police, fire, emergency medical personnel, or University officials.
- h. Interfering with, obstructing, or disrupting the free flow of pedestrians or other traffic.
- i. Manipulating safety equipment: Tampering with, impairing, disabling, relocating, or misusing fire or safety protection systems such as smoke detectors, fire extinguishers, sprinklers, cameras, doors, signs, or alarms.
- j. Traffic and parking: Any violation of University traffic and parking regulations, tampering with, removal, or theft of wheel locks, barricades, traffic cones, or traffic control signs or devices.

12. Sexual Misconduct

Under the authority of the Office of Institutional Equity and the Division of Student Affairs, complaints alleging Prohibited Sexual Misconduct must be directed to the Title IX Coordinator.

- a. Any violation of the Sexual Misconduct, Discrimination, and Harassment Policy.

13. Theft

- a. Using, depriving, removing, or possessing the property or services without entitlement or authorization through engagement of theft or attempted theft.

14. Unauthorized or Attempted Entry or Exit

- a. Unauthorized entering, exiting, occupying, or using of any University owned or managed facilities, property, or property belonging to another.
- b. Unauthorized possession, duplication, or use of keys or access cards, lock combinations, codes, or passwords to any University owned or controlled premises or other public or private property.
- c. Damaging or tampering with doors, locks, or lock boxes; propping open of exterior

This is an interim policy that may be revoked or rescinded and is subject to Board of Regents' approval.

- residence hall or other campus building doors.
 - d. Misuse of access privileges to University premises.
- 15. Law, Ordinance, Regulation, Rule, Procedure, or Policy
 - a. Law Violations: Violation of local, state, or federal law.
 - b. University Policy Violations: Violations of rules, regulations, and policies.
- 16. Weapons
 - a. Actual or constructive use, possession, or control of any weapon and munitions of all types, defined as any object used or designed to inflict or attempt to inflict harm or injury or fear of harm or injury including instruments designed to look like any weapon.
 - b. Any violation of the OU Board of Regents' Policy: Firearms Policy 3.1.12.

III. Disciplinary Sanctions

Students of the University of Oklahoma who engage in prohibited conduct are subject to the following disciplinary sanctions:

1. Verbal Warning: A verbal notice that the behavior was inappropriate.*
2. Written Warning: A written statement that the behavior was inappropriate, which will remain on the student's University **disciplinary** Student Conduct record for a specified period of time or until the student meets certain conditions.*
3. Disciplinary Probation: A written statement that the behavior was inappropriate and should subsequent violations occur, the University will take more serious conduct action up to and including suspension or expulsion. This can include exclusion from University affiliated entities, including student organization activities, for a period of time or until the student meets certain conditions. Disciplinary probation will remain on the student's **disciplinary** Student Conduct record for a specified period of time or until the student meets specified conditions.*
4. Educational Sanctions: A specific number of hours of community service, completion of a reflection or research paper, attending a class, program or lecture, attending counseling, or other actions.*
5. Restitution: Repayment for damages or misappropriation of property. This may include monetary compensation or other related service(s), such as cleaning or restoration.*
6. Administrative Fee: Administrative fees for educational programs and presentations as well as policy related administrative costs, which are assessed directly to the student's Bursar account. A financial stop may be placed on the student's record if the student fails to pay the administrative fee by the due date. This stop may prevent the student from registering for future terms or adding or dropping courses.*

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7. University-Owned Housing Reassignment or Termination: Reassignment to another University-owned housing unit, exclusion from certain University-owned properties or termination of the student's housing agreement.
8. Administrative Trespass: Denial of access to all or a portion of campus, except for limited periods and specific activities with the permission of the appropriate University official, as designated by the University Vice President for Student Affairs or other appropriate administrative official vested with such authority. Should the student enter campus without written permission, the appropriate University official or the campus police may take action.
9. Suspension: Exclusion from the University and all campuses governed by the Board of Regents of the University of Oklahoma for a specific period of time or until the student meets certain conditions, following which the student may be permitted to re-enroll or apply for readmission to the University, as applicable.
10. Expulsion: Exclusion from the University and all campuses governed by the Board of Regents of the University of Oklahoma for an indefinite period of time, a record of which remains on file permanently.
11. Restriction or Denial of University Services: Restricted from use or denial of specified University services, including participation in University activities.
12. Delayed Conferral of Degree: Delay of issuance of a student's diploma for a specified period of time or until the student meets certain conditions.
13. Strike: The University's official recognition of a student's or organization's violation of the University of Oklahoma's Norman Campus Alcohol Policy.*

* Except in conjunction with other ~~disciplinary~~ Student Conduct measures, these sanctions are not appropriate if a student is found responsible for the following violations of the Sexual Misconduct, Discrimination, and Harassment Policy: Sexual Violence, Dating Violence, and Domestic Violence.

IV. Student Conduct Proceedings

Student Conduct Proceedings are the University's means of affording procedural due process to students who may be sanctioned for engaging in prohibited conduct. The Student Rights and Responsibilities Code Procedures, attached hereto as Appendix A, provide a step-by-step explanation of those proceedings.

V. Direct Administrative Action

A Direct Administrative Action (DAA) is an action that places immediate restrictions upon a student's rights within the University community, up to and including a removal from the University community. A DAA is not a final ~~disciplinary~~ sanction; it is a temporary measure that may be undertaken during the pendency of appropriate due process. A DAA may be imposed only by the UVPSA or other appropriate official vested

00019356-1

STUDENT RIGHTS AND RESPONSIBILITIES CODE - 10

Updated June 14, 2023 ~~December 10, 2020~~ to correct numbering issue

This ~~is an interim~~ policy ~~that~~ may be revoked or rescinded and is subject to Board of Regents' approval.

with such authority when necessary for the welfare or safety of the University community; to maintain order on the campus and preserve the orderly functioning of the University; to stop or prevent interference with the public or private rights of others on University premises; to stop or prevent actions that threaten the health or safety of any person; or to stop or prevent actions that destroy or damage property of the University, its students, faculty, staff, or guests.

When a DAA is imposed, the Office of Student Conduct shall review the facts and circumstances to determine whether Student Conduct Proceedings should be initiated, whether to recommend to the UVPSA or designee that the DAA should be lifted, or whether some other University action is appropriate.

VI. ~~Disciplinary Holds, Student Records, Student Transcripts, and Student Registration~~

The University may place a ~~disciplinary Student Conduct~~ hold on a student's records during the pendency of Student Conduct Proceedings. A ~~disciplinary Student Conduct~~ hold prohibits a student from registering for classes until the Student Conduct Proceedings, including any review procedure, are complete. Upon conclusion of Student Conduct Proceedings, the University may continue a ~~disciplinary Student Conduct~~ hold on a student's records until the student satisfactorily completes all sanctions.

The University may place a ~~disciplinary Student Conduct~~ hold on a student's record if a student is suspended as part of the sanctions, prohibiting a student from being admitted to or registering for classes at any campus governed by the Board of Regents of the University of Oklahoma. A ~~disciplinary Student Conduct~~ hold shall remain in effect until the suspension period is over, the student has complied with all conditions and/or sanctions, and has reapplied and been readmitted.

Records relating to non-academic student conduct matters are a part of the student's overall education record; however, ~~disciplinary Student Conduct~~ charges and sanctions are not noted on official student transcripts, except where academics are incidentally affected (i.e., the transcript for a student suspended during a semester after the add/drop deadline will reflect withdrawal from any courses in which the student is enrolled).

VII. Authority and Jurisdiction

The Board of Regents of the University of Oklahoma is charged in the Constitution of the State of Oklahoma with governing the University, and nothing in this Code prevents the Board of Regents from establishing or amending rules or procedures in order to fulfill its responsibility. The UVPSA shall be vested with the authority to establish and operate a Student Conduct Office. The UVPSA or designee has day-to-day responsibility for ~~disciplinary Student Conduct~~ matters and maintenance of records of all actions taken.

The University will initiate Student Conduct Proceedings under this Code within one year from the date that the conduct becomes known to the Student Conduct Office. Provided, however, Student Conduct Proceedings shall be initiated immediately upon receipt of findings from the Office of Institutional Equity. Student Conduct Proceedings may be carried out prior to, simultaneously with, or following civil, criminal or licensure proceedings, at the discretion of the University.

00019356-1

STUDENT RIGHTS AND RESPONSIBILITIES CODE - 11

Updated June 14, 2023 ~~December 10, 2020~~ to correct numbering issue

This ~~is an interim~~ policy ~~that~~ may be revoked or rescinded and is subject to Board of Regents' approval.

This Code applies to the on-campus conduct of all students and registered student organizations, including conduct using university computing or network resources. The code also applies to the off-campus conduct of students and registered student organizations in direct connection with: academic course requirements or any credit bearing experiences, such as internships, field trips, study abroad, or student teaching; any activity supporting pursuit of a degree, such as research at another institution or a professional practice assignment; any activity sponsored, conducted, or authorized by the university or by registered student organizations; any activity that causes substantial destruction of property belonging to the university or members of the university community, or causes or threatens serious harm to the safety or security of members of the university community; or any activity which could constitute a criminal offense as defined by local, state or federal law, regardless of the existence or outcome of any criminal proceeding.

This Code may be applied to behavior conducted online, via e-mail, text, or other electronic medium.

VIII. Review of the Student Conduct Code

The UVPSA, in collaboration with each campus Provost, will appoint at least five (5) persons, including campus Student Conduct representatives and presidents of each campus student government association to review and make recommendations for the revision of this Code every three (3) years, or sooner, if needed. The Committee will solicit input from representatives of the legislative bodies of each campus, and campus student associations as needed. The Committee shall share this input, together with any other observations or findings of the Committee, with the UVPSA. The UVPSA shall consider all input and recommend changes, if any, to the Board of Regents.

The UVPSA, in consultation with the Office of Legal Counsel, is authorized to amend this Code as may be required for compliance with applicable federal, state, local law, applicable regulations, or University policy.

This Code and the Procedures shall be effective beginning July 1, 2023. ~~August 14, 2020~~.

ISSUE: REVISIONS TO REGENTS' POLICY 6.3.3, ATHLETICS RULES AND COMPLIANCE APPROVAL - NC**ACTION PROPOSED:**

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

BACKGROUND AND/OR RATIONALE:

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

6.2.10—CONFERENCE RULES

~~The University shall observe the rules of the athletics conference in which the University holds membership.~~

6.3.3—RULES COMPLIANCE

It is OU's policy to observe the rules of any collegiate athletic association in which OU holds membership to the extent those rules are consistent with state and/or federal law.

A. Violation of NCAA or Conference Rules

1. Staff Members

Any Athletics Department staff member who ~~knowingly~~ commits a major violation of an NCAA or Conference rule or who conceals or attempts to cover up the violation of an NCAA or Conference rule ~~will~~ may be terminated immediately, and all contract rights ~~will~~ may be terminated. Athletics Department staff members who commit violations of NCAA or Conference rules shall be subject to disciplinary or corrective action as set forth in NCAA or Conference enforcement procedures. This provision shall be included in all Athletics Department letters of employment.

The President or designee will meet yearly with the Athletics Department staff to emphasize the importance of compliance with NCAA and Conference rules.

2. Student-Athletes

Any student-athlete who is ~~knowingly~~ involved in a major NCAA or Conference rule violation will be subject to disciplinary, eligibility or corrective action, as set forth in the provisions of the NCAA or Conference enforcement procedures.

~~The President will meet yearly with the Athletics Department staff and emphasize the importance of compliance with NCAA and Conference rules.~~

B. Programs and Printed Materials

1. The Athletics Department shall establish an Athletics Department Compliance Handbook, a Recruiting Manual, and a Booster Guide, which shall be subject to the approval of the President and/or General Counsel and maintained on file in the Athletics Department.

2. A rules education program shall be provided for all Athletics Department staff, student-athletes, and representatives of ~~the University's~~ OU's athletics interests. The Compliance Handbook plays a significant role in this educational effort. The ~~Associate Director of~~ Athletics ~~for~~ Compliance and Enforcement Director shall ~~will~~ be responsible for the rules education program.

The University's Legal Counsel and/or designee shall ~~will~~ conduct regular meetings with Athletics Department staff regarding the rules education program.

3. The University shall notify its alumni and other representatives of its athletics interests of the absolute necessity of complying with NCAA and Conference rules. The University's Booster

Guide shall be made available ~~is distributed~~ to active representatives of its athletics interests to aid in compliance with NCAA and Conference rules.

(RM, 12-8-88, p. 20802; 12-02-03, p. 28868; 6-23-04, p. 29151)



6.3.3 Athletics: Rules and Compliance Policy

- I. Purpose:
The purpose this policy is to state the University of Oklahoma's (OU) commitment to compliance with the National Collegiate Athletics Association (NCAA) and conference rules and outline consequences for coaches and student-athletes who fail to comply.
- II. Scope:
This policy applies to OU Athletics Department staff members and student-athletes.
- III. Responsible Office:
The Athletics Department is responsible for administering this policy and ensuring compliance.
- IV. Policy Statement:
It is OU's policy to observe the rules of any collegiate athletic association in which OU holds membership to the extent those rules are consistent with state and/or federal law.

Policy Level: 3

Approval Authority: Board of Regents

Date of Approval:

Subject Matter: Athletics Rules Compliance

Date of Last Review:

Date of Next Review:

Signature:

- V. Procedures
 - A. Violation of NCAA or Conference Rules

1. Staff Members

Any Athletics Department staff member who commits a major violation of an NCAA or Conference rule or who conceals or attempts to cover up the violation of an NCAA or Conference rule may be terminated immediately, and all contract rights may be terminated. Athletics Department staff members who commit violations of NCAA or Conference rules shall be subject to disciplinary or corrective action as set forth in NCAA or Conference enforcement procedures. This provision shall be included in all Athletics Department letters of employment.

The President or designee shall meet yearly with the Athletics Department staff to emphasize the importance of compliance with NCAA and Conference rules.

2. Student-Athletes

Any student-athlete who is involved in a major NCAA or Conference rule violation will be subject to disciplinary, eligibility or corrective action, as set forth in the provisions of the NCAA or Conference enforcement procedures.

- B. Programs and Printed Materials

1. The Athletics Department shall establish an Athletics Department Compliance Handbook, a Recruiting Manual, and a Booster Guide, which shall be subject to the



POLICY AND PROCEDURE MANUAL

The UNIVERSITY of OKLAHOMA

approval of the President and/or the General Counsel and maintained on file in the Athletics Department.

2. A rules education program shall be provided for all Athletics Department staff, student-athletes, and representatives of OU's athletics interests. The Compliance Handbook plays a significant role in this educational effort. The Athletics Compliance and Enforcement Director shall be responsible for the rules education program.

The University's Legal Counsel and/or designee shall conduct regular meetings with Athletics Department staff regarding the rules education program.

3. The University shall notify its alumni and other representatives of its athletics interests of the absolute necessity of complying with NCAA and Conference rules. The University's Booster Guide shall be made available to active representatives of its athletics interests to aid in compliance with NCAA and Conference rules.

ISSUE: TAILGATING & MAJOR EVENT DAY POLICY AUTHORIZATION – NC**ACTION PROPOSED:**

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

BACKGROUND AND/OR RATIONALE:

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

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

ISSUE: MODIFICATION OF SITE LOCATION FOR PROPOSED AVIATION ACADEMY – NC**ACTION PROPOSED:**

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

BACKGROUND AND/OR RATIONALE:

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

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

ISSUE: MICROSCOPE PURCHASE – HSC**ACTION PROPOSED:**

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

BACKGROUND AND/OR RATIONALE:

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

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

ISSUE: SEARCH COMMITTEE – VICE PRESIDENT FOR OU TULSA – TULSA**ACTION PROPOSED:**

In accordance with Board of Regents' policy 1.4, President Harroz recommends that the Board of Regents approve the appointment of the membership of the search committee for the Vice President for OU Tulsa for the University.

BACKGROUND AND/OR RATIONALE:

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

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

Board of Regents' policy Section 1.4 regarding search committees for Vice Presidents provides that the committee shall have faculty, staff, and student representation and outlines the procedures by which nominations are made and search committee composition is determined.

From among those nominated, the President appoints those listed below to serve on the search committee.

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

ISSUE: SEARCH COMMITTEE – DEAN, COLLEGE OF PHARMACY – HSC**ACTION PROPOSED:**

In accordance with Board of Regents' policy 1.4, President Harroz recommends that the Board of Regents approve the appointment of the membership of the search committee for the Dean, College of Pharmacy, Health Sciences Center.

BACKGROUND AND/OR RATIONALE:

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

The Dean, College of Pharmacy, University of Oklahoma Health Sciences Center, oversees and manages administration for all College of Pharmacy activities, including educational and training programs; research activities conducted through the College; and college, department, and program administration. The Dean works with the Senior Vice President and Provost of the OU Health Sciences Center and University leadership to develop and implement strategic growth priorities in education, workforce development and research through innovative programs, commercialization activities, and philanthropy.

Board of Regents' policy Section 1.4 regarding search committees for Deans provides that the committee shall have faculty, staff, and student representation and outlines the procedures by which nominations are made and search committee composition is determined.

From among those nominated, the President appoints those listed below to serve on the search committee:

1. Gary Raskob, Ph.D., Senior Vice President and Provost (Chair)
2. Jill Raines, J.D., LL.M., OU Health Sciences Center, Vice Provost for Health Sciences Administration (Vice-Chair)
3. Amy Williams, College of Pharmacy, Instructional Coordinator [*Staff Senate nominee*]
4. Eric Howard, PhD, College of Medicine, Associate Professor of Cell Biology and Faculty Senate Chair [*Faculty Senate nominee*]
5. Blessing Akinwale, College of Pharmacy, President African American Student Association [*Student Government Association nominee*]
6. Brooke Robbins, College of Pharmacy, Member of HSC Crimson Club and Native American Student Association [*Student Government Association nominee*]
7. Jamie Miller, PharmD, BCPS, BCPPS, FPPAG, College of Pharmacy, Professor of Pharmacy Clinical and Administrative Sciences
8. Vincent Dennis, Pharm D, BCACP, CDE, College of Pharmacy, Associate Professor of Pharmacy Clinical and Administrative Sciences and Associate Dean for Professional and Interprofessional Programs

9. Katherine S. O'Neal, Pharm D, MBA, BCACP, CDES, BC-ADM, AE-C, CLS, FADCES, Associate Professor of Pharmacy Clinical and Administrative Sciences
10. Sharukh Khajotia, B.D.S., MS, Ph.D., College of Dentistry, Professor and Chair of Dental Materials and Senior Associate Dean for Research and Innovation
11. Jane Wilson, PhD, College of Allied Health, Dean and Stuart C. Miller Professor of Allied Health
12. Rex Urice, OU Foundation, Executive Director for Planned Giving
13. Paul Manzelli, Senior Associate Vice President for Administration and Finance
14. Doug Hoey, MBA, CEO of National Community Pharmacists Association
15. Josephine M. Li-McLeod, PhD, Chief Strategy Officer of Stratevi, College of Pharmacy National Advisory Board Chair
16. Nhat K.T. Nguyen, DPh, Walgreen's Healthcare Supervisor-Dallas, College of Pharmacy National Advisory Board Member

ISSUE: ACADEMIC PROGRAM REVIEW FINAL REPORTS – HSC**ACTION PROPOSED:**

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

BACKGROUND AND/OR RATIONALE:

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

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

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

ISSUE: SUBSTANTIVE PROGRAM CHANGES – NC**ACTION PROPOSED:**

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

BACKGROUND AND/OR RATIONALE:

The Oklahoma State Regents for Higher Education require that all substantive changes in degree programs be presented to the institution's governing board for approval before being forwarded to the State Regents for consideration. The proposed academic programs listed below have been approved by the appropriate faculty, academic units, and deans; reviewed by the Academic Programs Council and/or Graduate Council; and approved by the Senior Vice President and Provost. They are being submitted to the Board of Regents for approval prior to submission to the State Regents.

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

New Program

GALLOGLY COLLEGE OF ENGINEERINGApplied Computing, Master of Science (RPC TBD, MC MTBD)

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

Reason for request:

The mission of the University of Oklahoma (OU) is to provide the best possible educational experience for our students through excellence in teaching, research and creative activity, and service to the state and society. The University of Oklahoma Gallogly College of Engineering seeks to provide a dynamic intellectual community dedicated to teaching and learning, research, and service in their pursuit of new careers, career advancements, and other leadership positions in Oklahoma, the nation, and the world. Engineers are in demand. Engineers are apt to make individual contributions. As you move up in rank, responsibilities increase, and they are often asked to manage teams of engineers. Engineering managers act as technical experts, mentors, coaches, cheerleaders, and managers. We are creating engineers of tomorrow with all the skills necessary to succeed in all engineering endeavors.

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

New Certificates

PRICE COLLEGE OF BUSINESS

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

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

Reason for request:

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

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

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

Option Addition and Option Name Change

GALLOGLY COLLEGE OF ENGINEERING

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

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

Reason for request:

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

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

Deletion of Tulsa Delivery Option

DODGE FAMILY COLLEGE OF ARTS AND SCIENCES

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

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

Reason for request:

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

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

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

Reason for request:

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

Program Requirement Changes

DODGE FAMILY COLLEGE OF ARTS AND SCIENCES

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

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

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

Reason for request:

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

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

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

Reason for request:

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

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

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

Reason for request:

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

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

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

Reason for request:

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

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

GALLOGLY COLLEGE OF ENGINEERING

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

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

Reason for request:

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

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

New Certificate

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

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

Reason for request:

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

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

Add Online Delivery to Existing Program

PRICE COLLEGE OF BUSINESS

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

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

Reason for request:

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

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

Remove Embedded Designation from Embedded Certificate

DODGE COLLEGE OF ARTS AND SCIENCES

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

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

Reason for request:

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

Program Requirement Changes

DODGE FAMILY COLLEGE OF ARTS AND SCIENCES

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

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

Reason for request:

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

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

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

Reason for request:

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

PRICE COLLEGE OF BUSINESS

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

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

Reason for request:

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

GAYLORD COLLEGE OF JOURNALISM

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

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

Reason for request:

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

ISSUE: CHANGE TO PAID TIME OFF FOR FACULTY CONTRACTED WITH OU HEALTH – HSC**ACTION PROPOSED:**

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

BACKGROUND AND/OR RATIONALE:

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

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

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

ISSUE: FRESHMAN HOUSING MASTER PLAN-NC**ACTION PROPOSED:**

President Harroz recommends the Board of Regents:

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

BACKGROUND AND/OR RATIONALE:

At the March 2021 meeting, the Freshman Housing Master Plan project was approved by the Board of Regents as an addition to the Campus Master Plan of Capital Improvement Projects for the Norman Campus. The Board also ranked ADG, P.C. first among architectural firms considered to provide design services for the project at the March 2021 meeting. At the March 2022 meeting, the Board ranked Flintco LLC highest among construction managers considered to provide professional services for the project.

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

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

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

**ISSUE: 865 UNIVERSITY RESEARCH PARK BASEMENT RENOVATION
ARCHITECT SELECTION – HSC****ACTION PROPOSED:**

President Harroz recommends the Board of Regents:

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

BACKGROUND AND/OR RATIONALE:

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

At this time, an architectural consultant is needed to assist the University in providing planning and professional services for the HSC 865 University Research Park Basement Renovation. A request for qualifications was sent to the architectural firms that are currently registered with the Construction and Properties Department/Division of Capital Assets Management of the State Office of Management and Enterprise Service, and a committee was formed to evaluate the responses received from eight firms. The committee was composed of the following:

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

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

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

865 UNIVERSITY RESEARCH PARK BASEMENT RENOVATION
ARCHITECTURAL FIRM EVALUATION SUMMARY

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

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

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

ACTION PROPOSED:

President Harroz recommends the Board of Regents:

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

BACKGROUND AND/OR RATIONALE:

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

At this time, an architectural consultant is needed to assist the University in providing planning and professional services for the HSC BMSB 6th Floor Lab Renovation. A request for qualifications was sent to the architectural firms that are currently registered with the Construction and Properties Department/Division of Capital Assets Management of the State Office of Management and Enterprise Service, and a committee was formed to evaluate the responses received from eight firms. The committee was composed of the following:

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

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

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

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

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

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

ISSUE: UNIVERSITY RESEARCH PARK 755 3RD FLOOR RENOVATION – HSC**ACTION PROPOSED:**

President Harroz recommends the Board of Regents:

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

BACKGROUND AND/OR RATIONALE:

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

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

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

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

ISSUE: SAM VIERSEN GYMNASTICS FACILITY RENOVATION – NC**ACTION PROPOSED:**

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

BACKGROUND AND/OR RATIONALE:

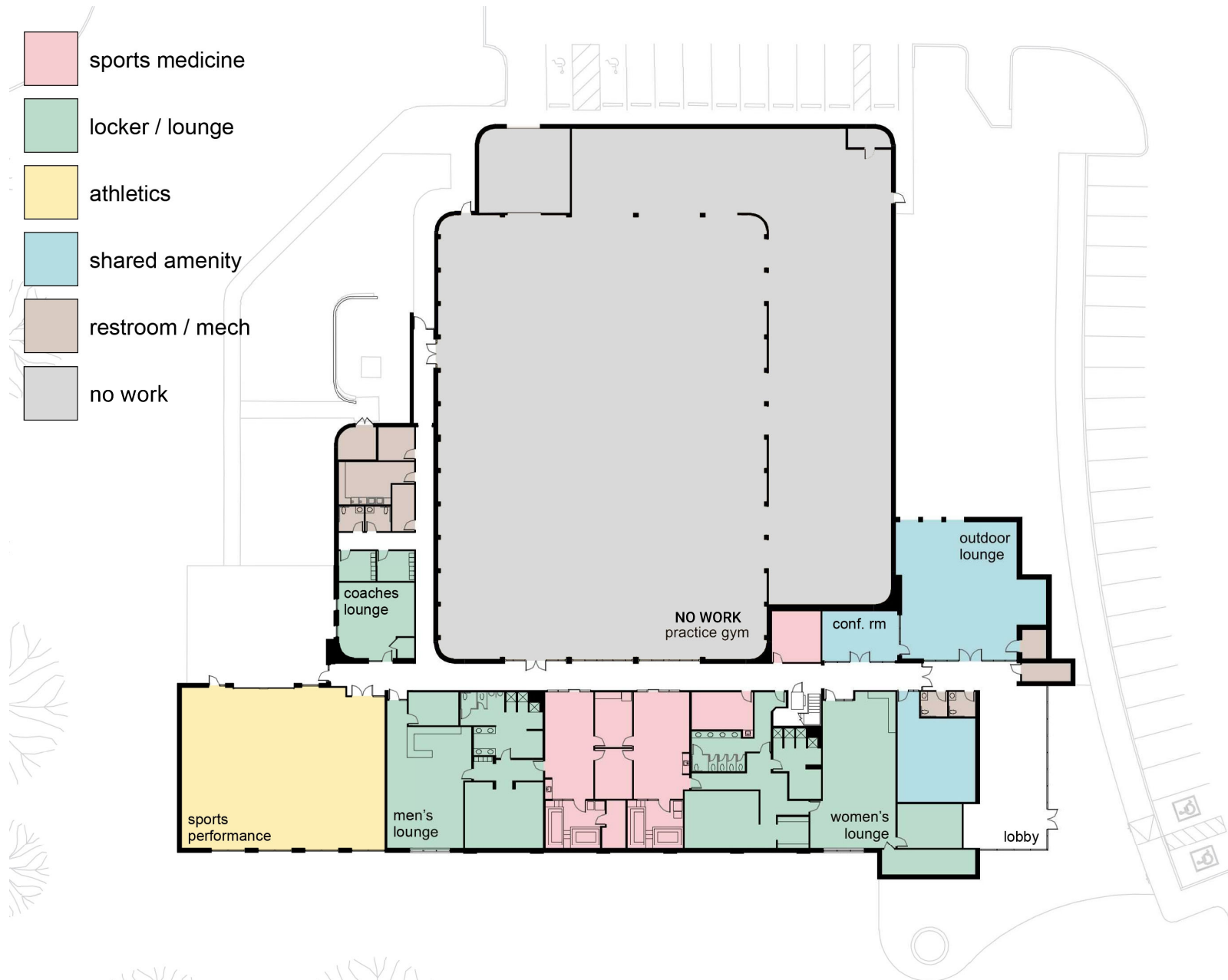
At the May 2017 meeting, the Board of Regents approved the addition of the Sam Viersen Gymnastics Center Expansion and Improvements to the comprehensive Campus Master Plan of Capital Improvement Projects for the Norman Campus. At the October 2017 meeting, the Board of Regents approved and authorized the administration to negotiate the terms of an agreement for full architectural services with Bockus Payne Associates Architects. At the October 2019 meeting, the Board of Regents ranked Timberlake Construction first among firms considered to provide at-risk construction management services for the project.

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

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



SAM VIERSEN GYMNASTICS CENTER EXPANSION & IMPROVEMENTS - VIEW LOOKING NORTHWEST



SAM VIERSEN GYMNASTICS CENTER EXPANSION & IMPROVEMENTS - FLOOR PLAN

ISSUE: RESOLUTIONS HONORING ATHLETIC TEAMS

ACTION PROPOSED:

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

BACKGROUND AND/OR RATIONALE:

The resolutions honoring these teams and the accomplishments of each are attached.

BASEBALL

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

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

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

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

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

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

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

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

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

WOMEN'S BASKETBALL

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

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

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

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

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

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

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

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

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

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

MEN'S GOLF

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

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

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

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

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

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

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

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

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

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

WOMEN'S GYMNASTICS

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

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

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

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

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

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

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

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

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

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

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

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

SOFTBALL

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

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

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

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

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

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

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

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

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

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

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

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

WOMEN'S TENNIS

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

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

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

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

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

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

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

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

ISSUE: RESOLUTION HONORING SERVICE

ACTION PROPOSED:

President Harroz recommends the Board of Regents approve a resolution honoring the service of a University employee.

BACKGROUND AND/OR RATIONALE:

The Board asks cooperation in keeping the resolution confidential until the time of the meeting.

ISSUE: NATIONAL OCEANIC & ATMOSPHERIC ADMINISTRATION GROUND LEASE – NC**ACTION PROPOSED:**

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

BACKGROUND AND/OR RATIONALE:

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

ISSUE: SALE OF OU HEALTH PARTNERS MIDWEST CITY CLINIC BUILDING – HSC**ACTION PROPOSED:**

President Harroz recommends the Board of Regents:

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

BACKGROUND AND/OR RATIONALE:

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

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

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

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

AGENDA ITEM**ISSUE: ACADEMIC PERSONNEL ACTIONS – ALL****ACTION PROPOSED:**

President Harroz recommends the Board of Regents approve the academic personnel actions shown below. An executive session pursuant to Section 307B.1 of the Open Meeting Act may be proposed.

Health Sciences Center:

NEW APPOINTMENT(S):

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

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

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

CHANGE(S):

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

NEPOTISM WAIVER(S):

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

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

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

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

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

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

RETIREMENT(S):

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

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

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

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

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

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

Norman Campus:

LEAVE(S) OF ABSENCE:

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

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

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

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

NEW APPOINTMENT(S):

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

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

REAPPOINTMENT(S):

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

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

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

CHANGE(S):

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

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

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

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

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

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

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

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

Sluss Jr., James J., Interim President of OU at Tulsa, Associate Vice President of Academic Affairs at Tulsa and Regents' Professor of Electrical and Computer Engineering, delete title Interim Director of Polytechnic Institute at Tulsa, salary remains at annualized rate of \$253,919 for 12 months, March 1, 2023.

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

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

NEPOTISM WAIVER(S):

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

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

RESIGNATION(S)/TERMINATION(S):

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

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

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

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

RETIREMENT(S):

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

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

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

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

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

Davidson, Jeanette R., Professor of African and African-American Studies, June 1, 2023. Named Professor Emeritus of African and African-American Studies.

Davidson, Timothy A., Associate Professor of Human Relations, June 9, 2023. Named Professor Emeritus of Human Relations.

Eodice, Michele A., Professor of Writing, July 1, 2023. Named Professor Emeritus of Writing.

Gronlund, Scott D., Professor and Associate Chair of the Department of Psychology and Roger and Sherry Teigen Presidential Professor, July 8, 2023. Named Professor Emeritus of Psychology.

Kelley, C. Ed, Dean and Professor of the Gaylord College of Journalism and Mass Communication, July 1, 2023. Named Dean Emeritus of Journalism and Mass Communication.

Kim, Young Y., Professor of Communication, July 1, 2023. Named Professor Emeritus of Communication.

Kramer, Eric M., Professor of Communication and Associates Second Century Presidential Professor, June 2, 2023. Named Professor Emeritus of Communication.

Krumholz, Lee R., Professor of Earth and Energy and Professor of Microbiology and Plant Biology, May 17, 2023. Named Professor Emeritus of Earth and Energy and Professor Emeritus of Microbiology and Plant Biology.

Steinheider, Brigitte, Associate Professor of Psychology at Tulsa, July 1, 2023. Named Professor Emeritus of Psychology at Tulsa.

Whalen, Logan E., Professor of Modern Languages, Literatures, and Linguistics, June 1, 2023. Named Professor Emeritus of Modern Languages, Literatures, and Linguistics.

Wray, Grady C., Associate Professor of Modern Languages, Literatures, and Linguistics, June 1, 2023. Named Professor Emeritus of Modern Languages, Literatures, and Linguistics.

DEATH(S):

President Harroz regrets to report the following deaths:

Boatright, Daniel, Professor Emeritus of Occupational and Environmental Health, April 6, 2023.

Kondonassis, Alexander J., David Ross Boyd Professor Emeritus, Regents Professor Emeritus, and Professor Emeritus of Economics, May 12, 2023.

ISSUE: ADMINISTRATIVE AND PROFESSIONAL PERSONNEL ACTIONS – ALL**ACTION PROPOSED:**

President Harroz recommends the Board of Regents approve the administrative and professional personnel actions shown. An executive session pursuant to Section 307B.1, of the Open Meeting Act may be proposed.

Health Sciences Center:

NEW APPOINTMENT(S):

Agnew, Kathy, Deputy Chief Human Resource Officer, Human Resources, Administration and Finance, salary at an annualized rate of \$100,000 for 12 months, .50 FTE, April 1, 2023. Administrative Staff.

CHANGE(S):

Agnew, Kathy, Deputy Chief Human Resource Officer, Human Resources, Administration and Finance, salary changed from an annualized rate of \$100,000 for 12 months to an annualized rate of \$200,000 for 12 months, July 1, 2023. Administrative Staff. FTE increase from .50 to 1.0

Engleking, Patti, Operations Executive Director, OU Physicians - Tulsa Admin, College of Medicine Tulsa, salary changed from an annualized rate of \$183,562 for 12 months to an annualized rate of \$189,069 for 12 months, February 26, 2023. Administrative Staff. Merit.

Frost, Kathryn L., Senior Clinical Business Administrator, Office of the Dean, College of Medicine Tulsa, salary changed from an annualized rate of \$154,361 for 12 months to an annualized rate of \$158,992 for 12 months, February 26, 2023. Administrative Staff. Merit.

Stacy, David D., Operations Executive Director, OU Physicians - Tulsa Admin, College of Medicine Tulsa, salary changed from an annualized rate of \$184,861 for 12 months to an annualized rate of \$ 190,407 for 12 months, February 26, 2023. Administrative Staff. Merit.

Norman Campus:

NEW APPOINTMENT(S):

Gates, Armon, Assistant Coach, Men's Basketball, Athletics Department, consideration of appointment, compensation, and contract of employment and to take any necessary action. Professional Nonfaculty.

Hollingshead, Jennifer A., Vice President of Marketing and Communications, salary at an annualized rate of \$290,000 for 12 months, August 21, 2023. Executive Officer.

Kish, Roger, Head Coach, Men's Wrestling, Athletics Department, consideration of appointment, compensation, and contract of employment and to take any necessary action. Professional Nonfaculty.

Mott, Matthew, Head Coach, Women's Soccer, Athletics Department, consideration of appointment, compensation, and contract of employment and to take any necessary action. Professional Nonfaculty.

CHANGE(S):

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

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

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

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

Fitzpatrick, Tana, Associate Vice President for Tribal Relations, President's Office, given additional title of Director of Native Nations Center, salary changed from an annualized rate of \$130,000 for 12 months to an annualized rate of \$170,788 for 12 months, March 13, 2023. Administrative Officer.

Gage, Shannon, title changed from Athletics Administrative Manager to Coach/Sports Professional I (Assistant Coach, Women's Basketball), Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments. Professional Nonfaculty. Promotion.

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

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

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

Kindler, Kathie J. Head Coach, Women's Gymnastics, Athletics Department, annual review of compensation and contract of employment and to make any necessary adjustments. Professional Nonfaculty.

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

Osahor, Chantel, Assistant Coach, Women's Basketball, Athletics Department, review of compensation and contract of employment, and to make any necessary adjustments. Professional Nonfaculty.

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

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

RESIGNATION(S)/TERMINATION(S):

Gordon, Matthew, Athletics Senior Administrative Manager, Athletics Department, April 26, 2023. Professional Nonfaculty. Resignation.

Meeks, Robin L., Associate Vice President of Marketing, Public Affairs Administration, April 8, 2023. Administrative Officer. Resignation.

DEATH(S):

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

Jackson, Wade, Administrative Support Specialist, Professional and Continued Studies, April 27, 2023.

Ransom, Troy, Administrative Coordinator, Center for Public Management, April, 29, 2023.

ISSUE: NONSUBSTANTIVE PROGRAM CHANGES – NC**ACTION PROPOSED:**

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

BACKGROUND AND/OR RATIONALE:

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

Non-Substantive Program Changes
Recommended for Approval by the Academic Programs Council or Graduate Council
May 2023

Concentration Deletion

DODGE FAMILY COLLEGE OF ARTS AND SCIENCES

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

Requesting the deletion of the concentration in Industrial Organizational Psychology Q346. There are two students currently enrolled. They will defend their theses and graduate with a masters this semester. Total hours for the degree will not change.

Reason for request:

These proposed changes and substitutions have been long standing expectations that have been communicated thoroughly to students, most recently in an updated 2019 Departmental Graduate Policy. They ensure consistency across students in master's preparation and adequate base knowledge of Psychology to achieve the master's degree. The maximum number of allowable master's thesis credits was increased in order to meet the needs of some students to complete the thesis over multiple semesters.

Program Requirement Changes

WEITZENHOFFER FAMILY COLLEGE OF FINE ARTS

Arts Management and Entrepreneurship, Graduate Certificate (RPC 447, MC G220, G221)

Program requirement changes: Change "Business Course Electives" to "Business-Related Course Electives", update department course list for Business-Related Course Electives. Update department course list for Arts Management Electives. Add note to Fine Arts Course Electives as listed in attachment. Total hours for the degree will not change.

Reason for request:

The current curriculum for the Graduate Certificate in Arts Management and Entrepreneurship (AME) was optimized for graduate business students (mostly MBA) interested in the field of Arts Management and Entrepreneurship, seeking to add the certificate as a supplement to the graduate business degree. With the business electives already present in the business degree sequence, the current curriculum is a perfect fit. Business students only have to take an additional 8 credits to complete the certificate. However, the Graduate Certificate in AME is not as well-structured for students in the College of Fine Arts (CoFA). In most instances, students in the CoFA who similarly are seeking to add the certificate to their current graduate degree (MFA, MM, or Ph.D./DMA) may take an Arts Elective that is a current core of their graduate degree program (i.e. DANC 5743 Dance History: Early Roots) but then cannot take another arts-focused management course (i.e. DRAM G4853) in place of one of the Business electives. Thus, the proposed curriculum offers the opportunity to students in the CoFA, and other colleges, this option, which coincidentally will make it more attractive for our students to enroll in the Graduate Certificate. We also wish to offer the option of taking AMGT 5990 Special Topics: Independent Study as a business elective. This would give the opportunity to students to pursue two practicums (i.e., AMGT 5990 and say AMGT 5030 Internship in the Arts).

Administrative/Internal Program Changes
Recommended for Approval by the Academic Programs Council or Graduate Council
May 2023

New Accelerated Degrees

PRICE COLLEGE OF BUSINESS

Bachelor of Business Administration (in Marketing)/Master of Science (in Supply Chain Management) (RPC 152/477, MC ATBD/FTBD)

Request for a new accelerated degree. This accelerated degree requires a total of 140 hours with 12 hours shared between the undergraduate and graduate degrees. The shared hours are MKT 4333, SCM 4013, SCM 5502, and 4 hours of graduate electives approved by the MSCM division.

Reason for request:

The objective of this accelerated degree is to allow students to complete a master's in supply chain within one year of completing their undergraduate degree, saving both time and money.

Bachelor of Business Administration (in Supply Chain Management)/Master of Science (in Supply Chain Management) (RPC 152/477, MC ATBD/FTBD)

Request for a new accelerated degree. This accelerated degree requires a total of 140 hours with 12 hours shared between the undergraduate and graduate degrees. The shared hours are SCM 4003, SCM 4013, SCM 5502, and 4 hours of graduate electives approved by the MSCM division.

Reason for request:

The objective of this accelerated degree is to allow students to complete a master's in supply chain within one year of completing their undergraduate degree, saving both time and money.

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

Remove Embedded Designation from Embedded Certificate

DODGE COLLEGE OF ARTS AND SCIENCES

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

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

Reason for request:

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

Administrative/Internal Program Changes
Recommended for Approval by the Academic Programs Council or Graduate Council
April 2023

New Dual Degree

PRICE COLLEGE OF BUSINESS/HSC COLLEGE OF DENTISTRY

Master of Business Administration (in Professional MBA)/Doctor of Dental Surgery (RPC 025/HSC, MC F140-QTBD/HSC)

This proposal seeks to establish a dual degree graduate program at the University of Oklahoma as a joint venture between the Price College of Business (Norman campus) and the College of Dentistry (Health Sciences Center campus). The dual degree would be a Doctor of Dental Surgery/Master of Business Administration (Professional MBA - OL). This program will permit up to 8 credit hours to be shared between the Doctor of Dental Surgery program and Online MBA program for 217.5 total hours.

Reason for request:

Senior dental student exit interviews as well as surveys of recent graduates have repeatedly, and perpetually indicated that dental schools provide very poor training in preparing its graduates to operate their own dental practice. While they are well-trained in the practice of the clinical arts, few programs provide practical, "real" experience in the issues that they will face in the realms of managing a health care business. Further, the regulatory laws and agencies which govern practices have dramatically changed over the past twenty years. And certainly, increasing numbers of graduates across the United States have abandoned the traditional "solo owner practitioner" model of practice in favor of corporate-style dentistry. Those changes have created a growth in practitioners who are seeking, or have obtained, more training in the arts of "business management" principles which are best delivered by the attendance in a formal business program. In short, graduates today need to be more skilled in the business arts than in the past. The Master of Business Administration degree offered by the Price College of Business fits the model we are seeking as it will prepare today's graduates to be more skilled in the business arts than in the past.

Program Requirement Changes

DODGE FAMILY COLLEGE OF ARTS AND SCIENCES

Bachelor of Arts (in Information Studies)/Master of Library and Information Studies (RPC 343/151, MC A560/F651)

Course requirement changes: One required course (LIS 5063) will be deleted from undergraduate shared portion of the list and replaced by an elective to use as shared. Additional electives: 0-4 hours for thesis students. 6 hours for non-thesis students. With approval of LIS advisor, select from a list maintained by the School of Library and Information Studies and approved by the Graduate College. LIS 4063/5063 was previously required for the undergraduate major/accelerated and is no longer required for the major. The new required undergraduate course is added to the program design (LIS 3063). The end of program assessment options for the masters have changed. Total hours for the degree will not change.

Reason for request:

One of the required shared courses for the accelerated program was LIS 5063 because this class was slashlisted and required for both the undergraduate degree and the master's (LIS 4063/LIS 5063). Last year, for the undergraduate program, LIS 4063 was replaced with LIS 3063 and the slash-listing was removed from LIS 5063. As a result, we are removing LIS 5063 from the accelerated required shared course list and replacing it with an elective to use as shared.

Bachelor of Arts (in Public and Nonprofit Administration)/Master of Arts (in Political Science) (RPC 036/192, MC A807/F790-Q559)

Course requirement changes: Change P SC 2173 Administration & Society to P SC 3173 and change P SC 2223 Making Public Policy to P SC 3223. Total hours for the degree will not change.

Reason for request:

These changes were made to the BA in Public and Nonprofit Administration in 2020 but this accelerated program was not updated at that time. Requiring 3000 level courses rather than 2000 level courses will help transfer students complete their degrees in a more-timely fashion.

Non-Substantive Program Changes

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

Program Requirement Changes

DODGE FAMILY COLLEGE OF ARTS AND SCIENCES

Plant Biology, Bachelor of Science (RPC 021, MC B787-P061, B787-P521)

Course requirement changes. Updating Flowering Plants PBIO 3534 to Plant Systematics PBIO 4534 (slashlisted with PBIO 5534). Total hours for the degree will not change.

Reason for request:

There is demand from graduate students for a class where they learn how to identify plants since that's a requirement for many jobs in land management which has prompted the update and changing the course to a 4000-level course. The course will still provide an introduction to the evolution and identification of vascular plants with an emphasis on the origin and evolution of the Oklahoma flora.

Corrections Management, Graduate Certificate (RPC 411, MC G033)

Course requirement changes. Update the course designators from LSCJ to CRJU. Update elective language to: Complete six graduate elective hours from a list maintained by the academic unit and approved by the Graduate College. Total hours for the degree will not change.

Reason for request:

To facilitate the program being moved to a new college, a new course designator is required.

Criminal Justice Administration, Graduate Certificate (RPC 461, MC G288)

Course requirement changes. Update the course designators from LSCJ to CRJU and LSAL to OL. Update elective language to: Complete three graduate elective hours from a list maintained by the academic unit and approved by the Graduate College. Total hours for the degree will not change.

Reason for request:

To facilitate the program being moved to a new college, a new course designator is required.

Drug Policy Management, Graduate Certificate (RPC 460, MC G328)

Course requirement changes. Deleting LSPS 5173 and LSPS 5203 as elective options. Updating course designator LSCJ to CRJU to facilitate the program being moved to a new college. Updating elective language to: Complete three graduate elective hours from a list maintained by the academic unit and approved by the Graduate College. Total hours for the degree will not change.

Reason for request:

To facilitate the program moving colleges, the certificate will only include courses taught within the Dodge Family College of Arts and Sciences.

Restorative Justice Administration, Graduate Certificate (RPC 410, MC G095)

Course requirement changes. Update the course designators from LSCJ to CRJU. Update language for electives: Complete six hours of graduate elective hours from a list maintained by the academic unit and approved by the Graduate College. Total hours for the degree will not change.

Reason for request:

To facilitate the program being moved to a new college, a new course designator is required.

PRICE COLLEGE OF BUSINESS

Accounting, Bachelor of Business Administration (RPC 003, MC B001)

Business Administration, Bachelor of Business Administration (RPC 024, MC B590)

Economics, Bachelor of Business Administration (RPC 277, MC B295)

Finance, Bachelor of Business Administration (RPC 081, MC B435)

Management, Bachelor of Business Administration (RPC 168, MC B658, B856, B360, B380)

Management Information Systems, Bachelor of Business Administration (RPC 262, MC B660)

Marketing, Bachelor of Business Administration (RPC 152, MC B665, B857, B498)

Course requirement changes. Change the title for B AD 2091 from Business & Professional Basics I to Career Readiness I-Transitioning to the Workplace. Change the title for B AD 3091 from Business & Professional Basics II to Career Readiness II-Advancing in the Workplace. Change the title for B C 2813 from Business Communications to Strategic Communication for Business Professionals. Remove requirement note from additional requirements - One upper-division course in each of the following areas is required: LS, MGT, and MKT. Total hours for the degree will not change.

Reason for request:

For B AD 2091, the emphasis will be on Career & Self Development with students gaining awareness of their strengths and weaknesses and how to identify career opportunities. B AD 2091 will also include Career Services registration and resume and cover letter development. For B AD 3091, the emphasis will be on Career & Self Development with students learning how to develop plans and goals for their future career and professionally advocate for themselves. B AD 3091 will also focus on personal branding and how students can differentiate themselves during their career search and in the workplace. The requested title changes for B AD 2091 and B AD 3091 will reflect the content and expectations of the courses more accurately and make their benefits salient to students.

Consistent with the Price College Strategic Plan Priority A, Goal 4, Objective A, which focuses on better preparing students for the job market, this name change will make the benefits of the course more salient to students, faculty, and employers. Engaging organizations that recruit from Price College to enhance the curriculum and leveraging the National Association of Colleges and Employers (NACE) competencies for a Career-Ready Workforce, will help students understand the importance of having a career strategy, purposeful internship, and the self-awareness necessary for career success.

Price College of Business has committed to growing bigger, broader, and better through intentional strategic initiatives. Consistent with these initiatives, the Business Communications faculty embraced the opportunity to reimagine the BC 2813 course to offer both the challenging curriculum and exceptional support expected in an elite business school. To better reflect these changes the new course title will be Strategic Communication for Business Professionals. Since business professionals engage in creating shared meaning through writing, emotional intelligence, relationship-building, and presenting, these elements are included of the newly redesigned course.

Students are required to complete 24 hours of upper-division business at the University of Oklahoma. Removing the upper-division business in each area requirement (LS, MGT, and MKT) will allow transfer students to better utilize their hours.

Administrative/Internal Program Changes
Recommended for Approval by the Academic Programs Council or Graduate Council
March 2023

Program Requirement Changes

PRICE COLLEGE OF BUSINESS

Bachelor of Business Administration (in Accounting)/Master of Accountancy (RPC 003/265, MC A001/F001)

Bachelor of Business Administration (in Accounting)/Master of Science (in Finance) (RPC 003/450, MC A003/F435-Q005)

Bachelor of Business Administration (in Accounting)/Master of Science (in Management of Information and Technology) (RPC 003/341, MC A002/F657-Q005)

Bachelor of Business Administration (in Economics)/Master of Science (in Management of Information and Technology) (RPC 277/341, MC A295/F657-Q193)

Bachelor of Business Administration (in Entrepreneurship)/Master of Science (in Management of Information and Technology) (RPC 168/341, MC A295/F657-Q241)

Bachelor of Business Administration (in Finance)/Master of Science (in Finance) (RPC 081/450, MC A434/F435-Q253)

Bachelor of Business Administration (in Finance)/Master of Science (in Management of Information and Technology) (RPC 081/341, MC A435/F657-Q253)

Bachelor of Business Administration (in Management)/Master of Science (in Management of Information and Technology) (RPC 168/341, MC A658/F657-Q268)

Bachelor of Business Administration (in Management of Information Systems)/Master of Science (in Management of Information and Technology) (RPC 262/341, MC A660/F657-Q429)

Bachelor of Business Administration (in Marketing)/Master of Science (in Management of Information and Technology) (RPC 152/341, MC A665/F657-Q434)

Bachelor of Business Administration (in Supply Chain Management)/Master of Science (in Management of Information and Technology) (RPC 152/341, MC A857/F657-Q632)

Course requirement changes. Change the title for B AD 2091 from Business & Professional Basics I to Career Readiness I-Transitioning to the Workplace. Change the title for B AD 3091 from Business & Professional Basics II to Career Readiness II-Advancing in the Workplace. Change the title for B C 2813 from Business Communications to Strategic Communication for Business Professionals. Remove requirement note from additional requirements - One upper-division course in each of the following areas is required: LS, MGT, and MKT. Total hours for the degree will not change.

Reason for request:

For B AD 2091, the emphasis will be on Career & Self Development with students gaining awareness of their strengths and weaknesses and how to identify career opportunities. B AD 2091 will also include Career Services registration and resume and cover letter development. For B AD 3091, the emphasis will be on Career & Self Development with students learning how to

develop plans and goals for their future career and professionally advocate for themselves. B AD 3091 will also focus on personal branding and how students can differentiate themselves during their career search and in the workplace. The requested title changes for B AD 2091 and B AD 3091 will reflect the content and expectations of the courses more accurately and make their benefits salient to students.

Consistent with the Price College Strategic Plan Priority A, Goal 4, Objective A, which focuses on better preparing students for the job market, this name change will make the benefits of the course more salient to students, faculty, and employers. Engaging organizations that recruit from Price College to enhance the curriculum and leveraging the National Association of Colleges and Employers (NACE) competencies for a Career-Ready Workforce, will help students understand the importance of having a career strategy, purposeful internship, and the self-awareness necessary for career success.

Price College of Business has committed to growing bigger, broader, and better through intentional strategic initiatives. Consistent with these initiatives, the Business Communications faculty embraced the opportunity to reimagine the BC 2813 course to offer both the challenging curriculum and exceptional support expected in an elite business school. To better reflect these changes the new course title will be Strategic Communication for Business Professionals. Since business professionals engage in creating shared meaning through writing, emotional intelligence, relationship-building, and presenting, these elements are included of the newly redesigned course.

Students are required to complete 24 hours of upper-division business at the University of Oklahoma. Removing the upper-division business in each area requirement (LS, MGT, and MKT) will allow transfer students to better utilize their hours.

ISSUE: PRINCIPAL GIFTS TO THE UNIVERSITY OF OKLAHOMA**ACTION PROPOSED:**

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

BACKGROUND AND/OR RATIONALE:

The following gifts and commitments have been received by the OU Foundation:

- \$10,000,000 from a confidential donor to the University of Oklahoma.
- \$5,050,000 from a confidential donor to benefit the College of Medicine.
- \$5,000,000 from Nancy and Phil Estes, longtime benefactors, and members of the Lead On Campaign Cabinet, have committed a \$5 million estate gift to provide critical funding for multiple areas of need within the University's broader ecosystem, including Presidential Priorities, and in support of the ongoing capital campaign.
- \$3,500,000 from a confidential donor to benefit Engineering.
- \$3,000,000 from McDonald Management LLC to support the McDonald Family endowed chair in Conscious Capitalism.
- \$2,000,000 confidential gift to the University of Oklahoma.
- \$2,000,000 confidential gift to the University of Oklahoma.
- \$2,000,000 confidential gift to the University of Oklahoma and \$1,000,000 to benefit Geography & Environmental Sustainability from a confidential donor.
- \$2,000,000 gift from a confidential donor to the University of Oklahoma.
- \$1,770,302 from Randall and Lenise Stephenson to support the Transformative Tutoring Initiative.
- \$1,500,000 confidential gift to the University of Oklahoma.
- \$1,500,000 from the Farzaneh Family Foundation to support OU Ophthalmology.
- \$1,250,000 from a confidential donor to benefit the football operations facility.
- \$1,000,000 from a confidential donor to benefit nursing.
- \$1,000,000 from a confidential donor to benefit Civil Engineering and Environmental Sciences.
- \$1,000,000 from the Do Family to benefit athletics.
- \$1,000,000 from Michael Wilson to benefit gymnastics.

ISSUE: FOREIGN AND DOMESTIC PERIODICAL SUBSCRIPTION SERVICES – ALL**ACTION PROPOSED:**

This report is presented for information only. No action is required.

BACKGROUND AND/OR RATIONALE:

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

This item reports a contract award that will permit University departments on all three campuses to obtain periodical subscription services. The periodical subscription vendor serves as an intermediary between the library and publishers. By handling subscriptions for a critical mass of libraries, subscription vendors obtain the lowest subscription rates possible and pass the savings on to libraries. The vendor provides a suite of acquisition services: subscription establishment and renewal, pricing research, licensing, publisher contact, invoicing, online access initiation, and tracking all periodical changes impacting library subscriptions. The vendor also provides reporting services to better manage subscriptions, track trends and address outstanding issues. University libraries serving the Norman, Law, Health Sciences Center and Tulsa campuses collaborated to identify the subscription vendor offering the best savings and service. Otto Harrassowitz will provide the full range of subscriptions needed by OU's campus communities while offering significant savings discounts and superior customer service. Estimated expenditures based upon prior purchases total \$7,249,500. By campus: Norman - \$4,900,000; OUHSC - \$2,282,000; Tulsa - \$67,500.

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

COMPANY/ENTITY

Otto Harrassowitz GmbH & Co. KG. 65205
EBSCO Information Services, LLC

HEADQUARTERS

Wiesbaden, Germany
Birmingham, Alabama

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

Jaymie Turner, Head of Acquisitions, University Libraries, Norman
Joy Summers-Ables, Director, OUHSC Bird Library
Tara Malone, Head of Serials Services, OUHSC Bird Library
Sara Huber, Acquisitions Librarian, University Libraries – Norman
Toni Hoberecht, Technical Services Librarian, Schusterman Library – Tulsa
Susan Mecham, Procurement (non-voting, advisory capacity)

As a result of the evaluation matrix below, the RFP Review Committee determined that award to Otto Harrassowitz GmbH & Co. KG. represents the best value to the University.

Evaluation Criteria	% Weight	Otto Harrassowitz	Ebsco
Savings on Service Charges/Transfer Credits	25%	1.050	1.250
Database	20%	.880	.910
EDI	5%	.250	.250
E-Serials/Packages/Licensing	10%	.480	.440
Customer Service	25%	1.250	.950
Years in Business	5%	.250	.245
References	10%	.460	.425
Total	100%	4.620	4.470

Funding must be available and budgeted with each University department that purchases an item from the approved periodical subscription list.

ISSUE: ATHLETIC AIR CHARTER SERVICES – NC

ACTION PROPOSED:

This report is presented for information only. No action is required.

BACKGROUND AND/OR RATIONALE:

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

This item reports anticipated activity for air charter services for athletic team travel for fiscal year 2024, estimated to be \$4 million. The previous annual expenditure for fiscal year 2022 was \$2,460,241.44. The current fiscal year 2023 spend through March 2023 is \$3,657,742.83.

Each air charter services contract is based on competitive bids that represent the best value to the University.

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

ISSUE: CLEANING SERVICES – NC**ACTION PROPOSED:**

This report is presented for information only. No action is required.

BACKGROUND AND/OR RATIONALE:

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

This item reports anticipated activity for cleaning services for athletic facilities, premium areas, and other various events for fiscal year 2024, estimated to be \$1.4 million. The previous annual expenditure for fiscal year 2022 was \$911,293.75. The current fiscal year 2023 spend through March 2023 is \$1,014,477.27.

The contract is based on a previous competitive solicitation (R-19004-19) and will renew for two additional one-year terms. The contract was awarded to Jani-King of Oklahoma Inc. of Addison, Texas and represents the best value to the University.

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

**ISSUE: CONCESSION AND CATERING SERVICES FOR ATHLETIC EVENTS –
NC****ACTION PROPOSED:**

This report is presented for information only. No action is required.

BACKGROUND AND/OR RATIONALE:

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

This item reports anticipated purchases for concessions at athletic events, catering services for premium area ticket holder gameday meals for football and basketball events, officials' meals, and nutritional meals for teams for fiscal year 2024, estimated to be \$4.5 million. The previous annual expenditure for fiscal year 2022 was \$2,398,879.09. The current fiscal year 2023 spend through March 2023 is \$3,517,396.15.

The contract is based on a previous competitive solicitation (R-17067-17) and will renew for one additional one-year term. The contract was awarded to Levy Restaurants of Chicago, Illinois and represents the best value to the University.

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

ISSUE: ATHLETIC CHARTER BUS TRANSPORTATION – NC**ACTION PROPOSED:**

This report is presented for information only. No action is required.

BACKGROUND AND/OR RATIONALE:

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

This item reports anticipated transactions for charter bus transportation related to athletics team travel and other athletic events for fiscal year 2024, estimated to be \$1.2 million. The previous annual expenditure for fiscal year 2022 was \$894,679.83. The current fiscal year 2023 spend through March 2023 is \$776,262.33.

The contract is based on a previous competitive solicitation (R-21025-21) and may renew for two additional one-year terms. The contract was awarded to Kincaid Coach Lines Inc. of Shawnee, Kansas and represented the best value to the University. Kincaid is currently in the process of being acquired by Village Travel of Wichita, Kansas.

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

ISSUE: SECURITY PERSONNEL SERVICES FOR ATHLETIC VENUES – NC**ACTION PROPOSED:**

This report is presented for information only. No action is required.

BACKGROUND AND/OR RATIONALE:

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

This item reports the anticipated activity for security personnel services for athletic venues covering general-public access areas and restricted private access areas contracts for fiscal year 2024, estimated to be \$1.5 million. Security services for athletic venues and larger facilities continue to be a top priority to ensure safe and secure events for student athletes and patrons. This contract supports the Athletics Department by providing security personnel staffing for athletic venues, larger facilities, and special events on an as-needed basis.

The previous annual expenditure for fiscal year 2022 was \$947,704.55. The current fiscal year 2023 spend through March 2023 is \$1,015,532.61. The contract is based on a previous competitive solicitation (R-18012-18) and will renew for two additional one-year terms. The contract was awarded to Contemporary Services Corporation, of Northridge, California and represents best value to the University.

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

ISSUE: VIDEO SCOREBOARDS, DISPLAYS, AND SERVICING – NC**ACTION PROPOSED:**

This report is presented for information only. No action is required.

BACKGROUND AND/OR RATIONALE:

Board of Regents' policies and procedures requires that purchases over \$1,000,000 must be submitted for prior approval and sole source purchases in this category must be identified as such.

This item reports activity related to the athletic facility upgrades/replacements agenda item from the Board of Regents' December 2021 meeting during which approval of a master lease purchase program occurred. In those minutes, it was noted that such contracts and purchase orders will include those that must be awarded on a sole-source basis pursuant to such objective.

The integration of in-venue LED displays (through video boards and fascia ribbon boards) provides critical service to several areas of Athletics, including gameplay, fan experience, and revenue-generating opportunities that include sponsorable content inventory. To host intercollegiate athletics competitions, the host venue must provide necessary game-play information through in-arena displays. The use of LED displays equips the venue to reconfigure gameplay information, which in turn allows the venue to be multi-purposed for various sport competitions. The presence of the LED displays allows for content creation that is key in enhancing fan experience through entertainment elements such as game-action replays and statistical information. In addition, the presence of the LED displays makes The University of Oklahoma venues eligible for additional revenue generating opportunities such as concerts, graduations, and NCAA postseason events. In-venue LED displays provide sponsorable content inventory for the Multi-Media Rightsholder (MMR). In doing so, the University is able to negotiate sponsorship agreements through the MMR. The components of the LED displays are designed with a lifespan of 10 years, after which they are not eligible for an annual repair service contract. Additionally, the University will not be able to secure additional spare parts, as the production of older components become discontinued. Failing to upkeep the LED components will result in non-functioning LED displays. As a result, the University may not be able to fulfill obligations under the MMR agreement.

Costs associated with acquisitions of video boards along with services related to their upkeep are expected to exceed \$1 million for fiscal year 2024. The previous annual expenditure for fiscal year 2022 was \$325,138.75. The current fiscal year 2023 spend through March 2023 is \$1,615,557.75. The sole source provider identified is Daktronics, Inc. of Brookings, South Dakota.

Funding has been identified, is available and budgeted within the Athletics Department operating account and other available accounts set aside for Athletics Department use.

ISSUE: FIRE INSPECTION SERVICES – NC

ACTION PROPOSED:

This report is presented for information only. No action is required.

BACKGROUND AND/OR RATIONALE:

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

This item reports the anticipated activity for fire alarm and sprinkler inspection services for fiscal year 2024 with estimated annual expenditure of \$1,159,854. The fire alarm and sprinkler inspection services are used for both housing and non-housing campus buildings and are required to maintain and upgrade existing equipment or when a new location is added. Annual inspection expenditures for fiscal year 2023 were \$1,159,854.

Housing Facilities	
Fire Alarm Inspections	\$ 541,248
Sprinkler Inspections	\$ 74,116
Kitchen Hood & Extinguisher Inspections	\$ 22,176
<i>Total</i>	<i>\$ 637,540</i>

Non-Housing Facilities	
Fire Alarm Inspections	\$ 252,015
Sprinkler Inspections	\$ 243,307
Security Monitoring	\$ 10,575
Kitchen Hood Inspections	\$228
<i>Total</i>	<i>\$ 506,125</i>

The contract to Johnson Controls, of Oklahoma City, is available through the State of Oklahoma from a competitive bid according to state purchasing rules and complies with Board of Regents Policies and Procedures regarding competition relative to the acquisition of products and services.

Funding has been identified, is available and budgeted within the Facilities Management and Housing and Food Services operating accounts.

ISSUE: QUARTERLY REPORT OF ON-CALL ARCHITECTS, ENGINEERS, CONSTRUCTION MANAGERS & CONSTRUCTION SERVICES – ALL**ACTION PROPOSED:**

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

BACKGROUND AND/OR RATIONALE:

In June 2020, the Board of Regents authorized a group of architectural and engineering firms to provide professional on-call services and authorized a group of construction management firms to provide on-call services for minor construction and renovation projects.

The Board of Regents policy governing the buying and selling of goods and services states that purchase obligations between \$50,000 and \$1,000,000 must be reported quarterly to the board as an information item.

Work completed during the 3rd quarter of Fiscal Year 2023 by on-call architectural, engineering, and construction management firms is summarized below.

Firm Name	Date Initiated	Work Performed	Fee
<i>For the OU-Norman Campus</i>			
Crafton, Tull & Associates, Inc	April 15, 2022	Radar Innovation Lab - topographical survey	\$4,000
Parkhill, Smith & Cooper – dba Lemke Surveying	November 7, 2022	Traditions East and West Survey	\$15,500
Kirkpatrick Forrest Curtis Engineering	May 14, 2021	North Campus Bldg 210 Concrete Repair	\$6,985
Alvine Engineering	January 10, 2022	Adams Hall Acoustical	\$4,860
Gwin Engineering	July 15, 2022	Utility Plant 4	\$3,120
Lingo Construction	October 8, 2021	OU Rowing Training Room	\$9,348
Flintco LLC	April 25, 2022	GFOMS Bowl Structural	\$10,500
<i>For the Health Sciences Center Campus - Oklahoma City:</i>			
The McKinney Partnership Architects	April 22, 2021	College of Nursing 2 nd Floor Simulation Lab	\$2,900
<i>For the OU-Tulsa Campus:</i>			
Allen Consulting	June 6, 2022	Tulsa South Memorial Clinic	\$12,000
Allen Consulting	June 6, 2022	SHSC Internal Med. Clinic	\$5,940
McFarland Architects	May 23, 2022	Tulsa South Memorial Clinic	\$59,490
McFarland Architects	June 6, 2022	SHSC Internal Med. Clinic	\$30,080
Pinnacle Design Group	November 18, 2022	Tulsa Culinary Teaching Kitchen	\$8,350

Cumulative Total Professional Architectural, Engineering, and Construction Management Fees for work completed by On-calls through the third quarter of Fiscal Year 2023.

For the OU-Norman Campus:

Firm Name	Total Fees
LWPB Architecture	\$8,695
Alvine Engineering	\$4,860
Crafton Tull	\$4,000
Cardinal Engineering, Inc.	\$6,000
Gwin Engineering	\$3,120
Kirkpatrick Forest Curtis PC	\$8,365
Lemke-Parkhill	\$90,500
Flintco, LLC	\$10,500
Lingo Construction Services	\$9,348
Total Norman Campus	\$145,388

For the Health Sciences Center - Oklahoma City:

Firm Name	Total Fees
The McKinney Partnership Architects	\$2,900
Kirkpatrick Forest Curtis PC	\$1,665
Total Health Sciences Center, Oklahoma City	\$4,565

For OU-Tulsa:

Firm Name	Total Fees
Allen Consulting	\$17,940
McFarland Architects	\$89,570
Pinnacle Design Group	\$8,350
Total Tulsa Campus	\$115,860
<i>Total for Architects, Engineers & CM's – ALL Campuses</i>	
	\$265,813

Zero work completed during the third quarter of fiscal year 2023; construction services selected through the competitive bidding process.

Firm Name	Date Initiated	Work Performed	Amount

ISSUE: QUARTERLY FINANCIAL ANALYSIS – ALL

ACTION PROPOSED:

This item is presented for information only. No action is required.

BACKGROUND AND/OR RATIONALE:

By request of the Board of Regents, the Health Sciences Center and Norman Campus *Statements of Net Position* as of March 31, 2023, and *Statements of Changes in Net Position* for the nine months then ended are presented. The statements are unaudited and are presented for management use only.

OU HEALTH SCIENCES CENTER
STATEMENTS OF NET POSITION
AS OF MARCH 31, 2023 AND 2022
UNAUDITED - MANAGEMENT'S USE ONLY
(\$ in thousands)

	3/31/2023	3/31/2022
Assets		
Unrestricted cash and cash equivalents	652,217	678,736
Restricted cash and cash equivalents	22,509	23,659
Accounts receivable, net	108,643	119,895
Lease receivable	26,875	-
Inventories and supplies, at cost	1,557	2,581
Loans to students, net	7,766	7,485
Deposits and prepaid expenses	5,392	5,093
Endowment investments	52,456	52,604
Investments	172,176	180,154
Investments in real estate	2,025	2,025
Net OPEB	4,188	324
Capital and lease assets, net	587,495	579,289
Total Assets	1,643,299	1,651,845
Deferred Outflows	84,174	148,243
Liabilities		
Accounts payable and accrued expenses	80,784	71,418
Unearned revenue	9,135	19,673
Accrued interest payable	1,090	1,182
Deposits held in custody for others	4,852	1,246
Lease liability	695	-
Accrued compensated absences	31,125	37,806
Net pension liability	164,036	312,230
Total OPEB liability	116,662	146,528
Federal loans liability	7,585	7,621
Capital lease payable	12,230	14,067
Revenue bonds payable	117,300	124,125
Total Liabilities	545,494	735,896
Deferred Inflows	182,924	65,617
Net Position		
Net Position	999,055	998,575
Total Net Position	999,055	998,575

OU HEALTH SCIENCES CENTER
STATEMENT OF REVENUES, EXPENSES AND CHANGES IN NET POSITION
FOR THE NINE MONTHS ENDING MARCH 31, 2023
UNAUDITED - MANAGEMENT'S USE ONLY
(\$ in thousands)

Operating Revenues	<u>3/31/2023</u>	<u>3/31/2022</u>
Student tuition and fees (net of scholarship allowances)	66,584	62,535
Patient care	50,859	50,816
Pharmaceutical sales	54,753	85,631
Federal grants and contracts	79,567	79,727
State grants and contracts	67,471	52,420
Private grants and contracts	171,797	280,579
Sales and services of educational activities	1,511	1,357
Sales and services of auxiliary enterprises:		
Steam and Chill	8,219	7,210
Other	31,736	44,483
Other revenues	<u>8,828</u>	<u>29,890</u>
Total operating revenues	<u>541,325</u>	<u>694,648</u>
Operating Expenses		
Compensation and benefits	423,975	498,171
Contractual services	71,792	75,092
Supplies and materials	66,558	107,704
Depreciation	20,513	19,906
Utilities	14,139	10,289
Communication	3,830	4,119
Scholarships	3,001	2,845
Other expense	<u>21,120</u>	<u>22,762</u>
Total operating expenses	<u>624,928</u>	<u>740,888</u>
Operating loss	(83,603)	(46,240)
Nonoperating Revenues and (Expenses)		
State appropriations	58,643	59,146
State on-behalf payments	8,626	8,783
Private gifts	8,880	7,336
Interest on indebtedness	(3,300)	(3,583)
Investment income/loss	7,822	3,653
Endowment income	<u>15,238</u>	<u>13,024</u>
Net nonoperating revenues and (expenses)	95,909	88,359
Income before other revenues, (expenses), gains, or (losses)	12,306	42,119
Other Revenue, Expenses, Gains or Losses		
Federal grants and contracts	-	217
State appropriations for capital projects	3,621	3,949
State school land funds	2,999	2,999
OUHPI Capitalization	<u>-</u>	<u>(88,672)</u>
Total other revenue, (expenses), gains, or (losses)	<u>6,620</u>	<u>(81,507)</u>
Change in Net Position	<u>18,926</u>	<u>(39,388)</u>

UNIVERSITY OF OKLAHOMA - NORMAN CAMPUS
STATEMENTS OF NET POSITION
AS OF MARCH 31, 2023 AND 2022
UNAUDITED - MANAGEMENT USE ONLY
(\$ in thousands)

	<u>3/31/2023</u>	<u>3/31/2022</u>
Assets		
Unrestricted cash and cash equivalents	305,097	314,526
Restricted cash and cash equivalents	51,062	26,260
Accounts receivable, net	130,880	103,994
Leases receivable	27,626	-
Inventories and supplies, at cost	2,515	2,674.16
Loans to students, net	9,201	9,735.53
Deposits and prepaid expenses	12,854	18,052
Endowment investments	111,257	89,108
Investments	17,620	18,702
Investments in real estate	220	220
Net OPEB	4,521	901
Capital assets, net	1,839,335	1,848,757
Leases assets, net	12,883	-
Total Assets	<u>2,525,071</u>	<u>2,432,930</u>
Deferred Outflows	<u>92,923</u>	<u>165,397</u>
Liabilities		
Accounts payable and accrued expenses	38,910	30,651
Accrued interest payable	9,121	9,596
Deposits held in custody for others	1,483	1,108
Accrued compensated absences	30,687	30,126
Retirement plan liability	5,819	8,965
Net pension liability	181,520	380,147
Total OPEB liability	158,171	178,747
Unearned revenue	52,164	63,817
Federal loans liability	7,504	9,131
Other financing arrangements	37,609	36,973
Leases payable	13,006	-
Revenue bond payable	1,019,955	1,071,889
Total Liabilities	<u>1,555,948</u>	<u>1,821,150</u>
Deferred Inflows	<u>224,734</u>	<u>81,998</u>
Net Position		
Net Position	<u>833,514</u>	<u>689,993</u>
Total Net Position	<u>833,514</u>	<u>689,993</u>

UNIVERSITY OF OKLAHOMA - NORMAN CAMPUS
STATEMENTS OF REVENUES, EXPENSES, AND CHANGES IN NET POSITION
FOR THE NINE MONTHS ENDING MARCH 31, 2023 AND 2022
UNAUDITED - MANAGEMENT'S USE ONLY
(\$ in thousands)

	<u>3/31/2023</u>	<u>3/31/2022</u>
Operating Revenues		
Student tuition and fees (net of scholarship allowances)	348,939	338,844
Federal grants and contracts	119,717	104,219
State grants and contracts	61,729	41,181
Private grants and contracts	7,033	9,151
Sales and services of auxiliary enterprises:		
Housing and food service revenues	61,917	55,378
Net athletic revenues	79,732	86,369
Other	26,291	22,881
Other revenues	24,458	26,518
Total operating revenues	<u>729,817</u>	<u>684,541</u>
Operating Expenses		
Compensation and benefits	453,368	431,095
Contractual services	143,853	149,855
Supplies and materials	35,351	27,833
Depreciation and amortization	60,742	59,539
Utilities	35,912	31,156
Communication	6,414	4,545
Scholarships	24,727	40,567
Travel	20,506	9,304
Other expenses	61,138	32,308
Total operating expenses	<u>842,010</u>	<u>786,201</u>
Operating gain/(loss)	(112,194)	(101,660)
Nonoperating Revenues and (Expenses)		
State appropriations	93,352	93,406
State on-behalf payments	7,373	10,124
Federal grants and contracts	27,859	86,441
State grants and contracts	12,801	14,179
Private gifts	22,553	26,588
Interest on indebtedness	(27,715)	(25,162)
Investment income/(loss)	3,167	(3,339)
Gain/(loss) on disposal of assets	(279)	-
Endowment income	13,495	13,872
Net nonoperating revenues and (expenses)	<u>152,605</u>	<u>216,109</u>
Income before other revenues, (expenses), gains, or (losses)	40,411	114,448
Other Revenue, Expenses, Gains or Losses		
State appropriations for capital projects	30,000	-
Private gifts for capital assets	1,287	-
State school and land funds	7,426	6,998
On-behalf payments for OCIA capital leases	3,798	3,794
Additions to permanent endowments	(262)	-
Total other revenue, (expenses), gains, or (losses)	<u>42,249</u>	<u>10,792</u>
Change in Net Position	<u>82,660</u>	<u>125,240</u>