



MINUTES

of the

BOARD OF REGENTS *for the* OKLAHOMA AGRICULTURAL & MECHANICAL COLLEGES

for the

June 19, 2020

Special Board Meeting

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FOR THE MINUTES OF THE MEETING OF THE BOARD OF REGENTS FOR THE
OKLAHOMA AGRICULTURAL AND MECHANICAL COLLEGES

June 19, 2020

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**MINUTES OF THE SPECIAL MEETING OF THE BOARD OF REGENTS
FOR THE OKLAHOMA AGRICULTURAL AND MECHANICAL COLLEGES
JUNE 19, 2020**

Notice of this meeting was filed with the Oklahoma Secretary of State on June 11, 2020.

The Board of Regents for the Oklahoma Agricultural and Mechanical Colleges met online via Zoom videoconference on June 19, 2020.

Board members in attendance: Mr. Tucker Link, Chairman; Mr. Rick Davis, Vice Chairman; Mr. Calvin Anthony; Mrs. Blayne Arthur; Mr. Douglas Burns; Mr. Jarold Callahan; Mr. Joe Hall; and Dr. Trudy Milner.

Absent: Mr. Jimmy Harrel.

Others in attendance: Mr. Jason Ramsey, Chief Executive Officer; Ms. Jessica Russell, Director of Public Policy; Mr. Steve Stephens, General Counsel; Ms. Michelle Finley, Chief Audit Executive; Ms. Kyla Eldridge, Executive Assistant to the CEO; Ms. Nicole Nixon, Administrative Associate; and Ms. Shyanne Mikles, Administrative Associate.

Chairman Link noted that due to the online nature of this meeting, the roll will be called in order to affirm the presence of a quorum. Ms. Eldridge called roll and Chairman Link affirmed there was a quorum. The meeting was called to order at approximately 10:03 a.m.

I. BOARD OF REGENTS' BUSINESS

A. Approval of Order of Business

(The Order of Business and Agenda are collectively identified as ATTACHMENT A and attached to this portion of the minutes.)

Regent Burns moved and Regent Hall seconded to approve the Order of Business.

Those voting aye: Board Members Anthony, Arthur, Burns, Callahan, Davis, Hall, Link, and Milner. No: None. Abstentions: None. Absent: Harrel. The motion carried.

B. Approval of minutes of Regular Board Meeting held April 24, 2020

C. Approval of minutes of Special Board Meeting held May 19, 2020

Regent Anthony moved and Regent Callahan seconded to approve Items B and C on the Board Agenda.

Those voting aye: Board Members Anthony, Arthur, Burns, Callahan, Davis, Hall, Link, and Milner. No: None. Abstentions: None. Absent: Harrel. The motion carried.

D. Announcement of Next Board Meeting

E. Approval of Regular Board Meeting to be held on October 23, 2020, in the Council Room, 412 Student Union, Oklahoma State University, Stillwater, Oklahoma

Chairman Link announced that the next Board meeting will be held on September 11, 2020, in the Multipurpose Room, 142 School of Physical Therapy, Langston University, Langston, Oklahoma, and the October 23, 2020 Board meeting will be held in the Council Room, 412 Student Union, Oklahoma State University, Stillwater, Oklahoma. He noted that there was a typographical error incorrectly listing the locations on the initially posted Board Agenda, which had been clarified on the final posted agenda (ATTACHMENT A). Chairman Link said these meetings and their locations were previously approved by the Board, so no further action was needed at this meeting.

F. Recognition of Chairman Tucker Link

Regent Davis expressed appreciation on behalf of the Board to Chairman Link for his year of service as Chairman. He said Chairman Link and his wife made many sacrifices this past year, particularly in terms of time and commitment. The Board has faced an unparalleled amount of challenges and opportunities for its institutions, of which the COVID-19 pandemic was a large part. Regent Davis said both as a Board member and as a friend, he greatly appreciated Chairman Link's leadership through the many challenges. Regent Davis said Chairman Link spends an inordinate amount of time helping the System's institutions, and he has no doubt that students on all A&M campuses are better off now and will be better off in the future because of Chairman Link's leadership this year.

Regent Milner said Chairman Link has been a wonderful leader and a great friend. She expressed appreciation to him for his service.

Regent Burns said Chairman Link has set a new standard for the position of Chair of the Board. He said Chairman Link has risen to the challenge and he appreciates that. It has been an incredible year and the sacrifice one must make to handle such challenges is almost overwhelming, but Chairman Link has handled it all wonderfully. He said Chairman Link has done a wonderful job.

Regent Anthony said he would like to echo what the others have said about Chairman Link and it has been a pleasure to watch Chairman Link work and take care of business through a very difficult time. He expressed appreciation for what Chairman Link has done for the institutions.

Chairman Link thanked everyone for their kind words. He said it had been a challenging year with a lot of opportunities. He said he has no words for how meaningful it has been to have all the other Board members by his side working through these things and he could not have done it without them.



ORDER OF BUSINESS
OSU/A&M Board of Regents
Special Board Meeting

June 19, 2020

Location: <http://regents.okstate.edu/board-meeting-livestream>

Secretary of State meeting notice was filed on June 11, 2020.

BOARD BUSINESS:

1. Approval of Order of Business
2. Approval of Minutes for April 24, 2020 Regular Board Meeting
3. Approval of Minutes for May 19, 2020 Special Board Meeting
4. Dates of next regular meetings:
 - a. For **information** only:
Sept. 11, 2020 -- Multipurpose Room, 142 School of Physical Therapy,
Langston University, Langston, Oklahoma
 - b. For **consideration** of approval:
Oct. 23, 2020 -- Council Room, 412 Student Union,
Oklahoma State University, Stillwater, Oklahoma

BUSINESS WITH COLLEGES AND UNIVERSITIES:

1. Oklahoma Panhandle State University
2. Northeastern Oklahoma A&M College
3. Langston University
4. Connors State College
5. Oklahoma State University

PUBLIC COMMENTS

COMMITTEE REPORTS:

1. Academic Affairs, Policy and Personnel Committee
2. Audit, Risk Management and Compliance Review Committee
3. Fiscal Affairs and Plant Facilities Committee
4. Planning and Budgets Committee

OTHER BOARD BUSINESS:

1. Reports or recommendations by the Chief Executive Officer
 - a. General Business
 - b. General Counsel
 - c. Chief Audit Executive



AGENDA
OSU/A&M Board of Regents
Special Board Meeting

June 19, 2020 – 10:00 a.m.

NOTICE: Due to the COVID-19 Pandemic, this meeting is being conducted online via Zoom. To view a livestream of this meeting, go to:

<http://regents.okstate.edu/board-meeting-livestream>

REGENT ATTENDANCE:

Via Zoom videoconference: Calvin Anthony, Blayne Arthur, Douglas Burns, Jarold Callahan, Rick Davis, Joe D. Hall, L. Tucker Link, and Dr. Trudy Milner.

Absent: Jimmy Harrel

Notice of this meeting was filed with the Secretary of State on June 11, 2020. At the time this agenda is posted, detailed institutional agendas are available for review at <http://regents.okstate.edu/board-meetings>.

I. BOARD OF REGENTS' BUSINESS

- A. Approval of Order of Business
- B. Approval of minutes of Regular Board Meeting held April 24, 2020
- C. Approval of minutes of Special Board Meeting held May 19, 2020
- D. Announcement of next Regular Board Meeting to be held on September 11, 2020, in the Council Room, 412 Student Union, Oklahoma State University, Stillwater, Oklahoma*
- E. Approval of Regular Board Meeting to be held on October 23, 2020, in the Multipurpose Room, 142 School of Physical Therapy, Langston University, Langston, Oklahoma*

**Point of clarification: at the time this agenda was posted, a typographical error listed the incorrect locations. The correct location for the September 11, 2020 Regular Board Meeting is the Multipurpose Room, 142 School of Physical Therapy, Langston University, Langston, Oklahoma. The correct location for the October 23, 2020 Regular Board meeting is the Council Room, 412 Student Union, Oklahoma State University, Stillwater, Oklahoma. These location changes were approved at the March 6, 2020 Regular Board Meeting and were filed with the Secretary of State on March 13, 2020.*

- F. Recognition of Chairman Tucker Link

II. OKLAHOMA PANHANDLE STATE UNIVERSITY

- A. General Information/Reports Requiring No Action by the Board
 - 1. Remarks by President Faltyn
 - 2. Panhandle Magazine

B. Resolutions

1. Request to adopt Memorial Resolutions for:
 - a. Mary Ellen Riley
 - b. Patricia Tinch
2. Request to adopt Retirement Resolutions for:
 - a. Benny Dain
 - b. Dr. Nels Peterson
 - c. Dr. Sara Jane Richter

C. Policy and Operational Procedures

None

D. Personnel Actions

RE: appointments, reappointments, changes in salary, change in title, resignations, terminations, suspensions, retirement, personnel leaves, etc. More detailed information identifying the personnel involved, their job titles, and their salaries, where applicable, will be available upon request at the meeting and prior thereto at the Office of the Board of Regents. (*Reference Document D-1 in the OPSU agenda.*)

1. Personnel actions for approval and for informational purposes only

E. Instructional Programs

1. Request for approval of an Associate of Science-Career Technical Education Program

F. Budgetary Actions (adoption of a new budget or revision of a budget, etc.)

1. Approval is requested for OPSU's proposed FY 2021 Budgets

G. Other Business and Financial Matters

None

H. Contractual Agreements (other than construction and renovation)

1. Approval is requested to enter into an agreement with Graduation Alliance
2. Approval is requested to enter into a Law Enforcement Services Agreement with the Town of Goodwell, pending final review by Legal Counsel

I. New Construction or Renovation of Facilities

None

J. Purchase Requests (purchase of equipment, supplies, materials, professional services, etc.)

Board approval is requested for the following purchasing items. All purchases will comply with Board of Regents for the Oklahoma Agricultural and Mechanical Colleges Policies and Procedures, as well as applicable state statutes. (*Detail for all purchase requests are attached and collectively identified as Reference Document J-1*)

1. Approval is requested for purchase orders over \$75,000 for FY 2021

K. Student Services/Activities

None

- L. New Business Unforeseen at Time Agenda was Posted
- M. Other Informational Matters Not Requiring Action of the Board
 - 1. April and May 2020 out of state travel reports

III. NORTHEASTERN OKLAHOMA A&M COLLEGE

- A. General Information/Reports Requiring No Action by the Board
 - 1. Remarks by President Stafford
 - a. Highlights of NEO Update newsletter
 - b. Higher Education Promotion Log
- B. Resolutions
None
- C. Policy and Operational Procedures
 - 1. Approval is requested for provisional admission criteria for adult students with previous college work.
- D. Personnel Actions
RE: appointments, reappointments, changes in salary, change in title, resignations, terminations, suspensions, retirement, personnel leaves, etc. More detailed information identifying the personnel involved, their job titles, and their salaries, where applicable, will be available upon request at the meeting and prior thereto at the Office of the Board of Regents. (*Items listed under D-1. in the NEO agenda.*)
 - 1. Personnel items for informational purposes only
- E. Instructional Programs
None
- F. Budgetary Actions (adoption of a new budget or revision of a budget, etc.)
 - 1. Approval is requested for NEO's proposed FY 2021 Budgets
 - a. E&G Budget
 - b. Auxiliary Budget
 - c. Tuition & Fees, and Room & Board
 - d. Salary Recommendations
- G. Other Business and Financial Matters
 - 1. Approval is requested to expend funds according to grant/program guidelines for the following:
 - a. Upward Bound Grant FY 2021
 - b. Federal Awards for Campus-Based Financial Aid Programs FY 2021
 - c. Adult Education & Family Literacy Grant 2020-2021
 - 2. Approval is requested to revoke a peace officer commission

3. Approval is requested to accept a gift of real property from J&M Farms for the use of agriculture programs
- H. Contractual Agreements (other than construction and renovation)
 1. Request for ratification of interim approval for an agreement with Crawford & Associates
 2. Request approval of clinical facility sites for Health Science Program for FY 2021
- I. New Construction or Renovation of Facilities
None
- J. Purchase Requests (purchase of equipment, supplies, materials, professional services, etc.)
 1. Approval is requested to pay OSU for shared payroll services, prorated share of operational costs, and shared service fees for FY 2021
- K. Student Services/Activities
None
- L. New Business Unforeseen at Time Agenda was Posted
- M. Other Informational Matters Not Requiring Action of the Board
 1. Demolition of campus structure
 2. Out-of-state travel summaries for April and May
 3. Organizational chart for FY 2021

IV. LANGSTON UNIVERSITY

- A. General Information/Reports Requiring No Action by the Board
 1. Remarks by President Smith
 2. E. (Kika) de la Garza American Institute for Goat Research Livestock in Inventory
- B. Resolutions
 1. Request for adoption of Memorial Resolution for Dr. Mose Hooks
 2. Request for adoption of Memorial Resolution for Juanita Goff
- C. Policy and Operational Procedures
None
- D. Personnel Actions
RE: appointments, reappointments, changes in salary, change in title, resignations, terminations, suspensions, retirement, personnel leaves, etc. More detailed information identifying the personnel involved, their job titles, and their salaries, where applicable, will be available upon request at the meeting and prior thereto at the Office of the Board of Regents. (*Items listed under D-1. in the LU agenda.*)
 1. Request for approval of the continued employment of LU personnel for FY 2021
- E. Instructional Programs
 1. Request for approval of curricular changes

- F. Budgetary Actions (adoption of a new budget or revision of a budget, etc.)
 - 1. Request to accept USDA grant titled, "Rural to Urban Small Farms Agripreneurship Program" and to expend grant funds according to grant guidelines
 - 2. Request to accept USDA grant titled, "Aquaponics education: the solution for food deserts in America's Heartland" and to expend grant funds according to grant guidelines
 - 3. Request to accept funding for the Federal Supplemental Education Opportunity Grant and Federal Work Study for FY 2021
 - 4. Approval is requested for LU's proposed FY 2021 Budgets
- G. Other Business and Financial Matters
 - 1. Request for approval of peace officer actions
- H. Contractual Agreements (other than construction and renovation)
 - 1. Request approval for LU to engage with Crawford & Associates, P.C.
- I. New Construction or Renovation of Facilities
 - 1. Request for approval to address deficiencies & repairs to the fire alarm & fire sprinkler system, alarm panels, and extinguishers
- J. Purchase Requests (purchase of equipment, supplies, materials, professional services, etc.)
 - 1. Request for approval of FY 2021 purchase orders
 - 2. Request ratification of interim approval to amend engagement with BKD CPA & Advisors
- K. Student Services/Activities
 - 1. Request approval to implement a new mandatory fee for laundry services through Residential Life & Housing Services
- L. New Business Unforeseen at Time Agenda was Posted
- M. Other Informational Matters Not Requiring Action of the Board
None

V. CONNORS STATE COLLEGE

- A. General Information/Reports Requiring No Action by the Board
 - 1. Remarks by President Ramming
 - a. CSC Connection Publication
- B. Resolutions
None
- C. Policy and Operational Procedures
 - 1. Request for approval of FY 2021 CSC Institutional Organizational Chart

D. Personnel Actions

RE: appointments, reappointments, changes in salary, change in title, resignations, terminations, suspensions, retirement, personnel leaves, etc. More detailed information identifying the personnel involved, their job titles, and their salaries, where applicable, will be available upon request at the meeting and prior thereto at the Office of the Board of Regents. (*Reference Document D-1 in the CSC agenda.*)

1. Personnel items for informational purposes only
2. Approval is requested of the position description and to begin a search for the Vice President for Academic Affairs

E. Instructional Programs

None

F. Budgetary Actions (adoption of a new budget or revision of a budget, etc.)

1. Approval is requested for CSC's proposed FY 2021 Budgets

G. Other Business and Financial Matters

None

H. Contractual Agreements (other than construction and renovation)

1. Approval is requested to develop clinical affiliation agreements for FY 2021

I. New Construction or Renovation of Facilities

None

J. Purchase Requests (purchase of equipment, supplies, materials, professional services, etc.)

1. Approval is requested for FY 2021 purchase orders over \$75,000

K. Student Services/Activities

None

L. New Business Unforeseen at Time Agenda was Posted

M. Other Informational Matters Not Requiring Action of the Board

1. Out-of-state travel summary for April 2020
2. Out-of-state travel summary for May 2020

VI. OKLAHOMA STATE UNIVERSITY

A. General Information/Reports Requiring No Action by the Board

1. Remarks by President Hargis

B. Resolutions

1. Request to adopt Memorial Resolution for George E. Hedrick III
2. Request to adopt Memorial Resolution for William W. Rambo
3. Request to adopt Memorial Resolution for Kenneth D. Sandvold

C. Policy and Operational Procedures

1. Request approval to adopt a resolution excluding Board of Regents Members from access to classified Department of Defense Information

D. Personnel Actions

RE: appointments, reappointments, changes in salary, change in title, resignations, terminations, suspensions, retirement, personnel leaves, etc. More detailed information identifying the personnel involved, their job titles, and their salaries, where applicable, will be available upon request at the meeting and prior thereto at the Office of the Board of Regents. (*Reference Document D-1 in the OSU agenda.*)

1. Personnel actions and personnel items for informational purposes only

E. Instructional Programs

1. Approval is requested for curricular changes

F. Budgetary Actions (adoption of a new budget or revision of a budget, etc.)

1. Approval is requested for FY 2021 Budget Materials and Executive Summary
2. Approval is requested for Executive Summaries
3. Approval is requested for Tuition and Mandatory Fee Requests

G. Other Business and Financial Matters

1. Approval is requested for peace officer actions
2. Approval is requested to grant utility easement to Oklahoma Gas and Electric
3. Approval is requested to reject bids on oil and gas lease sales
4. Approval is requested of agreements to transfer the International Ground Source Heat Pump Association to the Geothermal Exchange Organization
5. Approval is requested to remove the name "Murray" from buildings on campus
6. Approval is requested to accept a gift of real property and enter into agreements

H. Contractual Agreements (other than construction and renovation)

1. Approval is requested to execute a contract for development services with the OSU Foundation
2. Approval is requested to execute a contract for management services with the OSU Alumni Association
3. Approval is requested to execute a Memorandum of Understanding with the OSU Alumni Association
4. Approval is requested to enter into an interim funding agreement with the OSU Foundation
5. Approval is requested to renew and interim funding agreement with the OSU Foundation
6. Approval is requested to enter into a license agreement with the City of Tulsa (OSU-CHS)

- I. New Construction or Renovation of Facilities
 - 1. Approval is requested to begin the selection process for on-call consultants to provide as-needed services to the University System and institutions governed by the Board
 - 2. Approval is requested to increase the budget for the design and construction of the Transportation Operation and Maintenance Facility
 - 3. Approval is requested for the budget for construction of University House
- J. Purchase Requests (purchase of equipment, supplies, materials, professional services, etc.)
 - 1. Sole source and special requests
 - 2. Revolving and appropriated funds
 - 3. Auxiliary enterprises
 - 4. Plant funds
- K. Student Services/Activities
None
- L. New Business Unforeseen at Time Agenda was Posted
- M. Other Informational Matters Not Requiring Action of the Board
 - 1. Naming agreements for interior spaces

VII. PUBLIC COMMENTS

In accordance with Board Policy 1.17, time will be provided for individuals to appear before the Board in order to provide comments on issues directly affecting institutions governed by the Board.

- A. Comments by OSU student Destinee Adams
- B. Comments by former Regent Andrew "Andy" W. Lester

VIII. COMMITTEE REPORTS

Consider other possible actions based upon reports or recommendations by various Committees of the Board of Regents.

- A. Academic Affairs, Policy and Personnel Committee
(All business discussed by this Committee was presented during the business of Langston University, Oklahoma Panhandle State University, and Oklahoma State University.)
- B. Audit, Risk Management and Compliance Review Committee
 - 1. Approval of Internal Audit Plan for FY 2021
- C. Fiscal Affairs and Plant Facilities Committee
(All business discussed by this Committee was presented during the business of Oklahoma State University.)
- D. Planning and Budgets Committee
 - 1. Approval of FY 2021 Budget for the offices of the Board of Regents

IX. OTHER BOARD OF REGENTS' BUSINESS

A. General Information/Reports Requiring No Action by the Board

None

B. Resolutions

None

C. Policy and Operational Procedures

1. Request to make an exception to Board Policy 2.07, Uniform and Integrated Purchasing and Contracting, to allow the Chief Procurement Officer to forego competitive bidding for emergency acquisitions necessary for institutional responses to the COVID-19 pandemic through December 31, 2020, unless otherwise extended by the Board. The Chief Procurement Officer shall have the discretion to determine whether purchases qualify as emergency acquisitions.

D. Personnel Actions

RE: appointments, reappointments, changes in salary, change in title, resignations, terminations, suspensions, retirement, personnel leaves, etc. More detailed information identifying the personnel involved, their job titles, and their salaries, where applicable, will be available upon request at the meeting and prior thereto at the Office of the Board of Regents. Personnel actions are listed on the attached document.

1. Continue the employment of the OSU and A&M Presidents

E. Purchase Requests (purchase of equipment, supplies, materials, professional services, etc.)

1. Request for approval to renew Master Services contract for as-needed internal audit consulting services originally approved March 2, 2018 with the firms listed below. This is year three of a five-year term.

-Baker Tilly Virchow Krause LLP

-Deloitte LLP

-BDO LLP

-Eide Bailly LLP

-BKD, LLP

-R.L. Townsend & Associates LLC

-CliftonLarsonAllen

F. Other Business Matters Requiring Action of the Board

1. Election of Board Officers for FY 2021

G. Reports/Comments/Recommendations by Chief Executive Officer

H. Reports/Comments/Recommendations by General Counsel

I. Reports/Comments/Recommendations by Chief Audit Executive

J. New Business Unforeseen at Time Agenda was Posted

K. Other Informational Matters Not Requiring Action of the Board

None

L. Meeting adjournment

II. OKLAHOMA PANHANDLE STATE UNIVERSITY, GOODWELL, OKLAHOMA

President Tim Faltyn and members of the Oklahoma Panhandle State University (OPSU) administration joined the Zoom meeting to present the business of OPSU and review the Agenda for members of the Board. (The OPSU Agenda is attached to this portion of the minutes).

President Faltyn said he had a lot of contact with the Board over the last several months and appreciated their thoughtful leadership and support. He highlighted various stories of interest contained in the *Panhandle Magazine*.

B-1 Adoption of Memorial Resolutions

- a. Mary Ellen Riley
- b. Patricia Tinch

B-2 Adoption of Retirement Resolutions

- a. Benny Dain
- b. Dr. Nels Peterson
- c. Dr. Sara Jane Richter

Regent Callahan moved and Regent Anthony seconded to approve Section B, Items 1 and 2 as presented in the OPSU Agenda.

Those voting aye: Board Members Anthony, Arthur, Burns, Callahan, Davis, Hall, Link, and Milner. No: None. Abstentions: None. Absent: Harrel. The motion carried.

D-1 Approval of personnel actions

President Faltyn noted there were several persons changing positions within the University and taking on more responsibilities. He said the administration is currently in the process of succession planning and it is desired to ensure all of the great momentum from the past four years continues.

Regent Burns moved and Regent Milner seconded to approve Item D-1 as presented in the OPSU Agenda.

Those voting aye: Board Members Anthony, Arthur, Burns, Callahan, Davis, Hall, Link, and Milner. No: None. Abstentions: None. Absent: Harrel. The motion carried.

E-1 Approval of an Associate of Science-Career Technical Education Program

Regent Davis said the Academic Affairs, Policy and Personnel (AAPP) Committee met with the OPSU administration regarding this Item and acted to recommend approval.

Regent Davis moved and Regent Anthony seconded to approve Item E-1 as presented in the OPSU Agenda.

Regent Davis asked President Faltyn to share further details about this program. President Faltyn said this program is essentially the first step in a very specific educational process for CareerTech teachers. OPSU was approached by the Oklahoma Department of CareerTech and High Plains Technology Center (HPTC). He said CareerTech has had some requirement changes; including degree requirements for all faculty members, and they said they really like OPSU's brand of education. For OPSU, it is believed this type of partnership is the future. Finding these types of partnerships where there are dedicated people and dedicated resources to build the University's College of Education is the way forward. It is anticipated the administration will request approval of a bachelor's degree in this same program in the fall.

Chairman Link said this is a fabulous step forward in the right direction for collaboration between CareerTech and higher education and it follows along the joint venture with HPTC in Woodward. Chairman Link noted that though Regent Harrel was absent for this meeting, he believes it would be beneficial for President Faltyn to discuss this partnership with Regent Harrel because he is a strong supporter of CareerTech.

Regent Burns said he believes this is the future for not just OPSU, but all the A&M System's institutions. He encouraged all the System's presidents to follow this example and said it is clearly the way forward in Oklahoma given the funding challenges. This is an unexplored area and President Faltyn is paving the way forward for all of the other institutions.

Those voting aye: Board Members Anthony, Arthur, Burns, Callahan, Davis, Hall, Link, and Milner. No: None. Abstentions: None. Absent: Harrel.
The motion carried.

F-1 Approval of OPSU's FY 2021 Budgets

President Faltyn noted that this Item was discussed with members of the Planning & Budgets (P&B) Committee. Regent Callahan said the P&B Committee met with the OPSU administration regarding this Item and acted to recommend approval. (The FY 2021 budget documents for OPSU are collectively on file in the Board of Regents' Office as Document No. 1-6-19-20.)

Regent Callahan moved that the Board conditionally approve all elements of the budget as presented by the OPSU administration, including any recommendations on salary and wages, changes in room and board rates, and proposed tuition and/or fees, subject to the correction of any errors in the preparation of the budget documents and any pending or future budget decisions and personnel actions. Regent Burns seconded the motion.

Regent Callahan said higher education faced budgetary cuts again this year. The cuts this fiscal year were 3.95 percent. He commended the schools for the fact that they have been functioning on a 1996 basis in terms of State appropriations. The burden of higher ed is continuing to fall more and more on students and parents. Higher education institutions are struggling to get to a balanced budget. These are tough times for everyone across the United States and it is nearly a crisis situation. He said he believed the institutions are still delivering a tremendous product and there is strain on the faculty, administration, students, and their families to continue in this manner. He thanked the faculty, staff, and administration of the A&M System for continuing to deliver a great product.

Regent Milner said she agrees with Regent Callahan's comments and she thinks it is awesome that the institutions manage to continue functioning at these levels of funding.

Regent Burns said he agrees with the others' comments and wants to clarify that higher education is and has been in a financial crisis for the last decade. He knows this has been spoken about at length during prior meetings, but it is his hope that the public and lawmakers will eventually recognize that higher education is the pathway to economic success not just for the citizens, but for the State as well. Perhaps one day the trend of declining State support will be reversed. Oklahoma continues to set a record of having the lowest level of State support for higher education in the nation.

Chairman Link agreed that in years past there was a 75 percent funding rate from State appropriations and he thinks the rate this year is 12-23 percent for OSU and the A&Ms, which is a drastic and potentially lethal reduction. The schools have done a magnificent job of being able to manage the low funding levels and at the same time, they have not pushed much of that financial burden onto the students and parents by way of tuition and fee increases. There have been increases, but they have all done their best to keep those at a minimum. The record reflects that they have done a very good job of managing those tuition and fee numbers. The financial deficit has been made up in other ways and everyone should be commended for putting together their budgets like they have.

Those voting aye: Board Members Anthony, Arthur, Burns, Callahan, Davis, Hall, Link, and Milner. No: None. Abstentions: None. Absent: Harrel.
The motion carried.

H-1 Approval to enter into an agreement with Graduation Alliance

H-2 Approval to enter into a Law Enforcement Services Agreement with the Town of Goodwell, pending final review by Legal Counsel

President Faltyn said the firm listed in Item H-1 is a marketing and reengagement firm that reaches out to students who have stopped attending college due to life circumstances. This firm has a great track record of getting students to return to school and finish their degrees. President Faltyn said Item H-2 is an agreement that has been in place since the early 1990s, and he believes it is possible that the agreement may change within the next year due to new leadership in the town.

Regent Davis moved and Regent Hall seconded to approve Section H, Items 1 and 2 as presented in the OPSU Agenda.

Regent Anthony referenced Item H-1 and asked how reimbursement is handled. President Faltyn said it is a revenue share program, so Graduation Alliance (GA) would get a percentage of the tuition and fees that come back to OPSU for the students that they recruit. There is no money paid up front; once students are successfully recruited GA would get a percentage of the tuition and fees from those students.

Those voting aye: Board Members Anthony, Arthur, Burns, Callahan, Davis, Hall, Link, and Milner. No: None. Abstentions: None. Absent: Harrel.
The motion carried.

J-1 Approval of purchase orders for FY 2021

Regent Burns moved and Regent Davis seconded to approve Item J-1 as presented in the OPSU Agenda.

Those voting aye: Board Members Anthony, Arthur, Burns, Callahan, Davis, Hall, Link, and Milner. No: None. Abstentions: None. Absent: Harrel.
The motion carried.

President Faltyn said Chairman Link recently surpassed 10 years as a member of the Board, and it has been quite a year for the books. He said they are proud of him in the Panhandle, and it has been a great encouragement to have someone of Chairman Link's caliber involved and engaged.

The business of Oklahoma Panhandle State University being concluded, President Faltyn and members of the OPSU administration were excused from the meeting.



OKLAHOMA PANHANDLE STATE UNIVERSITY

Goodwell, Oklahoma

Agenda for the Regular Meeting of the Board of Regents for OSU and the A&M Colleges

June 19, 2020

Dear Board Members:

Subject to budgetary limitations and availability of funds, the following expenditures are submitted for Board approval with purchases to be coordinated through the Chief Procurement Officer, Oklahoma State University. We recommend the following business for your consideration and approval.

A - GENERAL INFORMATION/REPORTS REQUIRING NO ACTION BY THE BOARD

1. Remarks by President Faltyn
2. Panhandle Magazine

B – RESOLUTIONS

1. Board approval is requested for the following memorial resolutions.
(Reference Document B-1)
 - a. Mary Ellen Riley
 - b. Patricia Tinch
2. Board approval is requested for the following retirement resolutions.
(Reference Document B-2)
 - a. Benny Dain
 - b. Dr. Nels Peterson
 - c. Dr. Sarah Jane Richter

C - POLICY AND OPERATIONAL PROCEDURES

None

D - PERSONNEL ACTIONS

1. Board approval is requested for personnel actions including appointments, changes in salary, changes in title or rate, personnel leaves, etc. *(Reference Document D-1)*

E - INSTRUCTIONAL PROGRAMS

1. Board approval is requested for an Associate of Science-Career Technical Education Program. *(Reference Document E-1)*

F - BUDGETARY ACTIONS

1. Board approval is requested to approve Oklahoma Panhandle State University's proposed FY 21 Budgets, including E&G Rates Parts I and II, Auxiliary, Tuition and Fees, Room and Board Rates, and Personnel Salaries. *(Reference Document F-1)*

G - OTHER BUSINESS AND FINANCIAL MATTERS

None

H - CONTRACTUAL AGREEMENTS (other than construction and renovation)

1. Board approval is requested to enter into an agreement with Graduation Alliance to provide enrollment services and continuing student support services to prospective students. These agreements have been reviewed by legal counsel. *(Reference Document H-1)*
2. Board approval is requested to enter into a Law Enforcement Services Agreement with the Town of Goodwell. Legal Counsel will review the final version of the contract. *(Reference Document H-2)*

I - NEW CONSTRUCTION OR RENOVATION OF FACILITIES

None

J - PURCHASE REQUESTS

1. Board approval is requested for purchase orders over \$75,000 for FY 2021. *(Reference Document J-1)*

K - STUDENT SERVICES/ACTIVITIES

None

L - NEW BUSINESS UNFORESEEN AT TIME AGENDA WAS POSTED

None

M - OTHER INFORMATIONAL MATTERS NOT REQUIRING ACTION OF THE BOARD

1. April and May 2020 Out of State Travel *(Reference Document M-1)*



MEMORIAL RESOLUTION

WHEREAS, it has been called to the attention of Oklahoma Panhandle State University and the Board of Regents for the Oklahoma Agricultural and Mechanical Colleges that Mary Ellen Riley, Director of Financial Aid was claimed by death on May 23, 2020.

WHEREAS, Mary Ellen Riley, by her loyalty, attention to duty, and faithful performance rendered service as a staff member of Oklahoma Panhandle State University from 1980 to the date of her retirement in 2011, and as a citizen worthy of commemoration and respect; and

WHEREAS, her friends and Oklahoma Panhandle State University have suffered irreparable loss in her passing;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF REGENTS FOR THE OKLAHOMA AGRICULTURAL AND MECHANICAL COLLEGES;

THAT it takes this method to express its appreciation for the 31 years of exemplary service rendered by Mary Ellen Riley to Oklahoma Panhandle State University, the State of Oklahoma and its citizens, to express respect to her memory, and to extend to the family its deep sympathy in the loss sustained, and to state that the Board and every member thereof respectfully join the friends of the deceased in mourning the passing of one of Oklahoma Panhandle State University's staff members.

AND THAT the designation of Professor Emeritus is conferred upon Mary Ellen Riley.

BE IT RESOLVED, that a copy of this resolution be spread upon the minutes of the Board and copy sent to the family of Mary Ellen Riley.

Adopted by the Board the 19th day of June, 2020.

 Dr. Tim Faltyn, President

 Tucker Link, Chair



MEMORIAL RESOLUTION

WHEREAS, it has been called to the attention of Oklahoma Panhandle State University and the Board of Regents for the Oklahoma Agricultural and Mechanical Colleges that Patricia Tinch, Professor of Education, was claimed by death on April 30, 2020.

WHEREAS, Patricia Tinch, by her loyalty, attention to duty, and faithful performance rendered service as a faculty member of Oklahoma Panhandle State University from 1970 to the date of her retirement in 1997, and as a citizen worthy of commemoration and respect; and

WHEREAS, her friends and Oklahoma Panhandle State University have suffered irreparable loss in her passing;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF REGENTS FOR THE OKLAHOMA AGRICULTURAL AND MECHANICAL COLLEGES;

THAT it takes this method to express its appreciation for the 27 years of exemplary service rendered by Patricia Tinch to Oklahoma Panhandle State University, the State of Oklahoma and its citizens, to express respect to her memory, and to extend to the family its deep sympathy in the loss sustained, and to state that the Board and every member thereof respectfully join the friends of the deceased in mourning the passing of one of Oklahoma Panhandle State University's faculty members.

AND THAT the designation of Professor Emeritus is conferred upon Patricia Tinch.

BE IT RESOLVED, that a copy of this resolution be spread upon the minutes of the Board and copy sent to the family of Patricia Tinch.

Adopted by the Board the 19th day of June, 2020.

Dr. Tim Faltyn, President

Tucker Link, Chair



RETIREMENT RESOLUTION

WHEREAS, it has been called to the attention of Oklahoma Panhandle State University and the Board of Regents for the Oklahoma Agricultural and Mechanical Colleges that Benny Dain, Vice President of Fiscal Affairs, after many years of service; has retired from Oklahoma Panhandle State University.

WHEREAS, Benny Dain, by his loyalty, attention to duty, and faithful performance rendered service as senior executive of Oklahoma Panhandle State University from 1990 to the date of his retirement in 2020, and as a citizen worthy of commemoration and respect; and

WHEREAS, Benny Dain set a high standard of service in public higher education in the State of Oklahoma;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF REGENTS FOR THE OKLAHOMA AGRICULTURAL AND MECHANICAL COLLEGES;

THAT it takes this method to express its appreciation for the 30 years of exemplary service rendered by Benny Dain to Oklahoma Panhandle State University, the State of Oklahoma and its citizens, and to express that the Board and every member thereof respectfully extend to Benny Dain its deepest gratitude and respect.

AND THAT the designation of Professor Emeritus is conferred upon Benny Dain.

BE IT RESOLVED, that a copy of this resolution be spread upon the minutes of the Board and copy sent to Benny Dain.

Adopted by the Board the 19th day of June, 2020.

Dr. Tim Faltyn, President

Tucker Link, Chair



RETIREMENT RESOLUTION

WHEREAS, it has been called to the attention of Oklahoma Panhandle State University and the Board of Regents for the Oklahoma Agricultural and Mechanical Colleges that Dr. Nels Peterson, Professor of Agricultural Education, after many years of service; has retired from Oklahoma Panhandle State University.

WHEREAS, Dr. Nels Peterson, by his loyalty, attention to duty, and faithful performance rendered service as a faculty member of Oklahoma Panhandle State University from 2009 to the date of his retirement in 2020, and as a citizen worthy of commemoration and respect; and

WHEREAS, Dr. Nels Peterson set a high standard of service in public higher education in the State of Oklahoma;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF REGENTS FOR THE OKLAHOMA AGRICULTURAL AND MECHANICAL COLLEGES;

THAT it takes this method to express its appreciation for the 11 years of exemplary service rendered by Dr. Nels Peterson to Oklahoma Panhandle State University, the State of Oklahoma and its citizens, and to express that the Board and every member thereof respectfully extend to Dr. Nels Peterson its deepest gratitude and respect.

AND THAT the designation of Professor Emeritus is conferred upon Dr. Nels Peterson.

BE IT RESOLVED, that a copy of this resolution be spread upon the minutes of the Board and copy sent to Dr. Nels Peterson.

Adopted by the Board the 19th day of June, 2020.

Dr. Tim Faltyn, President

Tucker Link, Chair



RETIREMENT RESOLUTION

WHEREAS, it has been called to the attention of Oklahoma Panhandle State University and the Board of Regents for the Oklahoma Agricultural and Mechanical Colleges that Dr. Sara Jane Richter, Emeritus Dean of Liberal Arts and Professor of English, after many years of service; has retired from Oklahoma Panhandle State University.

WHEREAS, Dr. Sara Jane Richter, by her loyalty, attention to duty, and faithful performance rendered service as a faculty member of Oklahoma Panhandle State University from 1985 to the date of her retirement in 2020, and as a citizen worthy of commemoration and respect; and

WHEREAS, Dr. Sara Jane Richter set a high standard of service in public higher education in the State of Oklahoma;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF REGENTS FOR THE OKLAHOMA AGRICULTURAL AND MECHANICAL COLLEGES;

THAT it takes this method to express its appreciation for the 35 years of exemplary service rendered by Dr. Sara Jane Richter to Oklahoma Panhandle State University, the State of Oklahoma and its citizens, and to express that the Board and every member thereof respectfully extend to Dr. Sara Jane Richter its deepest gratitude and respect.

AND THAT the designation of Professor Emeritus is conferred upon Dr. Sara Jane Richter.

BE IT RESOLVED, that a copy of this resolution be spread upon the minutes of the Board and copy sent to Dr. Sara Jane Richter.

Adopted by the Board the 19th day of June, 2020.

Dr. Tim Faltyn, President

Tucker Link, Chair

Name	Title	Type	Effective Date	Salary
Alice Brazeau	Instructor of Mathematics	Replacement	8/10/2020	\$40,000
Shelly Worm	Interim Director of Teacher Education	Replacement	8/1/2020	\$14,000, Stipend
Dr. Julie Dinger	Provost	Title Change, Vice President of Academic Affairs to Provost	7/1/2020	\$116,000
Dr. Ryan Blanton	Vice President of Operations	Title Change, Vice President of Outreach to Vice President of Operations	7/1/2020	\$106,000
Kimberly Smith	Assistant Professor of Business Administration	Title Change, Instructor of Business Administration to Assistant Professor of Business Administration	7/1/2020	\$45,400
Stacy Nordquist	Assistant Professor of HPE	Title Change, Instructor of HPE to Assistant Professor of HPE	7/1/2020	\$46,435
Robby Johnson	Director of Physical Plant	Promotion	6/9/2020	\$65,000
Elizabeth McMurphy	Associate Vice President of Fiscal Affairs	Promotion	7/1/2020	\$90,000
Tiffany Murley	Controller	Promotion	7/1/2020	\$66,000
	Associate Vice President of Academic Support	New Position	7/1/2020	\$20,000, Stipend
	Dean College Online Program	New Position	7/1/2020	\$10,000, Stipend

Name	Title	Type	Effective Date	Service Time
Benny Dain	Vice President of Fiscal Affairs	Retirement	5/31/2020	30 Years 1 Month
Dr. Nels Peterson	Professor Ag Ed	Retirement	7/1/2020	10 Years 8 Months
Dr. Sara Richter	Emeritus Dean of Liberal Arts and Professor of English	Retirement	6/30/2020	34 Years 10 Months
Dr. Marlen Dee Wilkins	Instructor of Music	Resignation	5/8/2020	3 Years 8 Months
Laura Duran	Director of Physical Plant	Resignation	6/9/2020	3 Years 9 Months
Mike Lamar	Head Grounds Supervisor	Resignation	6/23/2020	3 Years 1 Month



OKLAHOMA PANHANDLE STATE UNIVERSITY

COLLEGE OF ARTS AND EDUCATION

Associate of Science – Career Technical Education

New Program Request

Proposed

Career Technical Education (AS)

60 Semester Hours

Student Success Seminar 1

Ucss 1111-Student Success Seminar

Communication 6

Engl 1113-Freshman Composition I

Engl 1213-Freshman Composition II

Mathematics 3

Math 1523- Modeling and Basic Statistics

American History and Government 6

Hist 1313-U.S. History 1492-1877 OR

Hist 1323-American History 1877-Present

Pols 1013-American Government

Social Science 6

Econ 1113-Elements of Economics

Social Science e.g. Psyc 1113, Soc 1113, CJ 1013

Natural Sciences 8

Biol 1304-Principles of Biology I

Physical Science (lab course) 4

Humanities 6

Choose from humanities, music appreciation, music history, art appreciation, literature, upper level foreign language, introduction to theater, world history, AND/OR world religion. No activity courses will count.

Liberal Arts and Science Electives 1

Major Requirements 23

Cted 1203-Foundations of Career Technical Education

Cted 2103-Instructional Procedures in Career Technical Education

Cted 2123-Coordinating Career Technical Education Student Organizations

Cted 2213-Safety/Organization/Management Learning Facilities

Educ 2213-Human Development/Child Adolescent Psychology

Educ 2233-Diversity in Education

Educ 2343-Occupational Analysis and Curriculum Development

2 hours Education Elective

New Courses



OKLAHOMA
PANHANDLE STATE
 UNIVERSITY

FY21 Budget Summary

Tuition and Fees	FY20	FY21	Change	Estimated New Revenue
In-State Tuition				
No Change to Tuition	\$ 154.00	\$ 154.00	\$ -	\$ -
E&G Mandatory Fees	\$65.00	\$68.00	\$3.00	\$96,855.00
Auxiliary Mandatory Fees	\$36.50	\$38.50	\$2.00	\$64,570.00
Mandatory Fees Total	\$101.50	\$106.50	\$5.00	\$161,425.00
Mandatory Fee Increase is 1.9%				

Mandatory Fee Increases Effect to Student Costs

- *\$5 per credit hour increase in mandatory fees
- \$75 per semester
- *\$150 annual cost

Student Services/Activities	FY20	FY21	Change	Estimated New Revenue
Housing Rates				
No Change to Housing Rates				
Dorm Single	\$1,800.00	\$1,800.00	\$0.00	\$0.00
Dorm Double	\$1,200.00	\$1,200.00	\$0.00	\$0.00
Apartments	\$2,500.00	\$2,500.00	\$0.00	\$0.00
Aggie Annex Single	\$2,550.00	\$2,550.00	\$0.00	\$0.00
Aggie Annex Double	\$2,150.00	\$2,150.00	\$0.00	\$0.00

Student Services/Activities	FY20	FY21	Change	Estimated New Revenue
Meal Plan Rates				
5 Meal Plan	\$ 852	\$ 864	\$ 12	\$ 1,862
10 Meal Plan	\$ 1,555	\$ 1,578	\$ 23	\$ 3,568
15 Meal Plan	\$ 1,658	\$ 1,683	\$ 25	\$ 3,878
20 Meal Plan	\$ 1,786	\$ 1,813	\$ 27	\$ 4,188
Meal Plan Rate Increases 1.5%				\$ 13,495



O K L A H O M A
PANHANDLE STATE
U N I V E R S I T Y

FY21 Budget Summary

Budgetary Actions	FY20	FY21	Change
E&G Budget for FY21			
Operations	\$ 5,637,064.00	\$ 5,414,586.00	\$ (222,478.00)
Grants, Contracts	\$ 125,202.00	\$ 76,182.00	\$ (49,020.00)
State Appropriations Total	\$ 5,762,266.00	\$ 5,490,768.00	\$ (271,498.00)
Tuition & Fees	\$ 11,259,623.00	\$ 10,998,451.00	\$ (261,172.00)
Other	\$ 5,100.00	\$ 10,600.00	\$ 5,500.00
Total E&G Budget Revenue	\$ 17,026,989.00	\$ 16,499,819.00	\$ (527,170.00)
Total E&G Budget Expense	\$ 17,079,512.00	\$ 16,557,881.00	\$ (521,631.00)
Use of Reserves	\$ (52,523.00)	\$ (58,062.00)	\$ (5,539.00)
Ending E&G Reserve <u>15%</u>	\$ 1,720,728.00	\$ 2,422,588.00	\$ 701,860.00

Other Budgets for FY21

Sponsored Programs			
Sponsored Program Budget	\$ 1,334,815.00	\$ 1,716,918.00	\$ 382,103.00
Federal Stimulus Funds - CARES	\$ -	\$ 544,851.00	\$ 544,851.00

Auxiliary Enterprise			
Auxiliary Enterprise Budget	\$ 6,660,951.00	\$ 6,403,690.00	\$ (257,261.00)
Ending Aux Reserve <u>15%</u>	\$ 1,274,000.00	\$ 955,889.00	\$ (318,111.00)

Promotion	Job Change
New Employee	Vacant
Additional Duty	Merit
	Frozen

Last Name	First Name	FTE	FY-20 Total	Stipend	FY-21 Merit		Notes	Dept Name
					Increases	FY-21 Total		
Aboohamidi	Abbas	1.0	\$45,000.00			\$45,000.00	Assistant Professor Ag Business	Agriculture
Allen	Julie	1.0	\$40,000.00			\$40,000.00	Head Volleyball Coach	Athletic Admin
Anderson	MaKenze	1.0	\$25,500.00			\$25,500.00	Academic Research Coordinator	Academic Resource Center
Avalos	Alma	1.0	\$38,500.00			\$38,500.00	Upward Bound Program Facilitator-replace Gomez	Upward Bound
Aznar	Tito	0.5	\$43,935.00			\$43,935.00	English Visiting Instructor & HLC Coordinator	Communications
Barton	Derek	1.0	\$27,000.00			\$27,000.00	Voice of Aggies, Fundraiser Coord (9 month)	Athletic Admin
Bates	Jared	1.0	\$45,000.00			\$45,000.00	Asst Prof Animal Science	Animal Science
Bensch	Curtis	1.0	\$54,535.19			\$54,535.19	Instructor from 11-month to 9-month	Agronomy
Beyer	Dave	1.0	\$40,000.00			\$40,000.00	Sports Information Director	Sports Info
Bird	Julia	0.7	\$41,400.00			\$41,400.00	Instructor Bus Admin, FT	Business Administration
Black	Chyanna	1.0	\$35,600.00			\$35,600.00	Dir Alumni Relations	Alumni
Blanton	Ryan	1.0	\$100,000.00			\$100,000.00	Vice President of Operations	Operations
Brazeau	Alice	1.0	\$40,000.00			\$40,000.00	Instructor, replace C. Shannon	Math & Physics
Brooks-Norquist	Audrey	1.0	\$36,000.00			\$36,000.00	Cheer/Dance Coach	Athletic Admin
Calloway	Kristy	1.0	\$75,000.00			\$75,000.00	Dir/Asst Prof Nursing	Nursing
Carter	Matthew	1.0	\$50,508.00			\$50,508.00	Asst. Prof & Dept Chair Ind Tech	CIS
Cayton	Sheldon	1.0	\$32,569.86			\$32,569.86	Academic Technology Coordinator	Academic Affairs
Collins	Dana	1.0	\$66,000.00			\$66,000.00	Director of HR & Payroll	Human Resources/Business Office
Collins	Justin	0.5	\$61,512.50			\$61,512.50	Professor & Dept Chair	Biology
Cotton	Anthony	1.0	\$11,000.00			\$11,000.00	Temp PT Asst FB Coach	Football
Crandall	Blake	1.0	\$11,000.00			\$11,000.00	Temp PT Asst FB Coach	Football
Crawford	Cory	1.0	\$11,000.00			\$11,000.00	Temp PT Asst FB Coach	Football
Dain	Benny	1.0	\$30,000.00			\$30,000.00	Consultant to Fiscal Affairs	Fiscal Affairs
Dinger	Julie	1.0	\$110,000.00			\$110,000.00	Provost	VP Academic and Student Affairs
Duren	Brad	1.0	\$80,818.81			\$66,818.81	No longer Dir Teacher Ed (\$14K), Dean of Arts & Education	Beh & Soc Sci
Eidson	Natasha	1.0	\$47,000.00			\$47,000.00	Dir of Campus Communications	Campus Communications
Esparza	Victor	1.0	\$55,000.00			\$55,000.00	Head Women's Basketball & Asst AD	WBB
Escobar	Christian	1.0	\$20,000.00			\$20,000.00	Asst. FB Coach	Football
Estrada	Dalia	1.0	\$30,000.00			\$30,000.00	Grants Program Coordinator	Grants
Etbauer	Robert	1.0	\$92,000.00			\$92,000.00	Head Rodeo Coach	Rodeo
Etbauer	Sue	1.0	\$33,000.00			\$33,000.00	Temp Rodeo Asst	Rodeo
Faltn	Timothy	1.0	\$240,000.00			\$240,000.00	President	President's Office
Ferrell	David	1.0	\$43,000.00			\$43,000.00	Asst Prof Biology, replace Branstine	Biology
Franks	Laura	1.0	\$40,000.00			\$40,000.00	Housing Coordinator	Housing
Freeman	Jordan	1.0	\$36,000.00			\$36,000.00	Shooting Sports Team Coach	Shooting Sports
Garcia	George	1.0	\$33,305.08			\$33,305.08	Carpenter I	Phys Plt Repairs
Ghazouani	Firas	1.0	\$33,000.00			\$33,000.00	Visiting Instructor	Math & Physics
Glass	Joey	0.5	\$30,000.00			\$30,000.00	Maintainance	Physical Plant
Glass	Amber	1.0	\$71,000.00			\$71,000.00	Registrar/International Coord	Registrar
Green	Sarah	1.0	\$65,000.00			\$65,000.00	Dean Academic Research Center	Academic Resource Center
Hammack	Hannah	1.0	\$42,000.00			\$42,000.00	Academic Records Coord/Equestrian Coach	Academic Resource Center
Hardman	Alton	1.0	\$58,710.00			\$58,710.00	Director of Library	Library
Harland	Richard	1.0	\$45,382.68			\$45,382.68	Prof to Prof Psychology	Beh & Soc Sci
Harris	Michael	1.0	\$65,000.00			\$65,000.00	Dean of Student Affairs	Student Affairs
Harris	Robyn	1.0	\$44,127.61			\$44,127.61	Asst Professor	Accounting
Helms	Hue Ray	1.0	\$41,400.00			\$41,400.00	Instructor	Industrial Tech
Henderson	Delilah	1.0	\$35,600.00			\$35,600.00	Field Placement/Education Secretary	Education
Henderson	Howard	1.0	\$70,347.25			\$70,347.25	IT Director	Aux DP - Technology
Hill	Carol	1.0	\$50,000.00			\$50,000.00	Purchasing Coordinator	Fiscal Affairs
Hitch	Sara J	1.0	\$44,400.00			\$44,400.00	Assoc Prof & Dept Chair	Business Administration
Hollis	Amber	1.0	\$52,303.44			\$52,303.44	Director Noble Center	Noble Act & Cultural Ctr
Houtz	Jade	1.0	\$51,000.00			\$51,000.00	Dir Admissions	Recruiting office
Ingo	Anthony	1.0	\$37,136.00		\$5,000.00	\$42,136.00	MeatLab Director	Aux Meat Lab
Johnson	Robert	1.0	\$52,000.00			\$65,000.00	Director of Physical Plant	Phys Plt Grounds
Joy	Shawn	1.0	\$40,500.00			\$40,500.00	Head Baseball Coach	Baseball
Kerr	Chad	1.0	\$37,000.00			\$37,000.00	Head Softball Coach	Softball
Kerr	Kimberly	1.0	\$26,000.00			\$26,000.00	Mailroom Clerk	Mailroom
Laird	Mark	1.0	\$50,000.00			\$50,000.00	Head Men's Basketball Coach	MBB
Lankford	Brian	1.0	\$52,077.84			\$52,077.84	Instructor & Athletic Trainer	Athletic Admin, HPER
Levings	Carolyn	1.0	\$34,960.00			\$34,960.00	Assistant Librarian	Library
Lewis	Charla	1.0	\$41,544.90			\$41,544.90	Asst Prof Music	Music
Lloyd	Dawn	1.0	\$23,492.96			\$23,492.96	Administrative Secretary	Library
Maille	Bonnie	1.0	\$25,750.00			\$25,750.00	Library Tech	Library
Maille	Patrick	0.5	\$53,855.67			\$53,855.67	Professor History & Faculty Athletic Rep	Beh & Soc Sci
Majeski	Bob	1.0	\$65,000.00			\$65,000.00	Head Football Coach	Football
Martin	Gwen	1.0	\$21,413.15			\$21,413.15	Secretary	Ag Dept.
Martin	Jerry	1.0	\$32,960.52			\$32,960.52	Prof Animal Science, BullTest Manager	Animal Science, BullTest
Martin	Steve	1.0	\$50,162.41			\$50,162.41	Associate Professor & Dept Chair	CIS
Mauldin	Dewayne	0.5	\$13,360.00			\$13,360.00	Head Women's and Men's Golf coach, both .50 FTE	Men's and Women's Golf
McCall	Darius	1.0	\$35,600.00			\$35,600.00	Asst. Athletic Trainer	Athletic Trainer
McMurphy	Elizabeth	1.0	\$72,000.00			\$90,000.00	Assoc. VP of Fiscal Affairs	Fiscal Affairs
Medina	Kimberly	1.0	\$26,000.00			\$26,000.00	Bookstore Clerk	Bookstore
Meyer	Beverly	1.0	\$46,575.00			\$46,575.00	Professor	Earth Science
Misuraca	Brandon	1.0	\$40,000.00			\$40,000.00	Head Men's Soccer Coach	Men's Soccer
Moore	Erin	1.0	\$52,500.00			\$52,500.00	Dir Financial Aid	Financial Aid
Mora	Teri	1.0	\$86,491.00			\$86,491.00	Dir of Hispanic/UB	UB, Academic and Student Affairs
Mulcahy	Meghan	1.0	\$70,000.00			\$70,000.00	Athletic Director	Athletic Admin
Murley	Tiffany	1.0	\$40,000.00			\$66,000.00	Controller/Bursar	Business Office
Murrell	John M	1.0	\$17,653.00			\$17,653.00	Part-time Instructor	Accounting
Nelson	Kristie	1.0	\$25,000.00			\$25,000.00	Admin Asst. in Financial Aid	Financial Aid
Nordquist	Stacy	1.0	\$45,435.00		\$1,000.00	\$46,435.00	Assistant Professor & Athletic Academic Advisor	HPER
Olsen	Jon	1.0	\$35,000.00			\$35,000.00	Visiting Instructor	Industrial Tech
Pasque	Vicki	1.0	\$43,816.65			\$43,816.65	Assistant Professor	CIS
Pinon	Irma	1.0	\$17,117.68			\$17,117.68	Noble Center Custodian	Noble Act & Cultural Ctr
Quintana	Olivia	1.0	\$30,000.00			\$30,000.00	Admissions Clerk	Admissions
Ramon	Dianna R	0.5	\$40,000.00			\$40,000.00	Director of Counseling & Testing	Counseling, Testing, Guidance
Ramon	Tenoch	1.0	\$43,411.19	\$7,000.00		\$50,411.19	Assistant Professor/Shooting Sports Asst	Biology/Shooting Sports
Rice-Evans	Abigail	1.0	\$46,167.00			\$46,167.00	Administrative Assistant to VPAA	VP Academics
Roadiger	Jeremiah	1.0	\$26,000.00			\$26,000.00	Recruiting	Recruiting office
Rose	Calandra	1.0	\$29,780.00	\$11,220.00		\$41,000.00	Administrative Assistant to PResident	President's Office
Rose Weeder	Shelbie	1.0	\$39,000.00			\$39,000.00	Asst. Women's Rodeo Coach	Rodeo

Promotion	Job Change
New Employee	Vacant
Additional Duty	Merit
	Frozen

Last Name	First Name	FTE	FY-20 Total	Stipend	FY-21 Merit		Notes	Dept Name
					Increases	FY-21 Total		
Rosso	Michael	1.0	\$40,000.00			\$40,000.00	Head Women's Soccer & Game Day	Women's Soccer
Salmonosky	Ashly	1.0	\$16,000.00			\$16,000.00	Temp PT Asst FB Coach	Football
Sanchez	Jackie	1.0	\$15,000.00			\$15,000.00	Asst. Softball Coach	Softball
Sangster	Yvonne	1.0	\$38,295.00			\$38,295.00	Instructor	Art
Schoenals	Dillon	0.7	\$45,000.00			\$45,000.00	Director of Institutional Research	Assessment
Sell	Carl	1.0	\$38,000.00		\$2,000.00	\$40,000.00	Asst Professor	Communications
Short	Joyce	1.0	\$37,621.40			\$37,621.40	Head Cashier	Business Office
Shoulders	Brent	1.0	\$46,783.42			\$46,783.42	Assoc Prof & Dept Chair	Art
Smith	Kimberly	1.0	\$41,400.00	\$3,000.00	\$1,000.00	\$45,400.00	Assistant Professor, Online Coordinator	Business Administration
Starlin	Caitlin	1.0	\$46,575.00			\$46,575.00	Instructor	Nursing
Steele	Megan	1.0	\$46,575.00			\$46,575.00	Instructor	Nursing
Stephens	Daren	1.0	\$37,015.00			\$37,015.00	Instructor	Animal Science
Stephens	Tyler	1.0	\$42,600.00			\$42,600.00	Instructor	Psychology
Stork	Nikki	1.0	\$28,000.00	\$1,200.00		\$29,200.00	Admissions Clerk	Admissions
Strain	Brailey	1.0	\$30,000.00			\$30,000.00	Student Life Coordinator	Student Affairs
Tan	Lucy	0.5	\$31,000.00			\$31,000.00	Assistant Professor of Music / Pianist / Artist-in-Residence	Music
Test	Bryon	1.0	\$49,425.82			\$49,425.82	Assoc Professor	Art
Thomas	Kiwaukee	1.0	\$2,000.00			\$2,000.00	Asst FB Coach	Football
Thompson	Karlyse	1.0	\$35,600.00			\$35,600.00	Associate Athletic Trainer	Athletic Trainer
Torres	Laura	1.0	\$40,000.00			\$40,000.00	Admin Assistant to Operations & Fiscal Affairs	Operations & Fiscal Affairs
Tucker (Lyle)	Shawna	1.0	\$66,614.00			\$66,614.00	Dean Ag, Science, Math & Nursing/Asst. Prof Math	Ag, Science, Math & Nursing
Tuttle	Nick	1.0	\$48,000.00			\$48,000.00	Webmaster	Webmaster
Unruh	Judy	1.0	\$52,238.33			\$52,238.33	Asst Professor	Nursing
Wiggins	Larry	1.0	\$35,000.00			\$35,000.00	Visiting Instructor	Art
Wilkinson	Sydney	1.0	\$51,000.00			\$51,000.00	Instructor of Animal Science, Livestock Judging	Animal Science
Winger	Davin	1.0	\$69,627.33			\$69,627.33	Dean Business Admin & Technology/Asst. Prof Business Admin	Business Administration
Wisener	Shelley	1.0	\$37,000.00		\$3,000.00	\$40,000.00	Assistant Professor of English	Communications
Worm	Shelly	0.8	\$42,435.00	\$14,000.00		\$56,435.00	Asst. Prof, Interim Dir Teacher Education	Education
Wright	Larry	0.3	\$31,875.99			\$31,875.99	Computer Technician	Data Processing
Wu	Cheng-Hsien	1.0	\$45,540.00			\$45,540.00	Assoc Professor	Education
Vacant	Bookstore Manager	1.0	\$36,000.00			\$0.00	Replace Hooks	Bookstore
Vacant	Dir/Assistant Professor, C	1.0	\$50,000.00			\$0.00	Replace Bozeman, Frozen Position	Criminal Justice
Vacant	Associate Professor, Beh	1.0	\$40,110.00			\$40,110.00	Replace Cole, Frozen Position	Beh & Soc Sci
Vacant	Instructor, Accounting	1.0	\$42,000.00			\$0.00	Replace Mindy Davis, Frozen Position	Accounting
Vacant	Instructor, CIS	1.0	\$40,000.00			\$0.00	Replace Smith, Frozen Position	CIS
Vacant	Hispanic Coordinator	1.0	\$34,991.00			\$34,991.00	Replace Mora	Hispanic Student Services
Vacant	Recruiter	1.0	\$26,000.00			\$0.00	Replace Hannah Hammock	Recruiting office
Vacant	Math Dept Chair	0.05	\$2,000.00			\$2,000.00	Replace Ask	Math & Physics
Vacant	Communication Dept Cha	0.05	\$2,000.00			\$2,000.00	Replace Book	Communications
Vacant	Dean College of Online Pr	0.50	\$0.00			\$10,000.00	New position	Online Program
Vacant	Admin Asst to Physical Pl	1.00	\$0.00			\$32,000.00	Replace Assistant Director to Physical Plant	Physical Plant
Vacant	Assoc. VP of Academic Af	0.50	\$0.00			\$20,000.00	New position	Academic Affairs
Vacant	Assistant Coach	1.0	\$15,000.00			\$0.00	Replace Isaiah Carson	Men's Basketball
Vacant	Accounts Payable	1.00	\$40,000.00			\$0.00	Replace Tiffany Murley	Business Office
Vacant	Asst. Athletic Trainer	1.00	\$0.00			\$0.00	New position	Athletic Trainer
Vacant	Asst. Financial Aid Dir	1.00	\$30,000.00			\$0.00	Hire Karen Bauer	Financial Aid
Vacant	Asst Professor & Educatio	1.00	\$55,000.00			\$0.00	Replace Mihelic, Frozen Position	Education
Vacant	Professor Ag Ed	1.0	\$44,200.30			\$0.00	Replace Dr. Peterson	Ag Ed
Vacant	Asst. Professor	1.0	\$75,850.00			\$0.00	Replace Dr. Richter	Communications
Vacant	Instructor	1.0	\$38,000.00			\$0.00	Replace Dr. Wilkins	Music
Vacant	Admin Asst to Athletics	1.0	\$30,000.00			\$0.00	Replace Emma Montoya	Athletic Admin
Vacant	Head Coach	1.0	\$40,000.00			\$0.00	New position	Track & Field
Vacant	Asst. Baseball Coach	0.5	\$15,000.00			\$0.00	Replace Korbin Polly	Baseball
Vacant	Asst. WBB Coach	0.5	\$15,000.00			\$0.00	Replace Denise Levine	Women's Basketball
Vacant	Asst. Coach	0.5	\$15,000.00			\$0.00	Replace	Volleyball
Vacant	Head Coach/Asst Coach	0.5	\$0.00			\$0.00	New position	Cross Country & Track
Vacant	Asst. Coach	0.5	\$0.00			\$0.00	New position	Men's Soccer
Vacant	Asst. Football Coach	1.0	\$21,000.00			\$0.00	Replace Dylan Swarers	Football
Vacant	Asst. Cross Country	0.5	\$5,000.00			\$5,000.00	Replace Denise Levine	Cross Country
			\$6,113,587.97	\$36,420.00	\$12,000.00	\$5,650,957.67		

Student Re-engagement and Retention Agreement

between
Graduation Alliance, Inc.
(hereinafter referred to as “Graduation Alliance”)

AND
Oklahoma Panhandle State University
(hereinafter referred to as “Institution”)
(each identified individually as a “Party” and collectively as the “Parties”)

A. Purpose

It shall be the purpose of this Student Re-engagement and Retention Agreement for Graduation Alliance to provide re-enrollment services to the Institution for Institution’s students who once attended the Institution, are no longer attending the Institution, and have not completed their program of study, and then continuing student support services for the Students once reengaged at Institution.

B. Definitions

When used in this Agreement, the capitalized terms listed below shall have the following meanings.

1. **Agreement:** this Student Re-engagement and Retention Agreement.
2. **Coach:** a Graduation Alliance Student Success Coach, as defined in Section C-3.
3. **Confidential Information:** information of one Party that is shared with the other Party and is considered confidential, as defined in Section H.
4. **Data:** all information provided by Institution to Graduation Alliance in accordance with Exhibit B.
5. **EC:** a Graduation Alliance Enrollment Coordinator as defined by Section C-1.
6. **Effective Date:** the date of the Institution’s signature to this Agreement.
7. **Executive Contact:** the Institution’s primary, senior contact.
8. **GA Payment:** the fees owed to Graduation Alliance by the Institution for services rendered under this Agreement, as outlined in Section F-1.
9. **Launch Date:** the date instruction begins for the first Student(s).
10. **Manager:** the Institution Support Manager, as defined by Section C-4.
11. **Operational Contact:** the Institution’s secondary, operational point of contact.
12. **Primary Term:** the Initial Term and any Successor Term(s), as defined in Section F-1.
13. **Prospective Student List:** list of names and contact information (including but not limited to: name, mailing address, physical address, phone numbers, email address) of students who once attended the Institution, are no longer attending the Institution, and have not completed their program of study.
14. **Revenue:** tuition and fees collected from Students for courses taken at the Institution.
15. **Student:** an individual who once attended the Institution, did not completed his/her program of study at the Institution, and has re-enrolled in the Institution.
16. **Tuition Exempt Students:** any Students whose tuition and fees are waived.
17. **Wind Down Phase:** the two year period following the Primary Term.
18. **Wind Down Services:** Student Retention, per Section C-3, Institution Support, per section C-4, and any other services mutually agreed to by the Institution and Graduation Alliance.

C. Graduation Alliance Services

1. **Re-enrollment Recruitment Services.** Graduation Alliance shall provide re-enrollment recruitment services to the Institution in an effort to re-engage students who once attended the Institution, are no longer attending the Institution, and have not completed their program of study. Graduation Alliance shall serve as the primary point of contact for prospective Students from initial contact through re-enrollment via various communication methods including, but not limited to, inbound phone calls, email, or text, which it shall perform through its ECs. Graduation Alliance shall:
 - a. provide a team of ECs to contact prospective Students;
 - b. staff and equip a call center for ECs;
 - c. provide a toll-free number for prospective Students;
 - d. recruit in compliance with the academic standards of the Institution and regulatory requirements; and
 - e. provide information to prospective Students regarding the Institution and refer prospective Students to the Institution regarding financial aid and/or academic questions.

Graduation Alliance agrees that in the course of fulfilling its obligations under this Agreement it will not provide any commission, bonus, or other incentive payments based directly or indirectly upon success in securing re-enrollments to any person or entity directly engaged in any Student recruiting or admission activities, except in accordance with the provisions of 34 C.F.R. 668.14(b)(22)(2003) and any subsequent amendment thereto, and/or any other requirement of the United States Department of Education or the Institution's regional accreditor.

2. Re-Enrollment Support

Graduation Alliance shall guide prospective Students through the re-enrollment process, including his/her submission of re-enrollment related documentation directly to the Institution. Graduation Alliance shall:

- a. contact re-enrolling Students regarding relevant deadlines;
- b. remind Students to submit necessary paperwork (transcripts, etc.);
- c. remind Students of the registration process, registration deadlines and payment deadlines once readmitted to the Institution; and
- d. refer Students to appropriate Institution resources if there are further questions about the Program(s).

3. Student Retention

Graduation Alliance shall provide all Students, non-instructional support to promote course-to-course progression. Graduation Alliance shall assign each Student a Coach. Coaches shall communicate with Students via phone, email, or SMS to review and encourage progress through the Student's program of study, resolve issues, refer Students to applicable resources at the Institution, and provide additional support and encouragement. Coaches shall be available during normal business hours, Monday through Friday, excluding US holidays. Coaches may also be available during non-standard hours and on weekends, at the Coach's sole discretion. Coaches shall successfully complete a criminal background check prior to any interaction with Students. Graduation Alliance does not inform any Institution office about a Student's withdrawal from a program of study.

4. Institution Support

Graduation Alliance shall designate a Manager who will act as the primary point of contact between Graduation Alliance and the Institution. Graduation Alliance shall also provide the Institution with implementation and ongoing support to facilitate the re-engagement of Students and may assist with the following types of activities: (i) planning sessions with Institution's operational teams (i.e. IT, admission, registration, bursar) to map out, document, adapt and coordinate with Graduation Alliance their existing application, registration, and enrollment processes, workflows and procedures to facilitate the online Student experience supported by both Parties; and (ii) cross-functional planning and execution sessions for both Parties' other relevant stakeholders and departments to meet agreed to milestones and timelines.

5. Wind Down Services

At the conclusion of the Initial Term when the Wind Down Phase begins, Graduation Alliance shall provide only Wind Down Services during the Wind Down Phase.

D. Institution Obligations

1. Sole Authority of the Institution.

In the performance of services pursuant to this Agreement, the Institution shall retain sole authority in the following areas: (i) selection and appointment of faculty, (ii) admission decisions, (iii) curriculum/content, assessments, evaluations, quality and instruction, (iv) award of course credit and/or academic credentialing, and (v) decision to award scholarships or financial aid. Institution will work cooperatively with Graduation Alliance to implement this Agreement and facilitate a quality re-engagement experience for Students.

2. Financial Relationship with Students

The Institution shall maintain the financial relationship with Students. Institution shall be invoiced and otherwise charge Students for all Revenue and is responsible for the collection of all Revenue from Students.

In the event that there are any Tuition-Exempt Students, those Students must be identified and agreed upon by the Parties. Neither the Institution nor Graduation Alliance shall receive any Revenue or portion thereof for the Tuition Exempt Students.

The Institution agrees to carry out the administration of all aspects of the financial aid process and do so in compliance with all applicable federal regulations. The Institution will make financial aid available to students in the same manner and to the same extent as made available to other students of Institution and is solely responsible for, and will retain

complete control over, all aspects of awarding financial aid (including the federal student financial assistance programs under Title IV of the Higher Education Act of 1965, as amended), including determining and verifying eligibility, monitoring and managing all aspects of student's award acceptance, loan counseling, and setting of budgets and disbursement schedules. It is agreed and understood that Graduation Alliance shall have no involvement in or responsibility for the financial aid process. Graduation Alliance personnel shall refer financial aid matters to the Institution and the Institution shall have the right to review and approve in advance any Graduation Alliance functions or activities, including call scripts, that may involve the financial aid matters or financial aid decisions of Institution students.

3. Re-Enrollment Enablement

- a. **Delivery of Branding and Style Guidelines.** Institution shall deliver to Graduation Alliance its branding and style guidelines to be used by Graduation Alliance in their efforts to re-enroll Students, which shall be attached to this Agreement as Exhibit A and updated by the Parties as needed.
- b. **Institution Student Lists.** Within 10 (ten) business days of the Effective Date of this Agreement, Institution shall provide the Prospective Student List to Graduation Alliance. At least quarterly, the Institution shall update the Prospective Student List with any former students who are now eligible for re-enrollment. Institution represents and warrants that: (i) it has obtained prior express consent under the Telephone Consumer Protection Act of 1991 ("TCPA") from all individuals on the Prospective Student lists for Institution and a vendor such as Graduation Alliance to place calls utilizing an automatic dialing machine and send text messages as contemplated under this Agreement; and (ii) it has not received instructions by any means from any individual on a Prospective Student List to cease communicating with them by phone, text, or email. In the event that Institution is informed that a former student has requested not to be contacted regarding re-enrollment or otherwise, Institution will promptly notify Graduation Alliance of that request.
- c. **Designation of Contacts.** The Institution shall designate both an Executive Contact and an Operational Contact for the Graduation Alliance-Institution relationship. The Executive Contact shall be a Provost, Dean, or other senior administration official to interact with Graduation Alliance's assigned Manager. The Operational Contact shall act as a project manager for the Graduation Alliance-Institution relationship throughout the Term of the Agreement.

4. Access to Data

The Institution shall make available to Graduation Alliance the Data from its SIS and LMS as identified in Exhibit B. Further, the Institution designates Graduation Alliance as a "school official" within the meaning of CFR § 99.31(a)(1)(i)(B) (FERPA) as Graduation Alliance performs institutional services to the Institution in accordance with this Agreement and is authorized to use the Data to fulfill its obligations under this Agreement. Graduation Alliance may also utilize de-identified Data for its own research and analysis purposes. Further, Graduation Alliance is authorized to share Data with any specialized and strategic vendors as required to perform its obligations under this Agreement. For avoidance of doubt, nothing herein restricts Graduation Alliance's use of any data it initially furnishes to the Institution, subject to applicable law. Graduation Alliance shall use commercially reasonable efforts to ensure the Data shared is not re-disclosed or otherwise breached.

Graduation Alliance will report any unlawful data breach of its Data or the Data of our third-party data processors to Institution within 72 hours of the breach if it is reasonably apparent that personal information stored in an identifiable manner has been accessed.

E. Ownership

1. **Ownership of Contributed Materials.** Graduation Alliance and the Institution each retain all ownership and intellectual property rights in any materials that they each contribute respectively for use by the other Party as contemplated under this Agreement.
2. **Ownership of Developed Materials.** Any right, title and interest in and to any intellectual property arising from or attributed to any of the work or activities undertaken as part of this Agreement shall belong to the Party that creates such intellectual property, unless mutually agreed to otherwise in writing. For avoidance of doubt: (a) Institution owns the content of online course materials where such course materials are based on content furnished by Institution; (b) Institution owns the content of any marketing materials created exclusively for the Institution which mention or refer to the Institution in any way; and (c) Graduation Alliance retains all rights in and to its business methods, technology, and marketing techniques, including but not limited to any improvements or modifications thereto which may arise during the course of performing its the services under this Agreement.
3. **Warranty.** Each Party represents and warrants to the other that it is the sole and exclusive owner of the provided materials or has the license to use and sub-license any intellectual property owned by third parties and incorporated into such materials, and that, to the best of its knowledge, such materials do not infringe any third-party rights.

F. Term of Agreement

1. Primary Term

This Agreement is effective from the Effective Date and expires on the first anniversary of the Launch Date (the **Initial Term**). This Agreement automatically renews for successive one (1) year terms unless either Party notifies the other in writing not less than ninety (90) days prior to the expiration of the current term of its intention not to renew (**Successor Term[s]**). The Initial Term and any Successor Term(s) are collectively referred to as the **Primary Term**.

2. Wind Down Phase

At the conclusion of the Primary Term of the Agreement, the Wind Down Phase begins during which Graduation Alliance will provide Institution only Wind Down Services.

G. Payment and Taxes

1. Graduation Alliance Payment

For all Students enrolled at the Institution during the Term of this Agreement, the Institution shall collect Revenue and remit to Graduation Alliance 30% (thirty percent) of that Revenue (the **GA Payment**) for any and all courses taken by Students at the Institution. Graduation Alliance shall submit invoices for the GA Payment on a monthly basis. Institution shall remit the GA Payment to Graduation Alliance within thirty (30) days of receipt of an invoice.

2. Wind Down Payments

During the Wind Down Phase of the Agreement, the Institution will continue to remit the GA Payment to Graduation Alliance for all Students continuing to take courses at the Institution even if the Institution elects not to receive Wind Down Services.

3. Taxes

Each Party shall be responsible for any and all taxes due on its portion of Revenues received.

H. Confidential Information

Each Party agrees that Confidential Information is any business and technical information of the other Party which, in the exercise of reasonable judgment, should be recognized by such Party as confidential, it shall not use or disclose Confidential Information to any third party, except for the purpose of performing this Agreement. The obligation of confidentiality shall not apply to information which: (a) is or becomes part of the public domain through no fault of the receiving Party; (b) is furnished by the disclosing Party to others without restrictions on use and disclosure; (c) becomes known or available to the receiving Party without restriction from a source other than the disclosing Party without breach of any Agreement with the disclosing Party; (d) is disclosed with prior written approval of the disclosing Party; (e) is independently developed by the receiving Party without the use of any Confidential Information; (f) is previously known to the receiving Party on a non-confidential basis; or (g) is required by court order (other legal process) or government agency to be disclosed, in which case, the receiving Party shall give the disclosing Party as much notice as is reasonably practical so that the disclosing Party may seek a protective order or other confidential protection as the disclosing Party, in its sole discretion, may elect and the receiving Party shall reasonably cooperate with the disclosing Party in disclosing Party's efforts to obtain such order or protection.

I. Dispute Resolution

In the event of any dispute arising between the Parties, notice shall be served to the other Party of said dispute. Prior to either Party filing a claim against the other Party, the Parties shall work in good faith to resolve said dispute within sixty (60) days of receipt of the dispute notice. If the Parties are unable to resolve the dispute within sixty (60) days, then the Parties shall refer the matter to an agreed mediator within thirty (30) days. If the Parties are unable to resolve the dispute at mediation, then neither Party is further restricted from pursuing any claims against the other Party.

J. Notice.

All notices, including notices of address change, required to be sent hereunder shall be in writing and shall be deemed to have been given when mailed by certified mail or actually received to:

K. Indemnification.

Graduation Alliance warrants it will comply at all times with applicable federal, state and local laws in the performance of its services hereunder. Graduation Alliance shall indemnify and hold harmless Institution and its officers, agents, employees, volunteers, representatives and assigns from and against any and all actions, omissions to act, claims, damages, judgments, demands, rights and causes of action arising out of or incident to the services performed hereunder.

L. LIMITATION OF LIABILITY

NEITHER PARTY SHALL BE LIABLE FOR ANY INDIRECT, INCIDENTAL, SPECIAL, PUNITIVE, OR CONSEQUENTIAL DAMAGES EXCEPT AS OTHERWISE CONTEMPLATED IN THIS AGREEMENT. EXCEPT FOR GRADUATION ALLIANCE'S CONFIDENTIALITY OBLIGATIONS, IN NO EVENT SHALL THE AGGREGATE LIABILITY OF GRADUATION ALLIANCE, IF ANY, INCLUDING LIABILITY ARISING OUT OF CONTRACT, NEGLIGENCE, STRICT LIABILITY IN TORT OR WARRANTY, OR OTHERWISE, SHALL NOT EXCEED THE TOTAL OF FEES PAYABLE BY PARTNER FOR THE TWELVE (12) MONTHS IMMEDIATELY PRECEDING THE CLAIM FOR SUCH LIABILITY.

M. Applicable Law.

This Agreement and any dispute or claim arising out of or in connection with it or its subject matter or formation (including non-contractual disputes or claims) shall be governed by and construed in accordance with the laws of the state in which services are being provided. The provisions of this Agreement shall be construed to conform to those laws.

N. Relationship between the Parties.

Each Party is an independent contractor and will be solely responsible for payment of all compensation owed to its employees, as well as employment related taxes. Each Party will maintain appropriate worker's compensation for its employees as well as general liability insurance. Neither this Agreement, nor any terms and conditions contained herein, shall be construed as creating a partnership, joint venture, agency or franchise relationship.

O. Amendment and Waiver.

This approved Agreement may be waived, changed, modified, or amended only in writing by authorized individuals of both Parties. If any provision of the Agreement shall be deemed in conflict with any statute or rule of law, such provision shall be modified to be in conformance with said statute or rule of law. The waiver by either Party of any default or breach of this Agreement shall not constitute a waiver of any other or subsequent default or breach. Except for actions for nonpayment or breach of either Party's intellectual property rights, no action, regardless of form, arising out of this Agreement may be brought by either Party more than two years after the cause of action has occurred.

P. Entire Agreement.

This Agreement constitutes the entire agreement of the parties and supersedes any previous written or oral agreements. Any other agreement, representation, or understanding, verbal or otherwise, relating to the services of Graduation Alliance and the Institution, or otherwise dealing in any manner with the subject matter of this Agreement, is hereby deemed to be null and void and of no force and effect whatsoever.

Q. Severability.

In the event any provision of this Agreement is held to be invalid or unenforceable, the remaining provision of this Agreement will remain in full force.

R. Successors and Assigns.

This Agreement will be binding upon, and will inure to the benefit of, the permitted successors and assigns of each Party hereto. Either Party may assign this Agreement upon providing written notice to the other Party.

S. Counterparts.

This Agreement may be executed in any number of counterparts, each of which, when executed and delivered, shall be an original, and all the counterparts together shall constitute one and the same instrument.

T. Survivability.

The following Sections shall survive the expiration and termination of this Agreement: E, H, L, M, O, and Q.

<<signature page follows>>

IN WITNESS WHEREOF, the parties have caused this Agreement to be duly executed below.

Graduation Alliance, Inc.

Oklahoma Panhandle State University

By: _____

By: _____

Title: _____

Title: _____

Date: _____

Date: _____

(“Effective Date”)

310 South Main Street, 12th Floor
Salt Lake City, UT 84101

Address: _____

High School Diploma Student Engagement and Retention Agreement

between
Graduation Alliance, Inc.
(hereinafter referred to as “Graduation Alliance”)

AND
Oklahoma Panhandle State University
(hereinafter referred to as “Institution”)
(each identified individually as a “Party” and collectively as the “Parties”)

A. Purpose

It shall be the purpose of this High School Diploma Student Engagement and Retention Agreement for Graduation Alliance to market the provide enrollment services to prospective Students who do not have a high school diploma and wish to enroll in the Institution, and then continuing student support services for the Students once enrolled at the Institution.

B. Definitions

When used in this Agreement, the capitalized terms listed below shall have the following meanings.

1. **Agreement:** this High School Diploma and Student Re-engagement and Retention Agreement.
2. **American Academy:** a high school operated by Graduation Alliance, fully accredited by AdvancED.
3. **Coach:** a Graduation Alliance Student Success Coach, as defined in Section C-4.
4. **Confidential Information:** information of one Party that is shared with the other Party and is considered confidential, as defined in Section H.
5. **Data:** all information provided by Institution to Graduation Alliance in accordance with Exhibit B.
6. **Diploma Students:** individuals that wish to attend the Institution but do not yet have a high school diploma and are enrolled in Graduation Alliance’s high school program.
7. **Effective Date:** the date of the Institution’s signature to this Agreement.
8. **EC:** a Graduation Alliance Enrollment Coordinator, as defined in Section C-2
9. **Executive Contact:** the Institution’s primary, senior contact.
10. **GA Payment:** the fees owed to Graduation Alliance by the Institution for services rendered under this Agreement, as outlined in Section F-1.
11. **Launch Date:** the date instruction begins for the first Student(s).
12. **Manager:** the Institution Support Manager, as defined by Section C-5.
13. **Operational Contact:** the Institution’s secondary, operational point of contact.
14. **Primary Term:** the Initial Term and any Successor Term(s), as defined in Section F-1.
15. **Prospective Student List:** list of names and contact information (including but not limited to: name, mailing address, physical address, phone numbers, email address) of students who once attended the Institution, are no longer attending the Institution, and have not completed their program of study.
16. **Revenue:** tuition and fees collected from Students for courses taken at the Institution.
17. **Enrolled Student:** an individual who has enrolled in the Institution.
18. **Students:** Diploma Students and Enrolled Students, jointly.
19. **Tuition Exempt Students:** any Students whose tuition and fees are waived.
20. **Wind Down Phase:** the two year period following the Primary Term.
21. **Wind Down Services:** Student Retention, per Section C-3, Institution Support, per section C-4, and any other services mutually agreed to by the Institution and Graduation Alliance.

C. Graduation Alliance Services

1. **Diploma Students.** Graduation Alliance shall conduct marketing activities for individuals who wish to attend the Institution but do not yet have a high school diploma. At all times, Graduation Alliance shall adhere to the branding and style guidelines provided by the Institution in accordance with Section D-3-a. The specific marketing and promotion channels utilized and the degree and method of deployment of marketing collateral will be determined by Graduation Alliance. For Diploma Students, Graduation Alliance shall be responsible for educating and supporting Diploma Students through completion of their high school diploma. Once Diploma Students have completed their high school diploma, Graduation Alliance shall provide recruitment services for those Diploma Students in accordance with Section C-2.

- a. Student Eligibility.** In order for an individual to be eligible to be a Diploma Student, he/she must (i) have not yet met the graduation requirements of the American Academy, as listed on Exhibit A; and (ii) have no more than seven (7) credits remaining to complete his/her diploma. Once determined to be eligible, a Student will retain eligibility, regardless of breaks in enrollment, until the Student earns his/her high school diploma.
- b. Web Portal.** Graduation Alliance will provide the Institution with a web-based portal through which Institution can (i) monitor the Program, including enrollments, registrations, and progress of Students; (ii) review and access records of courses Students have taken; and (iii) review and access transcripts for Students (the "Portal"). The Portal also allows Graduation Alliance to custom-configure proactive alerts and notifications delivered via email and/or text message about various system triggers, including Student activity and progress.
- c. Enrollment.** In order for an eligible individual, as identified in Section C-1-a, to enroll as a Student, he/she must: (i) complete all steps of the application process established by the Institution and Graduation Alliance; (ii) be accepted for enrollment based on the eligibility requirements identified in Section C-1-a; (iii) be formally enrolled by Graduation Alliance; and (iv) complete their first assignment.
- d. Instruction.** Graduation Alliance will be responsible for the provision and oversight of all instruction to Students under this Agreement at no cost to the Students. Graduation Alliance will schedule instruction so that all Students have the opportunity to work with instructional staff during all the hours of the standard instructional day.

Instruction will include: (i) academic skills instruction appropriate to each student's skills levels and academic goals; (ii) college readiness and work readiness preparation coursework; (iii) math, writing and reading remediation; (iv) subject specific high school credit recovery instruction; (v) other coursework approved by the Institution, including cooperative work experience.

- e. Standardized Assessments.** Graduation Alliance may administer standardized assessments in order to determine a student's initial math and reading level upon enrollment. Graduation Alliance may restrict or deny access if a Student's assessments results do not meet minimum requirements as determined by Graduation Alliance.
 - f. Award of Credit.** High school credit will be awarded for successful completion all American Academy coursework in which Students are enrolled in accordance with the following:
 1. High school credit will be awarded for instruction provided by Graduation Alliance.
 2. Graduation Alliance documentation related to the earned credits will be provided to the Student and the Institution.
 - g. Graduation Requirements.** For students to earn a diploma through The American Academy, they are required to complete all graduation requirements as identified in Exhibit A and a minimum of two (2.0) credits of American Academy coursework.
- 2. Recruitment Services.** Graduation Alliance shall provide recruitment services to the Institution in an effort to recruit individuals who wish to attend the Institution but do not yet have a high school diploma. Graduation Alliance shall serve as the primary point of contact for prospective Students from initial contact through enrollment via various communication methods including, but not limited to, inbound phone calls, email, or text, which it shall perform through its ECs. Graduation Alliance shall:
- a. provide a team of ECs to contact prospective Students;
 - b. staff and equip a call center for ECs;
 - c. provide a toll-free number for prospective Students;
 - d. recruit in compliance with the academic standards of the Institution and regulatory requirements; and
 - e. provide information to prospective Students regarding the Institution and refer prospective Students to the Institution regarding financial aid and/or academic questions.

Graduation Alliance agrees that in the course of fulfilling its obligations under this Agreement it will not provide any commission, bonus, or other incentive payments based directly or indirectly upon success in securing enrollments to any person or entity directly engaged in any Student recruiting or admission activities, except in accordance with the

provisions of 34 C.F.R. 668.14(b)(22)(2003) and any subsequent amendment thereto, and/or any other requirement of the United States Department of Education or the Institution's regional accreditor.

3. Enrollment Support

Graduation Alliance shall guide prospective Students through the application and enrollment process, including his/her submission of enrollment related documentation directly to the Institution. Graduation Alliance shall:

- a. contact Students regarding relevant deadlines;
- b. remind Students to submit necessary paperwork (transcripts, etc.);
- c. remind Students of the registration process, registration deadlines and payment deadlines once readmitted to the Institution; and
- d. refer Students to appropriate Institution resources if there are further questions about the Institution's programs of study.

4. Student Retention

Graduation Alliance shall provide all Students, non-instructional support to promote course-to-course progression. Graduation Alliance shall assign each Student a Coach. Coaches shall communicate with Students via phone, email, or SMS to review and encourage progress through the Student's program of study, resolve issues, refer Students to applicable resources at the Institution, and provide additional support and encouragement. Coaches shall be available during normal business hours, Monday through Friday, excluding US holidays. Coaches may also be available during non-standard hours and on weekends, at the Coach's sole discretion. Coaches shall successfully complete a criminal background check prior to any interaction with Students. Graduation Alliance does not inform any Institution office about a Student's withdrawal from a program of study.

5. Institution Support

Graduation Alliance shall designate a Manager who will act as the primary point of contact between Graduation Alliance and the Institution. Graduation Alliance shall also provide the Institution with implementation and ongoing support to facilitate the re-engagement of Students and may assist with the following types of activities: (i) planning sessions with Institution's operational teams (i.e. IT, admission, registration, bursar) to map out, document, adapt and coordinate with Graduation Alliance their existing application, registration, and enrollment processes, workflows and procedures to facilitate the online Student experience supported by both Parties; and (ii) cross-functional planning and execution sessions for both Parties' other relevant stakeholders and departments to meet agreed to milestones and timelines.

6. Wind Down Services

At the conclusion of the Initial Term when the Wind Down Phase begins, Graduation Alliance shall provide only Wind Down Services during the Wind Down Phase.

D. Institution Obligations

1. Sole Authority of the Institution.

In the performance of services pursuant to this Agreement, the Institution shall retain sole authority in the following areas: (i) selection and appointment of faculty, (ii) admission decisions, (iii) curriculum/content, assessments, evaluations, quality and instruction, (iv) award of course credit and/or academic credentialing, and (v) decision to award scholarships or financial aid. Institution will work cooperatively with Graduation Alliance to implement this Agreement and facilitate a quality re-engagement experience for Students.

2. Financial Relationship with Students

The Institution shall maintain the financial relationship with Students. Institution shall be invoiced and otherwise charge Students for all Revenue and is responsible for the collection of all Revenue from Students.

In the event that there are any Tuition-Exempt Students, those Students must be identified and agreed upon by the Parties. Neither the Institution nor Graduation Alliance shall receive any Revenue or portion thereof for the Tuition Exempt Students.

The Institution agrees to carry out the administration of all aspects of the financial aid process and do so in compliance with all applicable federal regulations. The Institution will make financial aid available to students in the same manner and to the same extent as made available to other students of Institution and is solely responsible for, and will retain complete control over, all aspects of awarding financial aid (including the federal student financial assistance programs under Title IV of the Higher Education Act of 1965, as amended), including determining and verifying eligibility,

monitoring and managing all aspects of student's award acceptance, loan counseling, and setting of budgets and disbursement schedules. It is agreed and understood that Graduation Alliance shall have no involvement in or responsibility for the financial aid process. Graduation Alliance personnel shall refer financial aid matters to the Institution and the Institution shall have the right to review and approve in advance any Graduation Alliance functions or activities, including call scripts, that may involve the financial aid matters or financial aid decisions of Institution students.

3. Enrollment Enablement

- a. **Delivery of Branding and Style Guidelines.** Institution shall deliver to Graduation Alliance its branding and style guidelines to be used by Graduation Alliance in their efforts to enroll Students, which shall be attached to this Agreement as Exhibit C and updated by the Parties as needed.
- b. **Institution Student Lists.** Within ten (10) business days of the Effective Date of this Agreement, Institution shall provide the Prospective Student List to Graduation Alliance. At least quarterly, the Institution shall update the Prospective Student List with any former students who are now eligible for enrollment. Institution represents and warrants that: (i) it has obtained prior express consent under the Telephone Consumer Protection Act of 1991 ("TCPA") from all individuals on the Prospective Student lists for Institution and a vendor such as Graduation Alliance to place calls utilizing an automatic dialing machine and send text messages as contemplated under this Agreement; and (ii) it has not received instructions by any means from any individual on a Prospective Student List to cease communicating with them by phone, text, or email. In the event that Institution is informed that a former student has requested not to be contacted regarding enrollment or otherwise, Institution will promptly notify Graduation Alliance of that request.
- c. **Designation of Contacts.** The Institution shall designate both an Executive Contact and an Operational Contact for the Graduation Alliance-Institution relationship. The Executive Contact shall be a Provost, Dean, or other senior administration official to interact with Graduation Alliance's assigned Manager. The Operational Contact shall act as a project manager for the Graduation Alliance-Institution relationship throughout the Term of the Agreement.

4. Access to Data

The Institution shall make available to Graduation Alliance the Data from its SIS and LMS as identified in Exhibit B. Further, the Institution designates Graduation Alliance as a "school official" within the meaning of CFR § 99.31(a)(1)(i)(B) (FERPA) as Graduation Alliance performs institutional services to the Institution in accordance with this Agreement and is authorized to use the Data to fulfill its obligations under this Agreement. Graduation Alliance may also utilize de-identified Data for its own research and analysis purposes. Further, Graduation Alliance is authorized to share Data with any specialized and strategic vendors as required to perform its obligations under this Agreement. For avoidance of doubt, nothing herein restricts Graduation Alliance's use of any data it initially furnishes to the Institution, subject to applicable law. Graduation Alliance shall use commercially reasonable efforts to ensure the Data shared is not re-disclosed or otherwise breached.

Graduation Alliance will report any unlawful data breach of its Data or the Data of our third-party data processors to Institution within 72 hours of the breach if it is reasonably apparent that personal information stored in an identifiable manner has been accessed.

E. Ownership

1. **Ownership of Contributed Materials.** Graduation Alliance and the Institution each retain all ownership and intellectual property rights in any materials that they each contribute respectively for use by the other Party as contemplated under this Agreement.
2. **Ownership of Developed Materials.** Any right, title and interest in and to any intellectual property arising from or attributed to any of the work or activities undertaken as part of this Agreement shall belong to the Party that creates such intellectual property, unless mutually agreed to otherwise in writing. For avoidance of doubt: (a) Institution owns the content of online course materials where such course materials are based on content furnished by Institution; (b) Institution owns the content of any marketing materials created exclusively for the Institution which mention or refer to the Institution in any way; and (c) Graduation Alliance retains all rights in and to its business methods, technology, and marketing techniques, including but not limited to any improvements or modifications thereto which may arise during the course of performing its the services under this Agreement.
3. **Warranty.** Each Party represents and warrants to the other that it is the sole and exclusive owner of the provided materials or has the license to use and sub-license any intellectual property owned by third parties and incorporated into such materials, and that, to the best of its knowledge, such materials do not infringe any third-party rights.

F. Term of Agreement

1. Primary Term

This Agreement is effective from the Effective Date and expires on the first anniversary of the Launch Date (the **Initial Term**). This Agreement automatically renews for successive one (1) year terms unless either Party notifies the other in writing not less than ninety (90) days prior to the expiration of the current term of its intention not to renew (**Successor Term[s]**). The Initial Term and any Successor Term(s) are collectively referred to as the **Primary Term**.

2. Wind Down Phase

At the conclusion of the Primary Term of the Agreement, the Wind Down Phase begins during which Graduation Alliance will provide Institution only Wind Down Services.

G. Payment and Taxes

1. Graduation Alliance Payment

For all Students enrolled at the Institution during the Term of this Agreement, the Institution shall collect Revenue and remit to Graduation Alliance 37% (thirty-seven percent) of that Revenue (the **GA Payment**) for any and all courses taken by Students at the Institution. Graduation Alliance shall submit invoices for the GA Payment on a monthly basis. Institution shall remit the GA Payment to Graduation Alliance within thirty (30) days of receipt of an invoice.

2. Wind Down Payments

During the Wind Down Phase of the Agreement, the Institution will continue to remit the GA Payment to Graduation Alliance for all Students continuing to take courses at the Institution even if the Institution elects not to receive Wind Down Services.

3. Taxes

Each Party shall be responsible for any and all taxes due on its portion of Revenues received.

H. Confidential Information

Each Party agrees that Confidential Information is any business and technical information of the other Party which, in the exercise of reasonable judgment, should be recognized by such Party as confidential, it shall not use or disclose Confidential Information to any third party, except for the purpose of performing this Agreement. The obligation of confidentiality shall not apply to information which: (a) is or becomes part of the public domain through no fault of the receiving Party; (b) is furnished by the disclosing Party to others without restrictions on use and disclosure; (c) becomes known or available to the receiving Party without restriction from a source other than the disclosing Party without breach of any Agreement with the disclosing Party; (d) is disclosed with prior written approval of the disclosing Party; (e) is independently developed by the receiving Party without the use of any Confidential Information; (f) is previously known to the receiving Party on a non-confidential basis; or (g) is required by court order (other legal process) or government agency to be disclosed, in which case, the receiving Party shall give the disclosing Party as much notice as is reasonably practical so that the disclosing Party may seek a protective order or other confidential protection as the disclosing Party, in its sole discretion, may elect and the receiving Party shall reasonably cooperate with the disclosing Party in disclosing Party's efforts to obtain such order or protection.

I. Dispute Resolution

In the event of any dispute arising between the Parties, notice shall be served to the other Party of said dispute. Prior to either Party filing a claim against the other Party, the Parties shall work in good faith to resolve said dispute within sixty (60) days of receipt of the dispute notice. If the Parties are unable to resolve the dispute within sixty (60) days, then the Parties shall refer the matter to an agreed mediator within thirty (30) days. If the Parties are unable to resolve the dispute at mediation, then neither Party is further restricted from pursuing any claims against the other Party.

J. Notice

All notices, including notices of address change, required to be sent hereunder shall be in writing and shall be deemed to have been given when emailed and receipt acknowledged by recipient or mailed by certified mail actually received to:

Andy Cusimano
Graduation Alliance
310 S. Main St. 12th Floor
Salt Lake City, UT 84098
Andy.cusimano@graduationalliance.com

K. Indemnification.

Graduation Alliance warrants it will comply at all times with applicable federal, state and local laws in the performance of its services hereunder. Graduation Alliance shall indemnify and hold harmless Institution and its officers, agents, employees, volunteers, representatives and assigns from and against any and all actions, omissions to act, claims, damages, judgments, demands, rights and causes of action arising out of or incident to the services performed hereunder.

L. LIMITATION OF LIABILITY

NEITHER PARTY SHALL BE LIABLE FOR ANY INDIRECT, INCIDENTAL, SPECIAL, PUNITIVE, OR CONSEQUENTIAL DAMAGES EXCEPT AS OTHERWISE CONTEMPLATED IN THIS AGREEMENT. EXCEPT FOR GRADUATION ALLIANCE’S CONFIDENTIALITY OBLIGATIONS, IN NO EVENT SHALL THE AGGREGATE LIABILITY OF GRADUATION ALLIANCE, IF ANY, INCLUDING LIABILITY ARISING OUT OF CONTRACT, NEGLIGENCE, STRICT LIABILITY IN TORT OR WARRANTY, OR OTHERWISE, SHALL NOT EXCEED THE TOTAL OF FEES PAYABLE BY PARTNER FOR THE TWELVE (12) MONTHS IMMEDIATELY PRECEDING THE CLAIM FOR SUCH LIABILITY.

M. Applicable Law.

This Agreement and any dispute or claim arising out of or in connection with it or its subject matter or formation (including non-contractual disputes or claims) shall be governed by and construed in accordance with the laws of the state of in which services are performed. The provisions of this Agreement shall be construed to conform to those laws.

N. Relationship between the Parties.

Each Party is an independent contractor and will be solely responsible for payment of all compensation owed to its employees, as well as employment related taxes. Each Party will maintain appropriate worker’s compensation for its employees as well as general liability insurance. Neither this Agreement, nor any terms and conditions contained herein, shall be construed as creating a partnership, joint venture, agency or franchise relationship.

O. Amendment and Waiver.

This approved Agreement may be waived, changed, modified, or amended only in writing by authorized individuals of both Parties. If any provision of the Agreement shall be deemed in conflict with any statute or rule of law, such provision shall be modified to be in conformance with said statute or rule of law. The waiver by either Party of any default or breach of this Agreement shall not constitute a waiver of any other or subsequent default or breach. Except for actions for nonpayment or breach of either Party’s intellectual property rights, no action, regardless of form, arising out of this Agreement may be brought by either Party more than two years after the cause of action has occurred.

P. Entire Agreement.

This Agreement constitutes the entire agreement of the parties and supersedes any previous written or oral agreements. Any other agreement, representation, or understanding, verbal or otherwise, relating to the services of Graduation Alliance and the Institution, or otherwise dealing in any manner with the subject matter of this Agreement, is hereby deemed to be null and void and of no force and effect whatsoever.

Q. Severability.

In the event any provision of this Agreement is held to be invalid or unenforceable, the remaining provision of this Agreement will remain in full force.

R. Successors and Assigns.

This Agreement will be binding upon, and will inure to the benefit of, the permitted successors and assigns of each Party hereto. Either Party may assign this Agreement upon providing written notice to the other Party.

S. Counterparts.

This Agreement may be executed in any number of counterparts, each of which, when executed and delivered, shall be an original, and all the counterparts together shall constitute one and the same instrument.

T. Survivability.

The following Sections shall survive the expiration and termination of this Agreement: E, H, K, L, O, and Q.

<<*signature page follows*>>

IN WITNESS WHEREOF, the parties have caused this Agreement to be duly executed below.

Graduation Alliance, Inc.

Oklahoma Panhandle State University

By: _____

By: _____

Title: _____

Title: _____

Date: _____

Date: _____

(“Effective Date”)

310 South Main Street, 12th Floor
Salt Lake City, UT 84101

Address: _____

Attachments

Exhibit A: The American Academy Graduation Requirements

Exhibit B: Data Requirements

Exhibit C: Institution Branding and Style Guidelines

Exhibit A
 The American Academy
 Graduation Requirements

Subject Area	Credits Required
English Required: <i>English 9, 10,11</i>	3.0
Math Required: <i>Algebra I, Geometry</i>	2.0
Science <i>Earth Science, Biology</i>	2.0
Social Studies <i>World Civilizations, U.S. History</i>	2.5
Health & PE	2.0
The Arts	1.0
Career & Technical Ed	1.0
Educational Technology	0.5
Financial Math	0.5
Electives	5.5
TOTAL	20.0

Exhibit B

Data Requirements

Overview

Graduation Alliance helps its partner universities and colleges recruit and enroll students who have not earned a high school diploma and wish to enroll in the Institution. In order to achieve this goal, Graduation Alliance must have the ability to gather student demographic and contact information, detailed A/R status (if prior fees, tuition, etc. are owed), transcript information, course scheduling and availability, data related to the student re-application process, class enrollment, and the student's progress with assigned coursework.

To satisfy this need for data, Graduation Alliance has a variety of access and data sharing methods. This data is typically sourced from the Institution's Application System, Student Information System (SIS) and Learning Management System (LMS).

Communication Methods and Formats

Graduation Alliance can receive data files, read-only webservice queries or by providing API endpoints to allow our partner institution to push data to our systems. We can also accommodate file transfer via secure FTP (SFTP), although this is not a preferred method of ongoing communication past an initial pilot or proof-of-concept. The specific method to be used will be determined during the initial on-boarding process, and revised by both parties as needed.

Graduation Alliance will accept JSON and XML data formats, with JSON being the preferred method. Other, custom formats may be supported and may require a separate services agreement with Graduation Alliance depending upon the level of customization required.

New Institution Onboarding

Graduation Alliance offers a phased approach to establishing the data integration with new Institution partners. These phases align to the major milestones in the rollout of our partnership.

Phase 1: Admission and demographic data required to facilitate the Recruiting/Reenrollment effort

Phase 2: Prior course completion (if any) and new course registration data

Phase 3: LMS data prior to the start of the first courses

At the beginning of each phase, a Mapping Session will be held to align on the files required for each phase. Graduation Alliance and the Institution will agree on a data sharing process, and a testing/validation activity will verify the data is in the expected, and acceptable, format. This process is typically completed with test data files, and may involve code/process modification at either the Institution or Graduation Alliance level, or both. Once each of the test data files pass validation, the integration process for that file is considered ready to go "live", and the schedule for data transmission can be established.

Data Types

For the purposes of this section, the term "file" is used interchangeably to describe either a physical file or a record definition used by an API or web service to access and/or transmit the necessary data.

Admissions

The Admissions file contains information on applicants and current students that have applied or been admitted to the Institution. This file is the most comprehensive of the data files and reflects all the required demographic information about the student, as well as the student's status in the admissions process. This file contains the information needed for our Contact Center to seamlessly guide potential students through the admissions process.

Registration

The Registration file contains data involved with the Sections being offered for a course start and the Students enrolling in those sections. It includes information such as the Section ID, Start / End Date, along with the student's ID, enrollment status, and other key data points pertaining to the enrollment. This data file enables our Contact Center to understand the courses being offered, as well as the students that are enrolled. This enables our Retention team to speak in an informed manner to the Students regarding their enrollments and address any dropped courses. The Registration file should also contain any credit-granted

courses taken by the student during prior enrollment periods. These prior course data can also be made available separately through the Institution's transcript generation process.

LMS Coursework

LMS Coursework data includes information from the LMS system which provides courses the student is currently registered for, and insight into a student's progress with assigned tasks throughout a course. Graduation Alliance uses this data to track the student's engagement in their course material to better target our retention efforts on those students that may require the most attention.

Exhibit C

Institution Branding and Style Guidelines

AGREEMENT FOR LAW ENFORCEMENT SERVICES

This agreement made and entered into this _____ day of June, 2020, between the **Town of Goodwell**, a Municipal Corporation (hereinafter referred to as “Goodwell”) and **Oklahoma Panhandle State University** (hereinafter referred to as “OPSU”).

For and in consideration of the mutual promises and covenants set forth herein, the parties do hereby agree as follows:

1. **PURPOSE:** Goodwell agrees to provide law enforcement services to OPSU during the term of this agreement in the nature of law enforcement services typically provided by campus police agencies. The Goodwell Board of Trustees or their designee and the President of OPSU, or designee will agree upon and coordinate the law enforcement services to be provided to OPSU. Goodwell will be responsible for employing the peace officers (“Campus Officers”) for the providing of the law enforcement services to OPSU. In addition, OPSU administration will have the option to participate in the hiring process of all police officers. Goodwell shall have final hiring authority. Campus Officers assigned by Goodwell to provide services to OPSU will have the authority to enforce all State, and Federal laws, Municipal ordinances, and OPSU rules and regulations on all property owned, leased, or rented by OPSU, within or outside the municipal corporate limits of Goodwell. In addition to the above referenced services Goodwell agrees to provide the following law enforcement services:

1. Patrol by Campus Officers will be by uniformed officers in a marked law enforcement vehicle;
2. Campus Officers will respond to calls for emergency, report of criminal activity, public assistance or public safety;
3. Campus Officers will respond to “safe walk” calls for assistance within fifteen (15) minutes of the request;
4. Campus Officers will enforce traffic rules of the road and provide traffic control;
5. Campus Officers will deter criminal activity and apprehend persons who violate criminal laws and will maintain public peace;
6. A Campus Officer will be provided Wednesday through Sunday from 2200 hours to the following 0600 hours or at such additional times and dates as the Chief of Police and OPSU President or designee may agree;

7. A K-9 Officer may patrol OPSU residence halls or properties as the Chief of Police and OPSU President or designee may agree;
8. A Campus Officer will be provided each month during the term of this agreement;
9. The Campus Officer may patrol OPSU properties located outside of the corporate limits of the Town of Goodwell as previously authorized by the Texas County Sheriff's Office including the OPSU Farm and Shooting Sport Complex;
10. Additional night-time duties of the campus officer will be to patrol the campus, confirm locked and secure campus buildings;
11. With the exception of emergencies requiring the presence of Goodwell Police Officers, the Campus Officer will be present at university events and activities and will be present to assist with crowd control at all sporting and major students events;

2. **TERM:** This agreement shall be effective for one (1) year beginning with each fiscal year and terminating at conclusion of the fiscal year. Either party may terminate this agreement upon sixty (60) days written notice to the other party.

3. **CONSIDERATION:** During the term of this agreement, OPSU agrees to pay Goodwell for the services, payable in twelve (12) equal monthly payments of \$9,579.67, with the first payment to be made on or before July 31, 2020.

4. **TITLE IX REQUIREMENTS:**

- a. OPSU is obligated to comply with Title IX of the Educational Amendments of 1972, 20 U.S.C. §1681, et.seq. Title IX prohibits discrimination on the basis of sex and also prohibits sexual harassment in education programs or activities operated by recipients of federal financial assistance. The law also defines sexual harassment to include sexual violence. Under this agreement, Goodwell specifically acknowledges and agrees OPSU has an obligation under Title IX to resolve complaints promptly and equitably through its administrative processes, regardless of any pending criminal charges involving those complaints. OPSU may temporarily delay the fact-finding portion of a Title IX investigation when requested by the Goodwell Police Department in order to provide time to gather evidence in such a case.

- b. When victims of sexual violence choose to make a report to the police, OPSU administrative officials will refer such reports of sexual violence to Goodwell Police Department. The Goodwell Police Department will, as soon as practicable, refer reports of those incidents occurring outside of the Goodwell Police Department service areas to the appropriate agency. Nothing in this agreement, or related to such an investigation itself, prevents OPSU from notifying complainants of their Title IX rights and OPSU's grievance procedures or from taking steps to ensure the safety and well-being of the complaint and the university community while the law enforcement evidence-gathering is in progress.

5. **ANTI-DISCRIMINATION:** Neither Goodwell nor OPSU shall differentiate or discriminate in its performance under this agreement on the basis of race, color, religion, creed, sex, age, marital status, national origin, or actual or perceived sexual orientation, gender identity or disability.

6. **DEFAULT:** Should either party breach or default in the performance of any covenant, requirement, or condition of this agreement and such breach or default continue without remedy for thirty (30) days after such defaulting party shall have received a written notice of such default from the other party, the non-defaulting party may immediately terminate this agreement by giving written notice thereof to the breaching or defaulting party.

7. **NOTICE:** Thirty (30) days written notice shall be given by either party to correct and default under this agreement and failure to correct or comply within thirty (30) days from the date of the notice shall be grounds for termination of this agreement.

All notice required under this agreement shall be in writing and shall be mailed by regular mail, postage pre-paid, to Goodwell and OPSU at the following addresses:

Goodwell: Town of Goodwell
 Attn: Chief of Police
 P.O. Box 759
 Goodwell, OK 73939

OPSU: Dr. Timothy W. Faltyn, President
 Oklahoma Panhandle State University
 P.O. Box 430
 Goodwell, OK 73939

8. **ASSIGNMENT:** This agreement shall not be assigned by either party without prior written consent of the other party.

9. **INDEPENDENT CONTRACTORS:** The parties to this agreement act conclusively as independent contractors and not as partners or joint ventures and no separate legal entity or organization shall be deemed created by virtue of this agreement. This agreement shall not be construed as creating any agency or third party beneficiary agreements in any form or manner whatsoever.

10. **INSURANCE:** Goodwell agrees to comply with the applicable State and Federal Laws with respect to compensation of their respective employees and the required insurance coverage, including worker's compensation. Goodwell acknowledges that they are self insured for losses which occur as a result of the torts of their employees, acting within the scope of their employment, pursuant to and subject to the limitations and exceptions in the Governmental Tort Claims Act, 51 O.S. 1990 Supp., Section 151 et seq., as may be amended from time to time, and acknowledges that they maintain Own Risk Permits with the Worker's Compensation Court. OPSU does not waive its sovereign immunity by entering into this Agreement and specifically retains all immunities and defenses available to it as a sovereign pursuant all applicable law.

11. **HEADINGS:** The headings of several paragraphs and sections contained herein are for convenience only and do not define, limit, or construe such paragraphs or sections.

12. **SEVERABILITY:** If any provision of this agreement, in whole or in part, shall prove to be invalid for any reason, each invalidity shall only affect the part of such provision which shall be invalid and in all other respects shall stand as if such invalid provision had not been made and it shall fail to the extent, an only to the extent, of such invalid provision and no other portion or provision of this agreement shall be invalidated, impaired, or affected thereby.

13. **AMENDMENTS:** This agreement is the complete agreement of the parties regarding matters addressed herein. No amendment of this agreement shall be binding unless first reduced to writing and signed by the authorized representatives of the parties.

14. **SUCCESSORS:** The terms, conditions, and covenants herein contained shall be binding upon all parties hereto and their respective successors and assigns.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed by the respective authorized officers on the day and year first above written.

OKLAHOMA PANHANDLE STATE
UNIVERSITY

BY: _____
Dr. Timothy W. Faltyn, President

TOWN OF GOODWELL, OKLAHOMA

BY: _____
Levi Bickford, Mayor

ATTEST: (Seal)

Part J ---Purchase Requests over \$75,000

We request approval of the following purchase orders over 75,000 for FY2021

Contract	Explanation	FY 21
Town of Goodwell	Campus Police, Fire, EMS, Trash Services, Engineering Services, Ambulance Services	\$160,000
Risk Management Division	Employee Tort Liability, Property Insurance, Vehicle Liability	\$190,000
West Texas Gas	Natural Gas for University	\$110,000
Tri County Electric	Electricity for University	\$850,000
OSU Bursar's Office	Shared services costs for Legal Counsel, Purchasing Director, and Internal Audit, OK Corral, Purchasing, Bank Reconciliation, Ethics Point, OPREC Shared Agreement, and Payroll.	\$200,000
OSU Information Technology	ERP (Banner), EES (Microsoft), campus licenses and training, IT Shared Services	\$225,000
Great Western Dining	Food Service	\$870,000
OK Regents for Higher Ed.	Bond payments	\$1,150,000
Charter Bus (Bid)	Bus Charter Service for Student Activity Travel	\$310,000
Utilities Staffing Research	Contract Employment Agency	\$700,000
Livestock Feed (Bid)	OPSU Bull Test & Farm annual feed allotment	\$96,000
Johnson Controls	HVAC Service Agreement	\$670,000
Midwest Sporting Goods	Athletic clothing and supplies for all sports	\$180,000
OSU Contract CMAR	Construction Manager at Risk (CMAR)	\$300,000
Panhandle Telephone Coop	Phone service and wifi	\$80,000
Guymon Glass	New Construction and Renovations of Facilities (Glass)	\$300,000
Flooring (Bid)	New Construction and Renovations of Facilities (Flooring)	\$200,000
McMichael's Plumbing	New Construction and Renovations of Facilities (Plumbing)	\$200,000
Northwest Line	New Construction and Renovations of Facilities (Electrician)	\$200,000
Furniture (Bid)	Dorm Furniture	\$110,000
Athletic Insurance (Bid)	Athletic Insurance	\$150,000
Wright Express	Vehicle Fleet Fuel	\$80,000
Enterprise	Vehicle Fleet Lease	\$80,000
Ellucian & TouchNet	OneCard ID System	\$100,000
Capital Education	Online Program	\$250,000
Cleaning & Restoration (Bid)	Emergency Cleaning & Restoration Services	\$150,000
TOTAL		\$7,911,000

OKLAHOMA PANHANDLE STATE UNIVERSITY
INSTITUTION

SUMMARY OF OUT-OF-STATE TRAVEL AS OF Apr-20
MONTH

FUND SOURCE	FY20		FY19		FY20		FY19	
	TRAVEL THIS MONTH		CORRESPONDING MONTH		TRAVEL THIS YEAR		CORRESPONDING YEAR	
	NUMBER OF TRIPS	AMOUNT EXPENDED	NUMBER OF TRIPS	AMOUNT EXPENDED	NUMBER OF TRIPS	AMOUNT EXPENDED	NUMBER OF TRIPS	AMOUNT EXPENDED
REVOLVING								
ST APPRO	1	952.48	22	\$ 7,045.22	50	\$ 23,487.50	81	\$ 28,466.70
FEDERAL							2	\$ 993.61
PRIVATE								
AUXILIARY	3	386.25	12	\$ 4,413.41	50	20,970.11	58	\$ 20,459.53
OTHER								
TOTAL	4	1,338.73	34	\$ 11,458.63	100	\$ 44,457.61	141	\$ 49,919.84

OKLAHOMA PANHANDLE STATE UNIVERSITY
INSTITUTION

SUMMARY OF OUT-OF-STATE TRAVEL AS OF May-20
MONTH

FUND SOURCE	FY20		FY19		FY20		FY19	
	TRAVEL THIS MONTH		CORRESPONDING MONTH		TRAVEL THIS YEAR		CORRESPONDING YEAR	
	NUMBER OF TRIPS	AMOUNT EXPENDED	NUMBER OF TRIPS	AMOUNT EXPENDED	NUMBER OF TRIPS	AMOUNT EXPENDED	NUMBER OF TRIPS	AMOUNT EXPENDED
REVOLVING								
ST APPRO	1	414.25	6	\$ 2,077.50	51	\$ 23,901.75	87	\$ 30,544.20
FEDERAL							2	\$ 993.61
PRIVATE								
AUXILIARY			16	\$ 9,211.26	50	20,583.86	74	\$ 29,670.79
OTHER								
TOTAL	1	414.25	22	\$ 11,288.76	101	\$ 44,485.61	163	\$ 61,208.60

III. NORTHEASTERN OKLAHOMA A&M COLLEGE, MIAMI, OKLAHOMA

President Kyle Stafford joined the Zoom meeting to present the business of Northeastern Oklahoma A&M College (NEO) and review the Agenda for members of the Board. (The NEO Agenda is attached to this portion of the minutes.)

President Stafford highlighted the informational items listed under Section A of the NEO Agenda.

C-1 Approval of provisional admission criteria for adult students with previous college work

Regent Milner moved and Regent Anthony seconded to approve Item C-1 as presented in the NEO Agenda.

Those voting aye: Board Members Anthony, Arthur, Burns, Callahan, Davis, Hall, Link, and Milner. No: None. Abstentions: None. Absent: Harrel.
The motion carried.

F-1 Approval of NEO's FY 2021 Budgets

President Stafford noted that this Item was discussed with members of the Planning & Budgets (P&B) Committee. Regent Callahan said the P&B Committee met with the NEO administration regarding this Item and acted to recommend approval. (The FY 2021 budget documents for NEO are collectively on file in the Board of Regents' Office as Document No. 2-6-19-20.)

Regent Callahan moved that the Board conditionally approve all elements of the budget as presented by the NEO administration, including any recommendations on salary and wages, changes in room and board rates, and proposed tuition and/or fees, subject to the correction of any errors in the preparation of the budget documents and any pending or future budget decisions and personnel actions. Regent Burns seconded the motion.

Chairman Link asked President Stafford the dollar amount of the budget cut NEO received and whether there are any tuition or fee increases in the FY 2021 budget. President Stafford said there are no tuition and fee increases. NEO's budget was cut by approximately \$1.9 million in FY 2020. That cut was offset a little by funding that was received from the Coronavirus Aid, Relief, Economic Security (CARES) Act, so the deficit to the College in total is approximately \$1.2 million.

Regent Anthony said he knows President Stafford is new to his role and commended him for his leadership during these difficult times and the good job he has done with a difficult budget scenario.

Those voting aye: Board Members Anthony, Arthur, Burns, Callahan, Davis, Hall, Link, and Milner. No: None. Abstentions: None. Absent: Harrel.
The motion carried.

- G-1 Approval to expend funds according to grant/program guidelines for the following:
- a. Upward Bound Grant FY 2021
 - b. Federal Awards for Campus-Based Financial Aid Programs FY 2021
 - c. Adult Education & Family Literacy Grant 2020-2021

- G-2 Approval to revoke a peace officer commission

<u>Decommission:</u>	<u>Commission No.</u>
Ron Cravens	777

- G-3 Approval to accept a gift of real property from J&M Farms for the use of agriculture programs

Regent Burns asked whether the real property listed in Item G-3 in the industrial park is agricultural or industrial. President Stafford said the City of Miami has re-zoned it to allow NEO to do test plots for its agricultural program. Regent Burns asked if an environmental survey had been done to determine whether there were any environmental liabilities prior to the College deciding to accept the property. President Stafford said a study has not been done but he can check into the matter. He said J&M Farms is a mushroom farm and this real property gift is adjacent to their property. Regent Burns said the likelihood of environmental issues appears to be low, but he wants to alert President Stafford to the fact that there are some properties that have negative value by virtue of their environmental hazards. That is something that everyone should be careful about upon accepting ownership of property, because upon accepting ownership those liabilities are incurred by the institution. Chairman Link asked President Stafford to follow-up on this matter. President Stafford said he will.

Regent Milner moved and Regent Davis seconded to approve Section G, Items 1-3 as presented in the NEO Agenda.

Those voting aye: Board Members Anthony, Arthur, Burns, Callahan, Davis, Hall, Link, and Milner. No: None. Abstentions: None. Absent: Harrel. The motion carried.

- H-1 Ratification of interim approval for an agreement with Crawford & Associates

- H-2 Approval of clinical facility sites for Health Science Program for FY 2021

Regent Anthony moved and Regent Callahan seconded to approve Section H, Items 1 & 2, as presented in the NEO Agenda.

Those voting aye: Board Members Anthony, Arthur, Burns, Callahan, Davis, Hall, Link, and Milner. No: None. Abstentions: None. Absent: Harrel. The motion carried.

J-1 Approval to pay OSU for shared payroll services, prorated share of operational costs, and shared service fees for FY 2021

Regent Davis moved and Regent Burns seconded to approve Item J-1 as presented in the NEO Agenda.

Those voting aye: Board Members Anthony, Arthur, Burns, Callahan, Davis, Hall, Link, and Milner. No: None. Abstentions: None. Absent: Harrel.
The motion carried.

President Stafford said he appreciates Chairman Link's leadership, willingness, and availability to him as a new president. Chairman Link complimented President Stafford on a job well done so far.

The business of Northeastern Oklahoma A&M College being concluded, President Stafford was excused from the meeting.



NORTHEASTERN OKLAHOMA A&M COLLEGE

Miami, Oklahoma

Agenda for the Regular Meeting of the Board of Regents for OSU and the A&M Colleges

June 19, 2020

Dear Board Members:

Subject to budgetary limitations and availability of funds, the following expenditures are submitted for Board approval with purchases to be coordinated through the Chief Procurement Officer, Oklahoma State University. We recommend the following business for your consideration and approval.

A - GENERAL INFORMATION/REPORTS REQUIRING NO ACTION BY THE BOARD

1. President Dr. Kyle Stafford Remarks
 - a. Highlights of NEO Update newsletter
 - b. Higher Education Promotion Log (Reference Document A1-b)

B – RESOLUTIONS- None

C - POLICY AND OPERATIONAL PROCEDURES-

1. Board authorization is requested for provisional admission criteria for adult students with previous college work (Reference Document C-1).

D - PERSONNEL ACTIONS-

1. Personnel actions for informational purposes only:
 - a. Patricia Creech, Business Technology & Accounting Instructor, retired June 1, 2020 (23 years employment).
 - b. Betty Spradlin, Biological Science and Microbiology Instructor, retiring July 1, 2020 (32 years employment).
 - c. Jaylee Dollarhide, Head Volleyball Coach resigned effective June 3, 2020.

E - INSTRUCTIONAL PROGRAMS- None

F - BUDGETARY ACTIONS-

1. Operating Funds Allocations for FY 2021.

Board authorization is requested for Northeastern Oklahoma A&M College's proposed fiscal year 2021 budgets, including E&G parts I and II, auxiliary, 2021 tuition and fees, room and board and salary recommendations.

Budget documents included:

- a. Fiscal Year 2021 E&G Budget Summary (Reference Document F-1a)
- b. Fiscal Year 2021 Auxiliary Budget Summary (Reference Document F-1b)
- c. Fiscal Year 2021 Tuition and Fees, Room & Board (Reference Document F-1c)
- d. Fiscal Year 2021 Salary Recommendations (Reference Document F1-d)

G - OTHER BUSINESS AND FINANCIAL MATTERS-

1. Board authorization is requested to expend funds, including payment of administrative allowance at year-end, according to grant/program guidelines for (Reference Document G-1):
 - a. Upward Bound Grant FY 2021
 - b. Federal Awards for Campus-Based Financial Aid Programs FY 2021
 - c. Adult Education & Family Literacy Grant 2020-2021
2. Revocation of Peace Officer Commission
We request revocation of peace officer commission for former Campus Safety Officer Ron Cravens effective June 3, 2020.
3. Gift of Real Property
Board approval is requested to accept a gift of real property (4.9 acres) from J&M Farms for the use of our agriculture programs. The property's estimated value is \$36,750. This property is located at Miami Industrial Park and will be used to expand agricultural research. (Reference Document G-3)

H - CONTRACTUAL AGREEMENTS (other than construction and renovation) –

1. Interim Approval- Agreement with Crawford and Associates. NEO requests ratification of the previously granted interim approval to enter into an agreement (Reference Document H-1) with Crawford and Associates. Interim approval was requested for Crawford and Associates to provide services immediately related to preparation of annual financial statements and financial consulting assistance. Authorization is requested for up to \$85,000 and will be paid for E&G funds.
2. Clinical facilities for Health Science Programs (Reference Document H-2)

I - NEW CONSTRUCTION OR RENOVATION OF FACILITIES- None**J - PURCHASE REQUESTS –**

1. Board authorization is requested to pay Oklahoma State University for shared payroll services, prorated share of operational costs, shared service fees (Touchnet hosting and allocation, OK Corral allocation, ERP/Banner allocation, bank reconciliations) for period of July 1, 2020 through June 30, 2021 at approximately \$473,000. Funding will be from E&G.

K - STUDENT SERVICES/ACTIVITIES- None

L - NEW BUSINESS UNFORESEEN AT TIME AGENDA WAS POSTED- None

M - OTHER INFORMATIONAL MATTERS NOT REQUIRING ACTION OF THE BOARD

1. Demolition of Campus Structure
Campus property building at 111 I Street NE, Miami, OK, directly across street from Library Administration building (Reference Document M-1) is in very poor condition and is deemed to be unworthy of repair. Property will be demolished at no expense to NEO.
2. Out-of-state travel summary for April and May (Reference Document M-2).
3. Organizational Chart 2020-2021 (Reference Document M-3).



Higher Education Promotion Log

Date	Description	Medium	IG Views	Twitter Views	FB Views	Total Views	IG Likes	Twitter Likes	FB Likes	Shares
2-Mar	Enrollment	Facebook, Instagram, Twitter	151	355	441	947	7	2	3	3
2-Mar	Summer Courses	Instagram	468			468	19			4
3-Mar	PTK Induction	Facebook			1897	1897			38	15
6-Mar	Census	Facebook, Instagram, Twitter	465	735	781	1981	8		8	2
9-Mar	Open Enrollment	Facebook, Instagram, Twitter	476	1463	2199	4138	20		7	26
9-Mar	International Student Visit	Facebook, Instagram, Twitter	550	809	1550	2909	42	3	23	3
10-Mar	NEO Update	Facebook, Instagram, Twitter	507	806	974	2287	19	1	12	8
10-Mar	Business and Technology Day	Facebook			1108	1108			16	3
11-Mar	Toyota Donation	Facebook			794	794			8	2
11-Mar	Reggie Whitten Opioid Seminar	Facebook/Instagram	552		1384	1936	33		10	2
11-Mar	Whitten Graphic	Facebook/Instagram	524		1478	2002	23		3	6
11-Mar	Whitten FATE link	Facebook			1203	1203			15	4
13-Mar	Honors Banquet	Facebook			8615	8615			39	9
24-Mar	Online Tutoring	Facebook			2971	2971			21	29
27-Mar	History Day	Facebook			959	959			7	1



Higher Education Promotion Log

Date	Description	Medium	IG Views	Twitter Views	FB Views	Total Views	IG Likes	Twitter Likes	FB Likes	Shares
30-Mar	Theater Students at Pitt State	Facebook, Instagram, Twitter	551	683	983	2217	40	2	9	5
1-Apr	PTK Awards	Facebook, Instagram, Twitter	640	743	1657	3040	34	4	30	5
3-Apr	Student Enrollment	Facebook			1806	1806			17	15
3-Apr	Campus Tour Video	Facebook/Instagram	807		1732	2539	113		18	92
6-Apr	Major Monday	Facebook, Instagram, Twitter	596	470	1938	3004	351		28	8
7-Apr	Testimonial Tuesday	Facebook, Instagram, Twitter	560	580	3455	4595	59	5	75	16
8-Apr	Open Enrollment	Facebook, Instagram, Twitter	515	2769	4891	8175	32	15	16	62
9-Apr	TBT	Facebook, Instagram, Twitter	506	565	1813	2884	44	4	23	6
10-Apr	Honors Program	Facebook, Instagram, Twitter	520	646	1051	2217	45	3	19	4
13-Apr	Major Monday	Facebook, Instagram, Twitter	522	566	5924	7012	45	4	56	23
14-Apr	Enrollment	Facebook, Instagram, Twitter	483	2340	2437	5260	28	7	13	30
14-Apr	Testimonial Tuesday	Facebook, Instagram, Twitter	456	445	2161	3062	32	1	32	6
15-Apr	Open Enrollment	Facebook, Instagram, Twitter	367	513	2605	3485	23	1	17	35
16-Apr	TBT Open Enrollment	Facebook, Instagram, Twitter	456	840	1368	2664	28	3	9	10
18-Apr	Open Enrollment	Facebook, Instagram, Twitter	360	2743	2749	5852	23	12	9	37



Higher Education Promotion Log

Date	Description	Medium	IG Views	Twitter Views	FB Views	Total Views	IG Likes	Twitter Likes	FB Likes	Shares
20-Apr	Open Enrollment	Facebook, Instagram, Twitter	275	622	3560	4457	15	1	11	39
20-Apr	Virtual Appointment Open Enrollment	Facebook, Instagram, Twitter	386	969	2580	3935	22	6	12	31
20-Apr	OK Higher Ed Retweet	Twitter								
20-Apr	Major Monday	Facebook, Instagram, Twitter	340	460	3636	4436	19		26	24
21-Apr	Testimonial Tuesday	Facebook, Instagram, Twitter	324	713	2328	3365	13	5	21	7
23-Apr	TBT Open Enrollment	Facebook, Instagram, Twitter	329	648	1010	1987	18	3	16	6
24-Apr	Virtual Wellness Resources	Facebook, Instagram, Twitter	314	582	2052	2948	12	4	24	14
26-Apr	NEO Alum Drafted to NFL	Facebook, Instagram, Twitter	527	2023	6274	8824	65	16	156	52
27-Apr	OK Higher Ed Retweet	Twitter								
27-Apr	Major Monday	Facebook, Instagram, Twitter	327	978	4764	6069	15	8	45	26
28-Apr	Testimonial Tuesday	Facebook, Instagram, Twitter	316	449	1036	1801	11	2	10	7
29-Apr	Getting Started Video Series	Facebook, Instagram, Twitter	324	448	645	1417	17		11	
30-Apr	TBT Open Enrollment	Facebook, Instagram, Twitter	330	1490	2147	3967	14	11	11	20
1-May	Getting Started Video Series	Facebook, Instagram, Twitter	273	1718	1159	3150	10	7	9	27
4-May	Major Monday	Facebook, Instagram, Twitter	402	723	2090	3215	28	7	18	19



Higher Education Promotion Log

Date	Description	Medium	IG Views	Twitter Views	FB Views	Total Views	IG Likes	Twitter Likes	FB Likes	Shares
5-May	Testimonial Tuesday	Facebook, Instagram, Twitter	350	713	4479	5542	23	4	43	24
6-May	Chancellor Johnson - COVID	Twitter		292						
7-May	TBT Graduation	Facebook, Instagram, Twitter	385	353	1182	1920	30		18	3
8-May	Getting Started Video Series	Facebook/Instagram			1416	1416			28	20
11-May	Major Monday	Facebook, Instagram, Twitter	317	492	2184	2993	15	3	19	11
12-May	Testimonial Tuesday	Facebook, Instagram, Twitter	298	1317	2577	4192	17	15	17	18
13-May	Facebook Frame	Facebook			1129	1129			8	8
13-Mar	Alumni Facebook Frame	Facebook			1245	1245			16	8
13-May	Getting Started Video Series	Facebook, Instagram, Twitter	308	374	789	1471	17		7	4
14-May	TBT Theater	Facebook, Instagram, Twitter	329	914	1693	2936	18	4	17	9
18-May	Major Monday	Facebook/Twitter		420	1961	2381		1	24	13
19-May	Summer Enrollment Reminders	Facebook, Instagram, Twitter	298	1238	2071	3607	14	8	8	27
19-May	Testimonial Tuesday	Facebook, Instagram, Twitter	314	351	2285	2950	14		21	13
20-May	PBL Awards	Facebook, Instagram, Twitter	422	660	3450	4532	26	5	46	13
20-May	Getting Started Video Series	Facebook, Instagram, Twitter	322	2094	2734	5150	20	12	12	31



Higher Education Promotion Log

Date	Description	Medium	IG Views	Twitter Views	FB Views	Total Views	IG Likes	Twitter Likes	FB Likes	Shares
20-May	OK Higher Ed Retweet									
21-May	Community College Choice	Facebook			1253	1253			30	10
21-May	TBT Medical Lab Tech	Facebook, Instagram, Twitter	329	751	1910	2990	16	6	11	5
21-May	Getting Started Video Series	Facebook			1251	1251			9	6
25-May	Summer Enrollment Reminders	Facebook, Instagram, Twitter	316	823	1243	2382	11	8	7	17
26-May	Grove Nurse NEO Alum	Facebook			1554	1554			27	3
26-May	Testimonial Tuesday	Facebook, Instagram, Twitter	365	792	2896	4053	32	9	89	25
26-May	Summer Enrollment Reminders	Facebook, Instagram, Twitter	294	1392	1763	3449	12	9	5	15
27-May	Getting Started Video Series	Facebook, Instagram, Twitter	299	787	1416	2502	9	4	14	15
27-May	Summer Enrollment Reminders	Facebook, Instagram, Twitter	269	416	744	1429	9	1	2	7
28-May	Summer Enrollment Reminders	Facebook, Instagram, Twitter	290	1036	1402	2728	6	6	7	15
28-May	TBT Summer Enrollment	Facebook, Instagram, Twitter	413	758	1036	2207	18	2	7	8
29-May	Summer Enrollment Reminders	Facebook, Instagram, Twitter	344	267	1054	1665	12		7	9
1-Jun	Getting Started Video Series	Facebook			627	627			7	4
2-Jun	Testimonial Tuesday	Facebook, Instagram, Twitter	292	896	7829	9017	17	7	52	47



Higher Education Promotion Log

Date	Description	Medium	IG Views	Twitter Views	FB Views	Total Views	IG Likes	Twitter Likes	FB Likes	Shares
2-Jun	Honor Roll	Facebook, Instagram, Twitter	373	642	22835	23850	32	14	80	133
3-Jun	Getting Started Video Series	Facebook, Instagram, Twitter	301	309	1284	1894	8	1	17	8
4-Jun	TBT	Facebook, Instagram, Twitter	451	409	2172	3032	40		45	3
4-Jun	Getting Started Video Series	Facebook			958	958			4	
8-Jun	Ok Higher Ed Retweet	Twitter								
8-Jun	Major Monday	Facebook, Instagram, Twitter	290	297	807	1394	15	1	17	6
9-Jun	Testimonial Tuesday	Facebook, Instagram, Twitter	425	455	5768	6648	42	4	63	67
10-Jun	Getting Started Video Series	Facebook, Instagram, Twitter	234	295	850	1379	6	4	13	8
11-Jun	July Courses	Facebook, Instagram, Twitter	91	236	101	428	4	2		1

Northeastern Oklahoma A&M College

Request for Provisional Admission Criteria for Adult Students with Previous College Work

NEO College participates in two programs to assist adult students who stopped out of their college education and are seeking to return to college to complete a degree. These programs are the state-wide Reach Higher Flex Admission Program and the NEO Graduation Alliance project. This request is to add “provisional admission” criteria for adult students in these programs who do not meet the minimum graduation/retention GPA and/or requirements for remediation of academic deficiencies. If approved, the College will submit the request for the exception to policy to the Chancellor for the Oklahoma State Regents for Higher Education.

Proposed Provisional Admission for Adult Students

- 1) Have a minimum of 2.0 graduation/retention GPA in past college course work. A provisional admission status may be granted to a student with a minimum 1.70 graduation/retention GPA, provided that an institutional review was conducted to determine whether the student could attain the requisite 2.0 graduation/retention GPA at the completion of all required coursework. Admission made under this provision must be reviewed and approved by the chief academic officer. NEO College must report admission of students under this provision to the appropriate OSRHE Office during the semester of admission. A report of the students’ progress may be required.
- 2) Satisfy all institutional requirements for completion of remedial coursework. A provisional admission status may be granted to a student not meeting this standard; however, all remedial coursework must be completed within 24 credit hours earned or within the first two semesters enrollment in the Reach Higher program or the Graduation Alliance program. Admission made under this provision must be reviewed and approved by the chief academic officer. NEO College must report admission of students under this provision to the appropriate OSRHE office during the semester of admission. Reporting on the students’ progress may be required.

NORTHEASTERN OKLAHOMA A&M COLLEGE
Education & General Analysis

	"FY 2021"		"FY2020"		Change from	
	<u>E&G Part I</u>	<u>Budget %</u>	<u>E&G Part I</u>	<u>Budget %</u>	<u>Prior Year</u>	<u>Change %</u>
Budgeted Education & General Revenue						
State Appropriations - Operations	\$ 6,670,531	43.9%	\$ 6,944,614	43.2%	\$ (274,083)	-3.9%
State Appropriations - Grants, Contracts	184,682	1.2%	249,607	1.6%	(64,925)	-26.0%
Federal Appropriations	-	0.0%	-	0.0%	-	#DIV/0!
Tuition & Fees	7,503,450	49.3%	8,788,700	54.7%	(1,285,250)	-14.6%
Gifts, Grants	44,000	0.3%	60,000	0.4%	(16,000)	-26.7%
Sales & Services	-	0.0%	-	0.0%	-	#DIV/0!
CARES Act	775,827	5.1%				
Other	<u>28,250</u>	0.2%	<u>15,750</u>	0.1%	<u>12,500</u>	79.4%
Total Current Year Budgeted E&G Revenue	15,206,740	100.0%	16,058,671	100.0%	(851,931)	-5.3%
Budgeted Education & General Expenditures						
Instruction	5,167,934	33.9%	6,121,410	37.1%	(953,476)	-15.6%
Research	-	0.0%	-	0.0%	-	#DIV/0!
Public Service	-	0.0%	-	0.0%	-	#DIV/0!
Academic Support	1,112,315	7.3%	1,313,632	8.0%	(201,317)	-15.3%
Student Services	977,497	6.4%	1,153,769	7.0%	(176,272)	-15.3%
Institutional Support	2,088,808	13.7%	2,270,579	13.8%	(181,771)	-8.0%
Physical Plant	2,463,832	16.1%	2,950,049	17.9%	(486,217)	-16.5%
Scholarships & Fellowships	<u>3,450,727</u>	22.6%	<u>2,674,900</u>	16.2%	<u>775,827</u>	29.0%
Total Current Year Budgeted E&G Expenditures	15,261,113	100.0%	16,484,339	100.0%	(1,223,226)	-7.4%
Budgeted E&G Increase/(Decrease) Before Use of Reserves	(54,373)		(425,668)		371,295	-87.2%
Prior Year E&G Reserve (SRA3 Sch C, Line 3)	<u>1,642,978</u>		<u>2,450,000</u>		<u>(807,022)</u>	-32.9%
Projected Ending E&G Reserve (SRA3 Sch C, Line 8)	<u>\$ 1,588,605</u>		<u>\$ 2,024,332</u>		<u>\$ (435,727)</u>	-21.5%

Reference Document F1-b

Oklahoma State Regents for Higher Education
 655 Research Parkway, Suite 200
 Oklahoma City, Ok 73102

NORTHEASTERN OKLAHOMA A&M COLLEGE AUXILIARY BUDGET
Fiscal Year 2020-21

	<u>FY2020-21</u>		<u>FY2019-20</u>	
	Revenues	Expenses	Revenues	Expenses
Housing	1,866,000	1,131,186	2,085,000	1,388,750
Food Service	2,348,884	2,237,000	2,454,000	2,227,500
Athletics/Aggie Teams	1,025,500	2,489,326	1,286,500	2,756,554
Wellness Center	411,300	159,161	520,800	262,660
Bookstore	1,052,350	960,669	1,245,000	1,083,519
Student Union	437,000	517,500	552,000	612,182
Fine Arts	2,500	97,000	2,500	123,500
Student Activities	76,000	96,800	96,000	134,600
Parking & Student ID's	90,000	37,500	90,000	37,500
Other Activities	1,247,894	1,192,894	1,247,894	1,238,794
Total	8,557,428	8,919,036	9,579,694	9,865,559
NET INCOME/(LOSS)		(361,608)		(285,865)

NORTHEASTERN OKLAHOMA A&M COLLEGE
TUITION, FEES, ROOM & BOARD
Fiscal Year 2020-2021

	FY20-21	FY19-20	Change	% Change
Tuition	99.00	99.00	0.00	0.00%
Library Resources	1.65	1.65	0.00	
Student Technology	10.50	10.50	0.00	
Infrastructure	2.25	2.25	0.00	
E&G Fees	14.40	14.40	0.00	
Student Activity	25.00	25.00	0.00	0.00%
Student Government	2.00	2.00	0.00	
Intramural	1.00	1.00	0.00	
Facility	8.35	8.35	0.00	
Student Union	11.50	11.50	0.00	
Assessment	2.00	2.00	0.00	
Student Health Fee	0.50	0.50	0.00	
AUX FEES	50.35	50.35	0.00	0.00%
TOTAL TUITION AND MANDATORY FEES	163.75	163.75	0.00	0.00%

Room & Board Rate Increases

Traditional Dormitory - Double	\$1,150.00	\$1,150.00	0.00	0.00%
Traditional Dormitory - Single	\$1,675.00	\$1,675.00	0.00	0.00%
Quad Housing	\$1,750.00	\$1,750.00	0.00	0.00%
Suites - 4 Bedroom	\$2,175.00	\$2,175.00	0.00	0.00%
Suites - 2 Bedroom	\$2,395.00	\$2,395.00	0.00	0.00%
Each semester residents are charged \$50 laundry				
10 Meal/week plus \$75 flex cash*	\$1,240.00	\$1,314.00	-74.00	-5.97%
14 Meal/week plus \$75 flex cash	\$1,600.00	\$1,604.00	-4.00	-0.25%
19 Meal/week plus \$75 felx cash	\$1,798.00	\$1,749.00	49.00	2.73%

*This plan is available to suite residents only.



SALARY RECOMMENDATIONS - FY 2020-2021

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DEPARTMENT	NAME	TITLE OR POSITION	DEGREE HIGHEST ACHIEVED	NO. MONTH EMP	2019-2020 SALARY	2020-2021 PROPOSED SALARY	% INCREASE PREVIOUS YEAR
E&G PERSONNEL							
BUSINESS OFFICE	DECOSTER, TERRY	ASST. VP - FISCAL AFFAIRS/CONTROLLER	BS	12	\$54,000.00	\$60,000.00	11.11%
BUSINESS OFFICE	GLEAVES, ANGELA	STAFF ACCOUNTANT	BS	12	\$30,893.41	\$34,403.20	11.36%
BUSINESS OFFICE	BAKER, CRYSTAL	CASHIER - BUSINESS OFFICE		12	\$20,280.00	\$21,840.00	7.69%
BUSINESS OFFICE	PENDERGRAFT, SKY	ACCOUNTS PAYABLE CLERK		12	\$26,865.00	\$26,865.82	0.00%
BUSINESS OFFICE	RENTFROW, GINA	PURCHASING ASSISTANT		12	\$24,211.20	\$24,211.20	0.00%
INFO. TECH	LAWSON, ZACH	COMPUTER NETWORK TECHNICIAN		12	\$39,140.00	\$39,140.00	0.00%
INFO. TECH- ACADEMIC	ARANA, JENNIFER	ONLINE STUDENT SERVICES COORDINATOR	MS	12	\$48,410.00	\$48,410.00	0.00%
INFO. TECH-ACADEMIC	SNOW, MATTHEW	NETWORK ADMINISTRATOR	AA	12	\$39,140.00	\$39,140.00	0.00%
POST OFFICE	MERIT, BOBBY	POSTMASTER		12	\$21,659.66	\$24,359.66	12.47%
PRESIDENT'S OFFICE	CUMMINS, KENDRA	EXECUTIVE ASSISTANT TO PRESIDENT	AA	12	\$37,080.00	\$40,580.00	9.44%
PUBLIC RELATIONS	ADAMS, JORDAN	COORDINATOR - PUBLIC INFORMATION & MARKETING	MS	12	\$33,990.00	\$33,990.00	0.00%
VP - ACADEMIC AFFAIRS	COYNE, RUTH	ADMIN. ASST. - VP ACADEMIC AFFAIRS & ASST. V.P. AA		12	\$29,950.75	\$29,950.75	0.00%
VP - ACADEMIC AFFAIRS	FAHNESTOCK, DR. BETHENE	VICE PRESIDENT - ACADEMIC AFFAIRS	PH.D.	12	\$98,066.30	\$98,066.30	0.00%
VP - ACADEMIC AFFAIRS	GROVER, DUSTIN	INSTR. - COMP. SCI./ASST. VP ACADEMIC AFFAIRS	MS	12	\$74,306.00	\$74,306.00	0.00%
VP - FISCAL AFFAIRS	SNYDER, HOLLIE	HUMAN RESOURCES GENERALIST	BS	12	\$21,533.20	\$32,000.00	48.61%
VP - FISCAL AFFAIRS	OPEN	VICE PRESIDENT - FISCAL AFFAIRS		12	\$98,910.90	\$100,000.00	1.10%
ACADEMIC SUPPORT CTR	SMATHERS, DANIEL	ACADEMIC SUPPORT ASST. - MATH		12	\$33,134.40	\$34,132.40	3.01%
ACADEMIC SUPPORT CTR	WENZEL, KATHRYN	ACADEMIC SUPPORT ASST.-ENGLISH/COORDINATOR	BGS	12	\$39,227.34	\$39,227.34	0.00%
ACADEMIC SUPPORT CTR	WILLIAMS, JAN	ACADEMIC SUPPORT ASST.-ENGLISH	BA	12	\$28,065.44	\$28,065.44	0.00%
AGRICULTURE	ANDERSON, ALISEN	INSTR. - AGRICULTURE, HERDSMAN	MS	10	\$47,640.00	\$45,560.00	-4.37%
AGRICULTURE	POOL, KEVIN	INSTR - AGRICULTURE, HERDSMAN	MS	10	\$46,287.00	\$46,280.00	-0.02%
AGRICULTURE	PARKER, BRITTANY	ADMINISTRATIVE ASSISTANT		12	\$22,360.00	\$22,367.00	0.03%
AGRICULTURE	BOOTH, MARY	DEPT. CHAIR/INSTR. - AGRICULTURE	BS	12	\$57,680.00	\$66,342.00	15.02%
AGRICULTURE	GRAHAM, TAYLOR	INSTR. AGRI. - AGRICULTURE, LIVESTOCK JUDG. COACH, HERDSMAN	BS	10	\$45,440.00	\$45,860.00	0.92%
ASSO. DEGREE NURSING	ALLEN, JAN	COORD. LPN TO RN PROGRAM	MS	12	\$59,245.40	\$59,749.40	0.85%
ASSO. DEGREE NURSING	OGLE, JULIE	INSTR. - NURSING		10	\$44,247.00	\$44,667.00	0.95%
ASSO. DEGREE NURSING	OPEN	INSTR. - NURSING	MS	10	\$46,347.00	\$43,407.00	-6.34%
ASSO. DEGREE NURSING	GARNER, VICKIE	INSTR. - NURSING	MS	10	\$48,867.00	\$49,287.00	0.86%
ASSO. DEGREE NURSING	DE LA FUENTE, DORA	ADMINISTRATIVE ASST.-ALLIED HEALTH, P.E. & NURSING		12	\$21,715.20	\$22,360.00	2.97%



SALARY RECOMMENDATIONS - FY 2020-2021

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DEPARTMENT	NAME	TITLE OR POSITION	DEGREE HIGHEST ACHIEVED	NO. MONTH EMP	2019-2020 SALARY	2020-2021 PROPOSED SALARY	% INCREASE PREVIOUS YEAR
ASSO. DEGREE NURSING	KEETON BROWN, CYNTHIA	INSTR. - NURSING	MS	10	\$46,827.00	\$47,247.00	0.90%
ASSO. DEGREE NURSING	MORGAN, DEBBIE	DIR.-NURSING/DEPT. CHAIR (Allied Health, Nursing, PE)	MSN	12	\$74,528.40	\$74,438.40	-0.12%
ASSO. DEGREE NURSING	NORMAN, KATHLEEN	INSTR. - NURSING	MSN	10	\$45,927.00	\$46,347.00	0.91%
ASSO. DEGREE NURSING	PANTER, SUSAN	INSTR. - NURSING	MSN	10	\$48,447.00	\$48,867.00	0.87%
ASSO. DEGREE NURSING	SEIGEL, DEBORAH	INSTR. - NURSING	MSN	10	\$46,767.00	\$47,187.00	0.90%
BIOLOGICAL SCIENCE	CRAPSE, FRED	INSR. - BIOLOGICAL SCIENCES	MS	10	\$46,003.00	\$46,423.00	0.91%
BIOLOGICAL SCIENCE	DIXON, STEVE	DEPT. CHAIR MATH & SCIENCE/INSTR. - MATH		10	\$55,595.70	\$60,668.00	9.12%
BIOLOGICAL SCIENCE	ROHDE, JULIEANNA	INSTR. - BIOLOGICAL SCIENCES	MS+30	10	\$53,040.00	\$53,460.00	0.79%
BIOLOGICAL SCIENCE	OPEN	INSTR. - BIOLOGICAL SCIENCES	MS	10	\$53,667.00	\$53,667.00	0.00%
BUSINESS/MARKETING	BECKER, CALVIN	INSTR. - BUSINESS	MS	10	\$43,587.00	\$44,007.00	0.96%
BUSINESS/MARKETING	HACKWELL, LORI	INSTR. - BUSINESS	MS	10	\$48,207.00	\$48,627.00	0.87%
BUSINESS/MARKETING	LUCAS, BRENDA	INSTR. - BUSINESS	MS	10	\$47,367.00	\$47,787.00	0.89%
COMPUTER SCIENCE TECH	BAUER, JOY	DEPT. CHAIR BUSINESS & TECH/INSTR. - BUSINESS & TECH	MS	12	\$64,551.60	\$65,055.60	0.78%
COMPUTER SCIENCE TECH	HAMMONS, EDWIN	INSTR. - COMPUTER SCIENCE	MS	10	\$53,667.00	\$53,667.00	0.00%
DEVELOPMENTAL OFFICE	SHULTS, SANDY	ADMINISTRATIVE ASST. - DEVELOPMENT FOUNDATION		12	\$28,665.31	\$28,665.31	0.00%
DEVELOPMENTAL OFFICE	WALKER, JENNIFER	EXECUTIVE DIRECTOR - DEVELOPMENT FOUNDATION	MA	12	\$67,156.00	\$67,156.00	0.00%
DIGITAL COMMUNICATIONS	FRAZIER, DAVID	WEBMASTER/GRAPHIC ARTIST	BS	12	\$43,064.87	\$43,065.08	0.00%
DRAFTING/CAD	REA, ROB	INSTR. - CONSTRUCTION MANAGEMENT	MS+30	10	\$47,263.00	\$47,683.00	0.89%
EARLY CHILDHOOD EDU.	JACKSON, ASHLEE	INSTR. - EARLY CHILDHOOD EDUCATION	MS+30	10	\$48,943.00	\$49,363.00	0.86%
FINANCIAL AID	FISHER, DAVID	DIRECTOR - FINANCIAL AID	MS	12	\$49,962.21	\$49,962.21	0.00%
FINANCIAL AID	KEY, KAREN	ASST. DIRECTOR - FINANCIAL AID	BA	12	\$39,270.19	\$39,270.19	0.00%
FINANCIAL AID	MCMAIN, AIMEE	FINANCIAL AID COUNSELOR/VERIFICATION SPECIALIST	AA	12	\$23,716.37	\$23,716.37	0.00%
GROVE HIGHER ED CTR	SNELL, SHANI	COORDINATOR - GROVE HIGHER ED CENTER		12	\$24,000.00	\$30,000.00	25.00%
HPER	PARRIGON, JOHN	INSTR. - HPER/HEAD MEN'S SOCCER COACH	MA	10	\$50,920.00	\$51,340.00	0.82%
HPER	WARD, ROGER	INSTR. - HPER/HEAD BASEBALL COACH	MA	10	\$53,560.00	\$53,560.00	0.00%
LANGUAGES & LITERATURE	HA-BIRDSONG, DR. SEONAE	INSTR. - ENGLISH & READING	PH.D.	10	\$56,715.00	\$56,715.00	0.00%
LANGUAGES & LITERATURE	MARTINOUS, MOSES	INSTR. - ENGLISH	MA	10	\$44,847.00	\$45,267.00	0.94%
LANGUAGES & LITERATURE	MURPHY, CARLA	INSTR. - READING	Ed.S.	10	\$52,103.00	\$52,523.00	0.81%
LANGUAGES & LITERATURE	WEAVER, JAMIE	INSTR. - ENGLISH	MA	10	\$48,207.00	\$48,627.00	0.87%
LIBERAL ARTS	PATTERSON, BARBARA	SECRETARY - SCHOOL OF COMMUNICATIONS & FINE ARTS		12	\$22,366.66	\$22,366.66	0.00%



SALARY RECOMMENDATIONS - FY 2020-2021

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DEPARTMENT	NAME	TITLE OR POSITION	DEGREE HIGHEST ACHIEVED	NO. MONTH EMP	2019-2020 SALARY	2020-2021 PROPOSED SALARY	% INCREASE PREVIOUS YEAR
LIBERAL ARTS	ROGERS, CHET	ASST. TECHNICAL DIRECTOR		12	\$20,085.00	\$20,085.00	0.00%
MATH	KELLOGG, ERIN	INSTR. - MATH	MS	10	\$44,847.00	\$45,267.00	0.94%
MATH	PATTERSON, MELISSA	INSTR. - MATH	MS	10	\$46,527.00	\$45,687.00	-1.81%
MATH AND SCIENCE	CANTWELL, WHITNEY	ADMINISTRATIVE ASSISTANT		12	\$31,000.00	\$22,367.00	-27.85%
MATH/PRE-ENGINEERING	ALDRIDGE, JEFF	INSTR. - MATH	MS	10	\$56,083.00	\$53,667.00	-4.31%
MEDICAL LAB TECH.	MILLER, MITZIE	DIRECTOR/INSTR. - MED. LAB TECHNIAN	MS	10	\$47,187.00	\$47,607.00	0.89%
MEDICAL LAB TECH.	OPEN	ASST. MLT INSTR.		12	\$10,176.40	\$21,715.00	113.39%
MUSIC	COMPTON, ADAM	INSTR. - INSTRUMENTAL MUSIC/BAND DIRECTOR	MA	10	\$47,787.00	\$48,207.00	0.88%
MUSIC	TAYLOR, TATIANA	INSTR. - VOCAL MUSIC/BAND DIRECTOR	PH.D.	10	\$48,735.00	\$49,155.00	0.86%
PHYSICAL SCIENCE	EADS, JANINA	INSTR. - CHEMISTRY	PH.D.	10	\$50,415.00	\$50,835.00	0.83%
PHYSICAL SCIENCE	ROBINSON, JESSICA	INSTR. - PHYSICAL SCIENCE	MS	10	\$42,747.00	\$43,167.00	0.98%
PHYSICAL THERAPIST ASST.	BRIDGES, KLAYTON	INSTR-PHYSICAL THERAPIST ASST./CLINICAL COORD.	MS	10	\$48,067.00	\$43,407.00	-9.69%
PHYSICAL THERAPIST ASST.	SMATHERS, DR. DAWN	DIR/INSTR. - PHYSICAL THERAPIST ASST.	PH.D.	10	\$58,429.00	\$58,849.00	0.72%
PSYCHOLOGY & SOCIOLOGY	BLALOCK, BETH	INSTR. - SOCIOLOGY/SOCIAL WORK	MS	10	\$49,047.00	\$49,467.00	0.86%
PSYCHOLOGY & SOCIOLOGY	DEICHMAN, DR. LESLI	INSTR. - PSYCHOLOGY	PH.D.	10	\$55,875.00	\$56,295.00	0.75%
PSYCHOLOGY & SOCIOLOGY	KURTZ, LORI	INSTR. - PSYCHOLOGY/COUNSELOR	MS	10	\$49,220.00	\$49,610.00	0.79%
SOCIAL SCIENCE	BIRDSONG, DR. JEFF	DEPT. CHAIR - SOC. SCIENCE/INSTR. POLITICAL SCIENCE	PH.D.	12	\$77,418.00	\$79,938.00	3.26%
SOCIAL SCIENCE	CALLAN, THOMAS	INSTR. - SOCIAL SCIENCE	MS	10	\$44,847.00	\$45,267.00	0.94%
SOCIAL SCIENCE	LOVING, DR. DAVID	INSTR. - HISTORY	PH.D.	10	\$55,455.00	\$55,875.00	0.76%
SOCIAL SCIENCE	POWERS, LASHAWNA	INSTR. - HISTORY	MS	10	\$44,427.00	\$44,847.00	0.95%
ASSESSMENT	ADAMS, KEELEY	ACADEMIC ADVISOR	MS	12	\$37,080.04	\$39,960.00	7.77%
ASSESSMENT	HANCOCK, TINA	ADMINISTRATIVE ASST.		12	\$21,112.00	\$21,112.00	0.00%
ASSESSMENT	LLOYD, RACHEL	DIR.-STUDENT ADVISEMENT CTR. (Rem. Salary in Title III Grant)	MS	12	\$70,040.04	\$70,040.04	0.00%
ASSESSMENT	ORCUTT, RYAN	ADVISOR/REACH HIGHER COORD. (Rem. Salary in Title III Grant)	BS	12	\$47,399.96	\$45,899.96	-3.16%
COLLEGE FARM	MCMAIN, JOHN	COLLEGE FARM MAINTENANCE		12	\$20,459.92	\$20,459.92	0.00%
COLLEGE FARM	UNGEHEUER, KOLBY	FARM MANAGER/RODEO COACH	BS	12	\$41,531.62	\$41,531.62	0.00%
LEARNING RESOURCE CTR	HAYES, LESLIE	DIRECTOR - LIBRARY SERVICES	MLS	12	\$59,632.92	\$50,000.00	-16.15%
LEARNING RESOURCE CTR	OVERACRE, DEBBIE	TECHNICAL SERVICES ASSISTANT	AA	12	\$16,946.38	\$19,739.20	16.48%
LEARNING RESOURCE CTR	TURNER, SERITA	LIBRARY ASSISTANT		12	\$23,673.52	\$23,673.52	0.00%
LEARNING RESOURCE CTR	WESTPHAL, MATT	IT DIRECTOR		12	\$58,519.78	\$58,519.78	0.00%



SALARY RECOMMENDATIONS - FY 2020-2021

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DEPARTMENT	NAME	TITLE OR POSITION	DEGREE HIGHEST ACHIEVED	NO. MONTH EMP	2019-2020 SALARY	2020-2021 PROPOSED SALARY	% INCREASE PREVIOUS YEAR
HIGH SCHOOL/COLLEGE REL.	GROVER, ELSIE	ASST. VP - STUDENT AFFAIRS/DIR. - STUDENT RECRUITMENT		12	\$54,000.00	\$57,000.00	5.56%
HIGH SCHOOL/COLLEGE REL.	HAYES, JANA	SECRETARY - STUDENT RECRUITMENT		12	\$24,616.18	\$25,812.80	4.86%
HIGH SCHOOL/COLLEGE REL.	SAUL, SHELBY	COLLEGE RECRUITER		12	\$28,000.00	\$28,000.00	0.00%
HIGH SCHOOL/COLLEGE REL.	REXWINKLE, JACOB	COLLEGE RECRUITER		12	\$28,000.00	\$28,000.00	0.00%
REGISTRAR	CLAPP, SHAY	REGISTRAR	BS	12	\$41,140.04	\$41,140.04	0.00%
REGISTRAR	CRIPPEN, KALLI	ASST. REGISTRAR	MS	12	\$27,980.00	\$27,980.00	0.00%
REGISTRAR	KELLEY, ASHLEY	ADMISSIONS CLERK II		12	\$21,424.00	\$21,424.00	0.00%
VP - STUDENT SERVICES	ISHMAEL, AMY	VP-STUDENT AFFAIRS & ENROLLMENT MANAGEMENT	MA	12	\$94,876.87	\$94,876.87	0.00%
VP - STUDENT SERVICES	OPEN	STUDENT UNION PROGRAM ASSISTANT		12	\$27,701.55	\$35,500.00	28.15%
VP - STUDENT SERVICES	OSBURN, JENNIFER	CAMPUS NURSE		12	\$26,873.73	\$26,873.73	0.00%
BUILDING MAINTENANCE	OPEN	ADMINISTRATIVE ASST. - MAINTENANCE DEPT.		12	\$22,195.26	\$24,000.00	8.13%
BUILDING MAINTENANCE	EASTER, NORMAN	GROUNDWORKER/TRASK TRUCK DRIVER		12	\$20,459.92	\$20,459.92	0.00%
BUILDING MAINTENANCE	HARKINS, WARREN D.	HVAC SENIOR TRADES MECHANIC		12	\$38,734.59	\$38,734.59	0.00%
BUILDING MAINTENANCE	HURST, JEFFERY	TRADES MECHANIC		12	\$26,672.88	\$26,672.88	0.00%
BUILDING MAINTENANCE	MORGAN, BRAD	TRADES MECHANIC I		12	\$26,180.13	\$26,180.13	0.00%
BUILDING MAINTENANCE	OSBURN, WILLIAM	PAINTER		12	\$18,504.98	\$18,504.98	0.00%
BUILDING MAINTENANCE	PREWETT, BILL	PLUMBER		12	\$31,493.28	\$31,493.28	0.00%
BUILDING MAINTENANCE	PRYOR, JACK	ELECTRICIAN		12	\$43,983.47	\$43,983.47	0.00%
BUILDING MAINTENANCE	SUTTON, DAMON WADE	CARPENTER		12	\$26,744.40	\$26,764.40	0.07%
GROUNDWORK MAINTENANCE	MAST, BILL	GROUNDWORK SUPERVISOR		12	\$25,858.77	\$25,858.77	0.00%
PHYSICAL PLANT ADMIN.	GRIMES, STEVE	DIRECTOR - PHYSICAL PLANT		12	\$67,686.45	\$67,686.45	0.00%
SAFETY & SECURITY	BARTLETT, NATHAN	ASST. DIRECTOR - DEPT. OF PUBLIC SAFETY		12	\$34,500.00	\$34,500.00	0.00%
SAFETY & SECURITY	SMITH, NASH	CAMPUS POLICE OFFICER		12	\$27,040.00	\$27,040.00	0.00%
SAFETY & SECURITY	PFEFFER, ERIC	CAMPUS POLICE OFFICER		12	\$27,560.00	\$27,600.00	0.15%
SAFETY & SECURITY	WALL, MARK	DIRECTOR - DEPT. OF PUBLIC SAFETY		12	\$41,432.80	\$41,432.80	0.00%
AUXILIARY ENTERPRISE							
ATHLETIC TRAINING	DURHAM, HOLLY	ATHLETIC TRAINER		12	\$40,000.00	\$40,000.00	0.00%
ATHLETICS - ATH. DIR.	JACKSON, JEREMY	HEAD MEN'S BASKETBALL COACH, SAC COOR.		12	\$42,000.00	\$42,000.00	0.00%
ATHLETICS - ATH. DIR.	RENFRO, JOE	ATHLETIC DIRECTOR, HEAD WRESTLING COACH	MS	12	\$83,525.00	\$70,500.00	-15.59%
ATHLETICS - ATH. DIR.	SEVERE, LISA	ADMINISTRATIVE ASSISTANT- ATHLETIC DEPT.		12	\$24,398.00	\$24,398.00	0.00%



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DEPARTMENT	NAME	TITLE OR POSITION	DEGREE HIGHEST ACHIEVED	NO. MONTH EMP	2019-2020 SALARY	2020-2021 PROPOSED SALARY	% INCREASE PREVIOUS YEAR
ATHLETICS - ATH. DIR.	OPEN	HEAD VOLLEYBALL COACH		12	\$30,000.00	\$15,000.00	-50.00%
ATHLETICS - DANCE/CHEER	HANES, JONITA	DANCE/CHEER COACH		12	\$8,000.00	\$8,000.00	0.00%
ATHLETICS - DANCE/CHEER	HART, ANNA	DANCE/CHEER COACH		12	\$8,000.00	\$8,000.00	0.00%
ATHLETICS - FOOTBALL	ALLEN, ZACH	HEAD FOOTBALL COACH	BS	12	\$72,100.00	\$64,100.00	-11.10%
ATHLETICS - FOOTBALL	CRISSUP, ZACHARY	ASST. FOOTBALL COACH		12	\$44,290.00	\$40,290.00	-9.03%
ATHLETICS - FOOTBALL	RICE, ANDREW	ASST. FOOTBALL COACH		12	\$44,290.00	\$40,290.00	-9.03%
ATHLETICS - FOOTBALL	BETTS, CORNEILUS	ASST. FOOTBALL COACH		12	\$30,000.00	\$8,000.00	-73.33%
ATHLETICS - FOOTBALL	LEOGRANDE, ANTHONY	ASST. FOOTBALL COACH		12	\$11,000.00	\$8,000.00	-27.27%
ATHLETICS - FOOTBALL	SPRINGSGUTH, CODY	ASST. FOOTBALL COACH		12	\$11,000.00	\$8,000.00	-27.27%
ATHLETICS - FOOTBALL	CARTER, QUENTIN	ASST. FOOTBALL COACH		12	\$11,000.00	\$8,000.00	-27.27%
ATHLETICS - SOFTBALL	IVERSON, ERIC	HEAD SOFTBALL COACH	BS	12	\$15,000.00	\$15,000.00	0.00%
ATHLETICS - MENS SOCCER	OPEN	ASSISTANT MENS SOCCER COACH		12		\$8,000.00	#DIV/0!
ATHLETICS - WOMENS SOCCER	SAUL, HALEY	ASSISTANT WOMENS SOCCER COACH		12	\$17,051.00	\$8,000.00	-53.08%
ATHLETICS - WRESTLING	EDWARDS, CHANDLER	ASSISTANT WRESTLING COACH		12	\$17,051.00	\$8,000.00	-53.08%
ATHLETICS - BASEBALL	GLAD, HOUSTON	ASSISTANT BASEBALL COACH		12	\$7,500.00	\$8,000.00	6.67%
ATHLETICS - VOLLEYBALL	OPEN	ASSISTANT VOLLEYBALL COACH		12		\$8,000.00	#DIV/0!
BOOKSTORE	NOEL, KANDIS	ASSISTANT BOOKSTORE MANAGER		12	\$30,057.87	\$30,057.87	0.00%
BOOKSTORE	VANOVER, KATHRYN	BOOKSTORE MANAGER	AA	12	\$39,922.80	\$39,922.80	0.00%
BOOKSTORE	CAIN, EDGAR	BOOKSTORE CLERK/SOFTBALL ASST.		12	\$18,216.64	\$17,100.00	-6.13%
HOUSING - DYER HALL	MITCHELL, COOPER	HEAD RESIDENT DIRECTOR DYER		12	\$7,000.00	\$12,000.00	71.43%
HOUSING - RUSSELL HALL	CHAVKA, BRUCE	HEAD RESIDENT DIRECTOR RUSSELL		12	\$20,259.20	\$17,100.00	-15.59%
HOUSING - STUDENT COMPLEX	STOKES, VICKI	HEAD RESIDENT STUDENT HOUSING COMPLEX		12	\$20,010.02	\$20,010.02	0.00%
HOUSING - DOBSON/HARRILL	JONES, SHILLALIE	HEAD RESIDENT DOBSON/HARRILL/ASST. WOMEN'S BASKETBALL COACH		12	\$17,051.00	\$17,100.00	0.29%
HOUSING - DOBSON/HARRILL	ROWLAND, JIM	HOUSING DIRECTOR/HEAD WOMEN'S BASKETBALL COACH	BS	12	\$49,064.24	\$49,064.24	0.00%
WELLNESS CENTER	BELL, LISA	AQUATICS COORDINATOR/HEAD WOMEN'S SOCCER COACH	MS	12	\$37,963.74	\$44,963.74	18.44%
GRANT PROGRAMS							
ADULT LITERACY GRANT	MARTIN, CHERYLE	DIRECTOR/INSTRUCTOR - ADULT LEARNING CENTER	MS	12	\$41,200.00	\$44,600.00	8.25%
ALLIED JOBS	JORDAN, MARY	CO-COORDINATOR - ALLIED JOBS PROGRAM		12	\$38,000.00	\$38,000.00	0.00%
ALLIED JOBS	SHAMBAUGH, ROBIN	CO-COORDINATOR - ALLIED JOBS PROGRAM (Delaware County)	BS	12	\$39,701.31	\$39,701.31	0.00%
STUDENT SUPPORT SERV.	BRIXEY, JULIE	DIRECTOR - STUDENT SUPPORT SERVICES PROGRAM	MS	12	\$44,125.20	\$52,000.00	17.85%



SALARY RECOMMENDATIONS - FY 2020-2021

Reference Document F-1-d

DEPARTMENT	NAME	TITLE OR POSITION	DEGREE HIGHEST ACHIEVED	NO. MONTH EMP	2019-2020 SALARY	2020-2021 PROPOSED SALARY	% INCREASE PREVIOUS YEAR
STUDENT SUPPORT SERV.	CONRAD, RACHEL	ADMINISTRATIVE ASSISTANT		12	\$14,059.50	\$14,059.50	0.00%
STUDENT SUPPORT SERV.	LONG, DONNIE	ADMIN SUPPORT/COMPUTER LAB ASST.		12	\$12,854.40	\$26,000.00	102.27%
STUDENT SUPPORT SERV.	PENNINGTON, BOBBIE	CAREER/RETENTION SPECIALIST	MS	12	\$36,713.28	\$36,713.25	0.00%
STUDENT SUPPORT SERV.	STOVALL, KATHRYN	LEARNING SPECIALIST		12	\$34,000.00	\$34,000.00	0.00%
TITLE III GRANT - PART F	BERRYMAN, JOHANNAH	PROFESSIONAL MENTOR		12	\$23,298.60	\$23,298.60	0.00%
TITLE III GRANT - PART F	FLEES, ELIZABETH	ONLINE SUPPORT SPECIALIST/INTERNATIONAL COOR.	MS	12	\$36,050.00	\$39,650.00	9.99%
TITLE III GRANT - PART F	WHITE, ELISA	MULTIMEDIA COORDINATOR		12	\$43,775.00	\$43,775.00	0.00%
UPWARD BOUND	CAWYER, CONNELL	ACADEMIC COORDINATOR	BS	12	\$32,960.00	\$32,960.00	0.00%
UPWARD BOUND	DUVALL, PEGGY	ADMINISTRATIVE ASSISTANT		12	\$17,160.00	\$17,160.00	0.00%
UPWARD BOUND	COMPTON, DAWN	GRANT DIRECTOR	MS	12	\$48,000.00	\$48,000.00	0.00%
UPWARD BOUND	PENDERGRAFT, LOGAN	MENTOR		12	\$0.00	\$17,940.00	#DIV/0!

G. Other Business and Financial Matters-

Reference Document G-1

1. Board authorization is requested to expend funds, including payment of administrative allowance at year-end, according to grant/program guidelines for:
 - a. Upward Bound Grant FY 2021- We have received notice from the US department of Education the award for the TRIO Upward Bound program for Fiscal Year 2020-2021. This award is the 4th year of a 5 year grant for the period of September 1, 2019 through August 31, 2022. The announced allocation is \$337,181. The grant offers services to participants who reside in an impoverished three-county area in Northeastern Oklahoma and who attended one of 15 target high schools. All grant services and activities are targeted to the motivation and skills necessary to succeed in education beyond high school. Board authorization is requested to expend grant funds, including payment of administrative allowances at year-end, according to grant guidelines.
 - b. Federal Awards for Campus-Based Student Financial Aid Programs for FY 2021- The federal government has advised us of our tentative awards for the Supplemental Education Opportunity Grant (SEOG) in the amount of \$100,490 and the Federal Work Study (FWS) elements of the Student Financial Aid (SFA) program for \$150,989 for FY2020-21. These award amounts are the minimum grant amounts and are unchanged from previous years. Although these awards are tentative and subject to revision, experience has been that revisions are rare and minimal. Board authorization is requested to expend funds, including payment of administrative allowance at year-end, according to the financial aid program guidelines.
 - c. Adult Education & Family Literacy Grant 2020-2021 Allocation- We have received notification from the Oklahoma Department of Career and Technology Education of our allocation for the Adult Education & Family Literacy Grant for Craig, Delaware and Ottawa Counties. The allocation for Fiscal Year 2020-2021 is \$119,488. These funds are used for the operation of an on-campus Adult Literacy Center that provides GED test preparation and testing for the aforementioned county residents. Board authorization is requested to expend funds, including payment of administrative allowances at year-end, according to grant guidelines.

Reference Document G-3

Gift of Real Property-

(Tract I)

A tract of land lying in Lot 11, in the NORTHEAST INDUSTRIAL PARK, an Addition to the City of Miami, Ottawa County, Oklahoma, more particularly described as follows, to-wit:

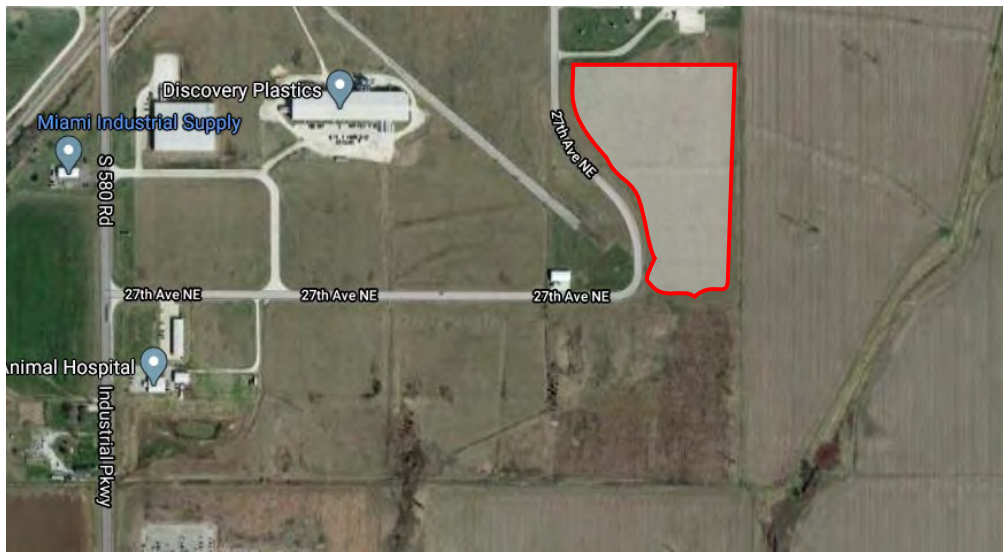
Beginning at the SW corner of Lot 11; N Thence N 0 1-3611611 E, a distance of 11.35';
Thence N 80.5 110" E, a distance of 272.14';
Thence N 75-08 134" E, a distance of 60.72';
Thence N 49-7 3'57" E, a distance of 58.62 1
Thence N 03"43'45" E, a distance of 150.48';
Thence N 00-22 154" E, a distance of 183.76'; I AL Thence N 00-22 154 11 E, a distance of 144. 91 ' ;
Thence S 87"58'52" E, a distance of 350. 60';
Thence SO 1 °33'49" W, a distance of 488. 38';
Thence N 86°38'2311 W, a distance of 259. 56';
Thence S 49"36'41" W, a distance of 174.52';
Thence N 87"58'52" W, a distance of 329.36' to the Point of Beginning.

AND

(Tract IV)

A tract of land lying in Lot 12 in the NORTHEAST INDUSTRIAL PARK, an Addition to the City of Miami, Ottawa County, Oklahoma, more particularly described as follows, to-wit:

Beginning at the NW corner of Lot 12;
Thence S 01 "36'16" W, a distance of 87.46';
Thence N 89"45'06" E, a distance of 243.72';
Thence N 49.36'41 "E, a distance of 115.39';
Thence N.87"58'52" W, a distance of 329.36' to the Point of Beginning.



OFFICIAL INTERIM APPROVAL REQUEST TO THE OFFICE OF THE CHIEF EXECUTIVE OFFICER OF THE OSU/A&M BOARD OF REGENTS

NOTE: Both pages of this form must be completed before interim approval is considered official.

NORTHEASTERN OKLAHOMA A&M COLLEGE

College/University from which Request for Interim Approval Originated

1. The basis upon which interim approval is requested is indicated below (check one or more and explain).

(a) The matter is related to the peace, health and safety of the institution and/or its inhabitants. (Explain how the matter of business for which interim approval is requested is related to the immediately foregoing statement.)

(b) The matter quite possibly could pose a deterrent to the accomplishment of important institutional objectives without authorization to act immediately or reasonably soon; and/or it is believed imprudent to delay action until the next meeting of the Board of Regents. (Explain how the matter of business for which interim approval is requested is related to the immediately foregoing statement.)

Interim approval is needed to execute an agreement with Crawford and Associates to provide services related to preparation of annual financial statements and financial consulting assistance. Without a chief financial officer, their role will be expanded this year beyond their normal scope of work.

(c) The matter has significant economic implications for institutional resources and/or properties without authorization to act immediately or reasonably soon; and/or it is believed imprudent to delay action until the next meeting of the Board of Regents. (Explain how the matter of business for which interim approval is requested is related to the immediately foregoing statement.)

(d) The matter is related to an emergency requiring action by the administration prior to the next meeting of the Board of Regents because of extenuating circumstances not referenced above. (Describe the specific extenuating circumstances.)

2. The administration action for which interim approval is hereby requested is as follows (describe fully what action is proposed and, if necessary, use an attached sheet):

NEO A&M College requests interim approval to enter into a contractual agreement with Crawford and Associates to provide services associated with preparation of annual financial statements and financial consulting assistance in preparation of the annual audit.

3. State the actual cost or best estimated cost required to complete the action for which interim approval is requested.

Authorization is requested up to \$85,000.

4. Identify the fund or funds to be used in covering the cost stated above.

Funds will come from E&G Funds.

5. If verbal approval was previously granted, indicate to whom approval was given, the date, and whether by telephone or in person.

6. _____
(Optional) Signature of Requesting Administrator



(Required) Signature of President

Date

5/4/20

Date

(FOR USE BY THE OFFICE OF THE CHIEF EXECUTIVE OFFICER)

Interim approval is granted by the office of the Chief Executive Officer for the business matter described above.

REMARKS:

Interim approval is not granted for the business matter described above.

REMARKS:



Jason Ramsey 05/04/2020 16:26 CDT

Signature of the Chief Executive Officer or his designated representative

Date



April 21, 2020

Dr. Kyle Stafford
President
Northeastern Oklahoma A&M College
200 I Street NE
Miami, Oklahoma 74354

Dear President Stafford:

Crawford & Associates, P.C. is pleased that Northeastern Oklahoma A&M College (the College) has expressed its confidence in our firm and our state and local government expertise by requesting this engagement letter. We look forward to a long and successful relationship as an integral financial management resource to the College and the Board.

We are prepared to provide a full range of accounting and consulting services to the College contingent upon approval of this contract. The purpose of this engagement letter is to identify the scope of available services from Crawford & Associates, the specific initial services requested at this time, and to confirm the terms, objectives, and limitations of our engagement services.

Scope of Services

The scope of professional services that are available and can be provided to the College are outlined below under the heading *Scope of Available Services*. While this listing includes a range of services available from Crawford & Associates, the specific initial services requested at the current time are separately identified under the heading *Initial Services Requested*. Any additional services that are available from Crawford & Associates beyond these initially requested services can be provided upon subsequent specific request and agreement.

Scope of Available Services

- Preparation of Annual Financial Statements
- General Accounting and Advisory Assistance
- Budget Preparation and Amendment Assistance
- Capital Asset Records and Accounting Assistance
- Information Technology System Assistance
- Internal Audit or Monitoring Activities
- Internal Control Policies and Procedures Assistance
- Data Analysis and Data Mining Assistance
- Labor Relations Consulting
- Laws and Regulations Compliance Assistance
- Investigation of Allegations or Concerns
- Performer© Financial Statement Analysis
- Tax and Other Regulatory Report Assistance

Northeastern Oklahoma A&M College
Accounting and Consulting Services Engagement Letter
April 21, 2020
Page 2 of 5

Initial Services Requested

Preparation of Annual Financial Statements and Financial Consulting Assistance:

- Assisting with the preparation of the College's annual financial statements from supporting schedules developed and prepared by the College's staff and Crawford & Associates
- Assisting with the coordination of the annual financial statement audit and communications with the external financial statement auditors and the OSU/A&M Office of Internal Audit
- Assisting the President and the Business Office in meeting needs for financial information to provide an effective and efficient operation of the College
- Assisting with other financial matters that are not currently known that may come to light during the engagement

Services Related to the Preparation of Annual Financial Statements

You have requested that we prepare the annual financial statements of the financial reporting entity of the College as of and for the year ended June 30, 2020. Such financial statements will include:

- a. Basic Financial Statements, including notes to the financial statements
- b. Required Supplementary Information (excluding MD&A)
- c. Supplementary Information (to the extent management elects to include)
- d. Other Information (to the extent management elects to include)

Crawford & Associates' Responsibilities

The objective of our engagement is to prepare the annual financial statements in accordance with accounting principles generally accepted in the United States of America based on information provided by you. We will conduct our engagement in accordance with Statements on Standards for Accounting and Review Services (SSARs) promulgated by the Accounting and Review Services Committee of the AICPA and comply with the AICPA's Code of Professional Conduct, including the ethical principles of integrity, objectivity, professional competence, and due care.

We are not required to, and will not, verify the accuracy or completeness of the information you will provide to us for the engagement or otherwise gather evidence for the purpose of expressing an opinion or a conclusion. Accordingly, we will not express an opinion or a conclusion or provide any assurance on the financial statements.

Our engagement cannot be relied upon to identify or disclose any financial statement misstatements, including those caused by fraud or error, or to identify or disclose any wrongdoing within the entity or noncompliance with laws and regulations.

Northeastern Oklahoma A&M College
Accounting and Consulting Services Engagement Letter
April 21, 2020
Page 3 of 5

Management Responsibilities

The engagement to be performed is conducted on the basis that management acknowledges and understands that our role is to prepare financial statements in accordance with accounting principles generally accepted in the United States of America. Management has the following overall responsibilities that are fundamental to our undertaking the engagement to prepare your financial statements in accordance with SSARs:

- a. The selection of accounting principles generally accepted in the United States of America as the financial reporting framework to be applied in the preparation of the financial statements
- b. The prevention and detection of fraud
- c. To ensure that the entity complies with the laws and regulations applicable to its activities
- d. The accuracy and completeness of the records, documents, explanations, and other information, including significant judgments, you provide to us for the engagement to prepare financial statements
- e. To provide us with:
 - i. Documentation, and other related information that is relevant to the preparation and presentation of the financial statements,
 - ii. Additional information that may be requested for the purpose of the preparation of the financial statements, and
 - iii. Unrestricted access to persons within College, of whom we determine necessary to communicate.

The financial statements will not be accompanied by a report. However, you agree that the financial statements will clearly indicate that no assurance is provided on them.

Other Requested and Available Services

In conjunction with the other requested and available services (other than the preparation of the annual financial statements) as identified in the Scope of Services section of this letter, Crawford & Associates will be responsible for providing such services upon request in accordance with the applicable professional standards of the AICPA. It is anticipated that most if not all of these other services will be performed in accordance with the standards applicable to consulting services as prescribed by the AICPA.

Crawford & Associates, is not obligated to, but may report or otherwise communicate to management any recommendations, it determines necessary, resulting from the professional services provided.

Northeastern Oklahoma A&M College
Accounting and Consulting Services Engagement Letter
April 21, 2020
Page 4 of 5

Management and the Board will be responsible for establishing the scope of our other professional services to be provided and for providing the necessary resources allocated to the work; such responsibility includes determining the nature, scope, and extent of the services to be performed, providing sufficient appropriation for the estimated cost of these services, providing overall direction and oversight for each service, and reviewing and accepting the results of the work.

Access to Working Papers and Reports

Any working papers prepared by Crawford & Associates in connection with performing the preparation and other professional services are the property of Crawford & Associates. Upon request, copies of any or all working papers and reports that we consider to be nonproprietary will be provided to management. College management may make such copies available to its external auditors and to certain regulators in the exercise of their statutory oversight responsibilities. Such copies may not be made available to any other third party without the prior written consent from Crawford & Associates.

Fees and Costs

Fees and out-of-pocket expenses for this engagement will be billed as the work progresses and payable upon receipt of our invoices. Out-of-pocket expenses include such costs incurred by Crawford & Associates in providing the services including travel, lodging, telecommunications, printing, document reproduction, and the like. Our fees for these services will be billed at our standard hourly rates, as follows, for the individual performing such services based on the actual number of hours of work, including travel time, performed by that individual.

Standard Hourly Rates:

- Firm President \$250
- Shareholders \$165
- Consulting Senior Managers \$150
- Consulting Managers \$125
- Consulting Staff \$110
- Clerical Staff \$45

Because Crawford & Associates has no direct control over the type and amount of services requested by the College during the term of this engagement, nor does Crawford & Associates have direct control over the quality of the College's accounting system or records, potential turnover of the College's staff, or the College's staffing levels, resources, or capabilities, it is impractical for us to provide an accurate amount of hours that will be required for the services requested or a not-to-exceed limit on fees and expenses charged. We will rely on the College to provide us with a copy of approved purchase orders or other form of authorization documentation, and to monitor the cumulative fees and expenses charged. You also agree to provide sufficient appropriation for all services requested prior to the services being performed. For your purchase order preparation purposes, we estimate that the fees for the Initial Services Requested, as outlined in the Scope of Service section of this letter, will approximate \$85,000. Should it appear during the course of our engagement that our fees and costs for the services requested may exceed this estimate, we will notify College management as soon as reasonably possible and obtain authorization to proceed.

Northeastern Oklahoma A&M College
Accounting and Consulting Services Engagement Letter
April 21, 2020
Page 5 of 5

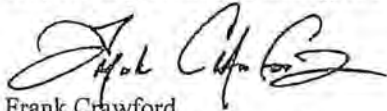
The term of this engagement is a period from the date of acceptance of this engagement letter through the date of issuance of the College's financial statements for the period ended June 30, 2020. Crawford & Associates may perform additional services upon receipt of a formal request and an authorized purchase order or other form of authorization documentation with terms and conditions that are acceptable to both parties.

The agreements and undertakings contained in this engagement letter, shall survive the completion or termination of this engagement. This agreement may be renewed for a one-year period on an annual basis through receipt of written notice or authorization from the College and agreement to the terms by Crawford & Associates.

Acceptance

Please indicate your acceptance of this agreement by signing in the space provided below and returning this engagement letter to us. A duplicate copy of this engagement letter is provided for your records. We look forward to a long and successful professional relationship with Northeastern Oklahoma A&M College.

Respectfully submitted and agreed to by,



Frank Crawford
Crawford and Associates, P.C.

Accepted and agreed to for Northeastern Oklahoma A&M College:

By:  _____

Title: President _____

Date: 5/6/20 _____

H. Contractual Agreements (other than construction and renovation) –

2. Clinical Agreements for Health Science Programs-

Associate Degree Nursing:

- Access Family Care-Nelson, MO
- Cerebral Palsy Clinic- Webb City, MO
- Devita Tri-State Dialysis- Miami, OK
- Freeman Health System- Joplin, Mo
- Good Shepherd Hospice- Grove, OK
- Grand Head Start- Jay, OK
- Grove Christian Med Clinic – Grove, OK
- Grove Public Schools- Grove, OK
- Integris Miami Hospital – Miami
- Integris Reg. Health Ctr. (Mental Health – Miami)
- Integris Grove General Hospital – Grove
- Legacy Hospital – Joplin, MO
- Mercy Hospital – Joplin, MO
- Miami Public Schools- Miami OK
- Northeastern Tribal Health Systems – Miami, OK
- Oklahoma Forensic Center – Vinita, OK
- Oklahoma State Health Dept. – Miami, OK
- Ozark Center dba Leffen Center for Autism—Joplin, MO
- Saint Frances General hospital- Vinita, OK
- Miami Health Facilities dba/Windridge Nursing & Rehab Ctr. – Miami, OK
- Willow Crest Hospital – Miami, OK
- Veterans Healthcare Systems of the Ozarks
- Vinita Public Schools- Vinita, OK

Medical Laboratory Technician Program:

- Baptist Health Regional – Ft. Smith, AR
- Cherokee Nation – Jay, OK and Tahlequah, OK
- DLO – Miami OK, OKC OK, Grove OK,
- Freeman Hospital – Joplin, MO and Neosho, MO
- Ozark Community Hospital – Gravette, AR
- Hillcrest Hospital – Pryor, OK
- Labette Hospital – Labette County KS
- Mercy – Carthage, MO, Columbus, KS, and Rogers, AR
- Northeastern Health System – Sallisaw and Tahlequah
- RML – Tulsa, OK, Pittsburg, KS and Bartlesville OK
- St. Francis – Vinita, OK and Muskogee, OK
- Northwest Medical Center – Springdale AR, Johnson AR, and Bentonville AR
- Nevada Regional Medical Center, Nevada MO
- Norman Regional Norman OK
- St. Johns Medical Center Kansas City MO

Physical Therapist Assistant Program:

- Freeman Hospital Joplin (outpatient/ Inpatient)
- Freeman Hospital Neosho, MO (outpatient)

- Mercy Hospital Joplin (outpatient/ Inpatient)
- Integris Hospital - Miami/ Grove (Outpatient/ Inpatient)
- NEO Orthopedic-Miami/ Vinita (Outpatient), Vinita- Heartsworth (SNF), Commerce- Eastwood (SNF)
- St. Francis Hospital Vinita (outpatient)
- Ortho 4 States Galena, KS (outpatient)
- Northeast Tribal Health Center Miami (outpatient)
- Hillcrest Hospital Claremore (outpatient)
- Drayer PT- Summit Claremore (outpatient), Summit Pryor (outpatient)
- Advanced Physical Therapy- Independence, KS (outpatient)
- Neosho Medical Memorial Regional Hospital- Chanute, KS (outpatient/ Inpatient)
- Ascension Via Christi- Pittsburg, KS- Planning on getting a clinical agreement set up (outpatient)
- Rehab Pro- Village of Southern Hills- Tulsa OK (SNF)
- Landmark Acute Care Hospital- Joplin (Acute-inpatient)
- Therapy Management Corporation- Heritage- Chanute, KS- (SNF)
- Phoenix Rehab- Grove Nursing Center- Grove, OK- (SNF), The Gardens- Sapulpa, OK- (SNF)
- Rehab Care & Kindred Health and Rehab Services - Spring River Christian- Joplin- (SNF), Montereau- Tulsa OK- (SNF)
- St. Johns Ascension Jane Phillips Medical Center- Bartlesville, OK- (Inpatient)
- Girard Medical Center- Girard, KS- (inpatient)
- Health Services Rehab- Wildwood- Joplin- (SNF)
- Fyzical Therapy and Balance Centers SWMO (outpatient neuro- summer rotations)
- Encore Rehabilitation- Yates Center Health & Rehab- Yates Center, KS- (SNF)
- Monroe Manor- Jay, OK- (SNF)
- Incite Rehab- Cherokee County Nursing & Rehab- Tahlequah, OK (SNF)
- Cherokee Nation/ Hastings Indian Medical Center- Tahlequah, OK (inpatient)
- Rehab Source- Grace Living Center- Tahlequah, OK- (SNF)

Property located 111 I Street NE, Miami, OK 74354



M-2. Out-of-state travel summary for April and May 2020

Northeastern Oklahoma A&M College
Summary of Out-of-State Travel as of

Apr-20

Column (1): Travel This Month
Column (3): Amount Expended Current FY

Column (2): Corresponding Month Last FY
Column (4): Amount Expended Prior FY

Fund Source	No. Trips (1)	Amount Expended (1)	No. Trips (2)	Amount Expended (2)	No. Trips (3)	Amt. Exp Current FY (3)	No. Trips (4)	Amt. Exp Prior FY (4)
Revolving	0	\$0.00	0	\$0.00	0	0		
State Approp. (290)	0	\$0.00	4	\$4,254.31	33	\$20,161.37	19	\$8,573.12
Federal (430)	0	\$0.00	1	\$190.00	2	\$1,294.09	1	\$190.00
Private	0	\$0.00	0	\$0.00	0	\$0.00		
Auxiliary (701)	0	\$0.00	3	\$2,786.89	27	\$11,065.39	13	\$5,715.96
Other	0	\$0.00	0	\$0.00	0	\$0.00		
Total	0	\$0.00	8	\$7,231.20	62	\$28,168.57	33	\$14,479.08

Northeastern Oklahoma A&M College
Summary of Out-of-State Travel as of

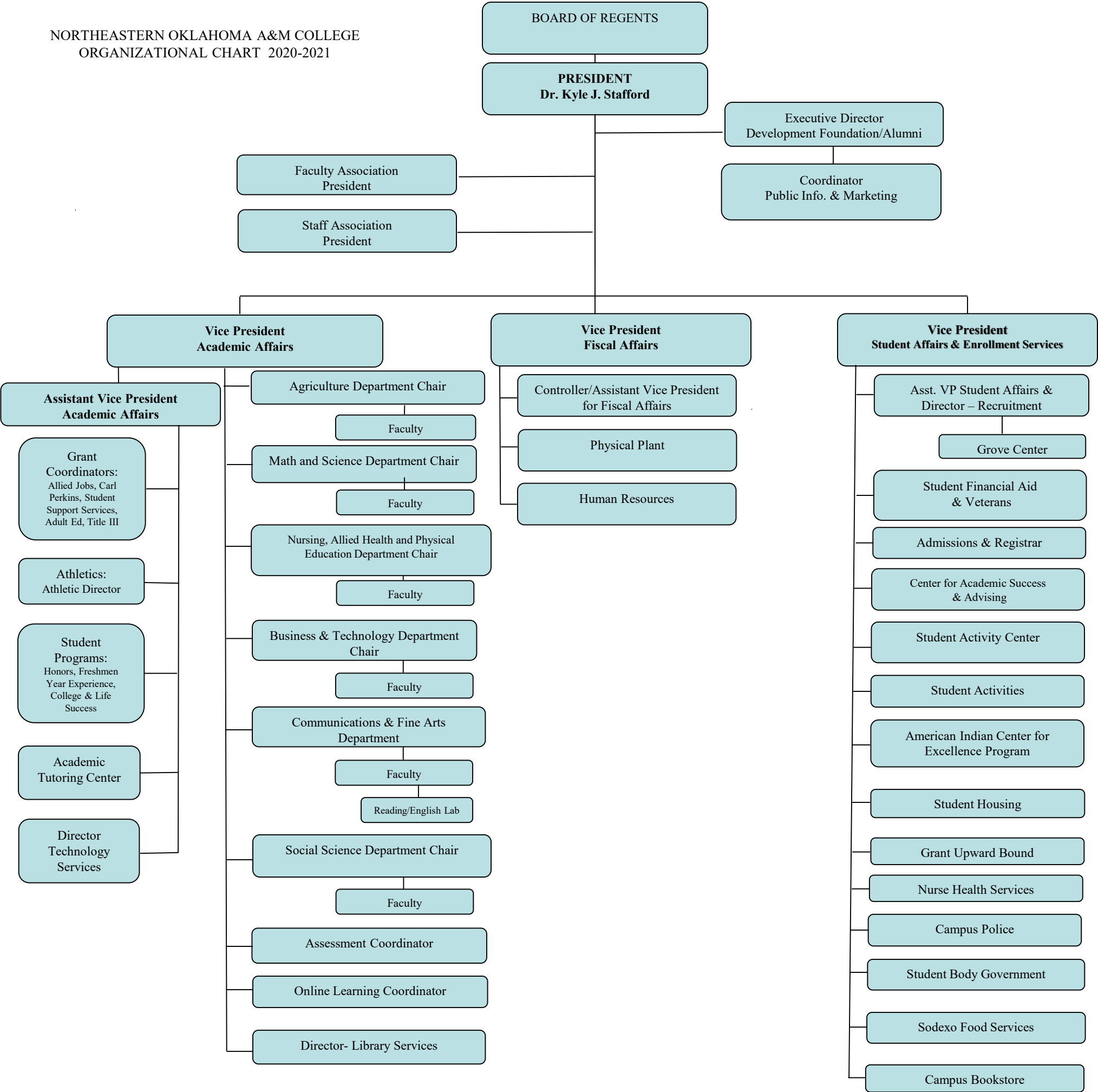
May-20

Column (1): Travel This Month
Column (3): Amount Expended Current FY

Column (2): Corresponding Month Last FY
Column (4): Amount Expended Prior FY

Fund Source	No. Trips (1)	Amount Expended (1)	No. Trips (2)	Amount Expended (2)	No. Trips (3)	Amt. Exp Current FY (3)	No. Trips (4)	Amt. Exp Prior FY (4)
Revolving	0	\$0.00			0	0	0	0
State Approp. (290)	0	\$0.00	2	\$878.62	33	\$20,161.37	21	\$9,451.74
Federal (430)	0	\$0.00	0		2	\$1,294.09	1	\$190.00
Private	0	\$0.00	0		0	\$0.00	0	\$0.00
Auxiliary (701)	0	\$0.00	1	\$185.78	27	\$11,065.39	14	\$5,901.74
Other	0	\$0.00	0		0	\$0.00	0	\$0.00
Total	0	\$0.00	3	\$1,064.40	62	\$28,168.57	36	\$15,543.48

NORTHEASTERN OKLAHOMA A&M COLLEGE
ORGANIZATIONAL CHART 2020-2021



IV. LANGSTON UNIVERSITY, LANGSTON, OKLAHOMA

President Kent Smith joined the Zoom meeting to present the business of Langston University (LU) and review the Agenda for members of the Board. (The LU Agenda is attached to this portion of the minutes.)

President Smith said enrollment for the freshman class is up to 592 paid deposits, compared to 577 at this same time last year. LU's incoming new student goal is 650 students, so they continue to be encouraged by the rising enrollment numbers. Progress is being made on the new Health Sciences facility in Tulsa and he thanked OSU Long-Range Facilities Planning for their continued assistance in moving that project forward.

President Smith shared personal anecdotes about Chairman Link and expressed appreciation for his leadership style and commitment to the System and its institutions. He said Chairman Link has pushed LU beyond its comfort zone and encouraged everyone to do better, even when it was not easy or comfortable.

B-1 Adoption of Memorial Resolution for Dr. Mose Hooks

B-2 Adoption of Memorial Resolution for Juanita Goff

Regent Milner moved and Regent Callahan seconded to approve Section B, Items 1 and 2 as presented in the LU Agenda.

Those voting aye: Board Members Anthony, Arthur, Burns, Davis, Callahan, Hall, Link, and Milner. No: None. Abstentions: None. Absent: Harrel.
The motion carried.

D-1 Approval of the continued employment of LU Personnel for FY 2021

Regent Burns moved and Regent Anthony seconded to approve Item D-1 as presented in the LU Agenda.

Those voting aye: Board Members Anthony, Arthur, Burns, Davis, Callahan, Hall, Link, and Milner. No: None. Abstentions: None. Absent: Harrel.
The motion carried.

E-1 Approval of curricular changes

President Smith said this Item was discussed with members of the Academic Affairs, Policy and Personnel (AAPP) Committee. Regent Davis said the Committee met with the LU administration regarding this Item and recommended approval. (Details of the curricular changes are listed in the LU Agenda, which is attached to this portion of the minutes).

Regent Davis moved and Regent Arthur seconded to approve Item E-1 as presented in the LU Agenda.

Those voting aye: Board Members Anthony, Arthur, Burns, Davis, Callahan, Hall, Link, and Milner. No: None. Abstentions: None. Absent: Harrel.
The motion carried.

F-1 Approval to accept USDA grant titled, "Rural to Urban Small Farms Agripreneurship Program" and to expend grant funds according to grant guidelines

F-2 Approval to accept USDA grant titled, "Aquaponics education: the solution for food deserts in America's Heartland" and to expend grant funds according to grant guidelines

F-3 Approval to accept funding for the Federal Supplemental Education Opportunity Grant and Federal Work Study for FY 2021

Regent Milner moved and Regent Hall seconded to approve Section F, Items 1-3 as presented in the LU Agenda.

Those voting aye: Board Members Anthony, Arthur, Burns, Davis, Callahan, Hall, Link, and Milner. No: None. Abstentions: None. Absent: Harrel.
The motion carried.

F-4 Approval of LU's FY 2021 Budgets

President Smith said this Item was discussed with members of the Planning and Budgets (P&B) Committee. Regent Callahan said the Committee met with the LU administration regarding this Item and recommended approval. President Smith noted an update to the Student Impact Sheet was submitted to the Board of Regents' Executive Office, which will be included with the official minutes. (The LU Budget Documents are collectively on file in the Board of Regents' Office as Document No. 3-6-19-20.)

Regent Callahan moved that the Board conditionally approve all elements of the budget as presented by the LU administration, including any recommendations on salary and wages, changes in room and board rates, and proposed tuition and/or fees, subject to the correction of any errors in the preparation of the budget documents and any pending or future budget decisions and personnel actions. Regent Arthur seconded the motion.

Those voting aye: Board Members Anthony, Arthur, Burns, Davis, Callahan, Hall, Link, and Milner. No: None. Abstentions: None. Absent: Harrel.
The motion carried.

G-1 Approval of peace officer action

<u>Commission:</u>	<u>Commission No.</u>
Jakotah John	790

H-1 Approval for LU to engage with Crawford & Associates, P.C.

I-1 Approval to address deficiencies & repairs to the fire alarm & fire sprinkler system, alarm panels, and extinguishers

Regent Davis moved and Regent Hall seconded to approve Items G-1, H-1, and I-1 as presented in the LU Agenda.

Those voting aye: Board Members Anthony, Arthur, Burns, Davis, Callahan, Hall, Link, and Milner. No: None. Abstentions: None. Absent: Harrel.
The motion carried.

J-1 Approval of FY 2021 purchase orders

J-2 Ratification of interim approval to amend engagement with BKD CPA & Advisors

Regent Callahan moved and Regent Burns seconded to approve Section J, Items 1 and 2 as presented in the LU Agenda.

Those voting aye: Board Members Anthony, Arthur, Burns, Davis, Callahan, Hall, Link, and Milner. No: None. Abstentions: None. Absent: Harrel.
The motion carried.

K-1 Approval to implement a new mandatory fee for laundry services through Residential Life & Housing Services

President Smith explained that this fee developed as a direct request from students so they no longer have to have coins to do their laundry on campus. This fee will provide access to the laundry machines at \$15 per student per semester.

Regent Milner moved and Regent Anthony seconded to approve Item K-1 as presented in the LU Agenda.

Those voting aye: Board Members Anthony, Arthur, Burns, Davis, Callahan, Hall, Link, and Milner. No: None. Abstentions: None. Absent: Harrel.
The motion carried.

The business of Langston University being concluded, President Kent Smith was excused from the meeting.



LANGSTON UNIVERSITY

Langston, Oklahoma

Agenda for the Regular Meeting of the Board of Regents for the Oklahoma A&M Colleges

June 19, 2020

Dear Board Members:

Subject to budgetary limitations and availability of funds, the following expenditures are submitted for Board approval with purchases to be coordinated through the Chief Procurement Officer, Oklahoma State University. We recommend the following business for your consideration and approval.

A - GENERAL INFORMATION/REPORTS REQUIRING NO ACTION BY THE BOARD

1. Remarks by President Smith
2. E. (Kika) de la Garza American Institute for Goat Research Livestock in Inventory

B – RESOLUTIONS

1. Memorial Resolution for Dr. Mose Yvonne Hooks (*Reference Document B-1*)
3. Memorial Resolution for Juanita Goff (*Reference Document B-2*)

C - POLICY AND OPERATIONAL PROCEDURES

None

D - PERSONNEL ACTIONS

1. Approval is respectfully requested to continue the employment of Langston University personnel for fiscal year 2020-2021. (*Reference Document D-1*)

E - INSTRUCTIONAL PROGRAMS

1. Board approval is requested for curricular changes including new degrees, program modifications, etc. (*Reference Document E-1*)

F - BUDGETARY ACTIONS

1. Approval is respectfully requested for the Langston University School of Agriculture and Applied Sciences to accept a USDA grant entitled "Rural to Urban Small Farms Agripreneurship Program" in the amount of \$247,546.00 for the period of 05/01/2020 through 04/30/2024. Board authorization is requested to expend the grant funds, including payment of administrative allowances at year-end, according to grant guidelines.
2. Approval is respectfully requested for Langston University's School of Agriculture and Applied Sciences to accept a USDA grant entitled "Aquaponics education: The solution for food deserts in America's Heartland" in the amount of \$600,000.00 for the period of 05/01/2020 through 04/30/2024. Board authorization is requested to expend the grant funds, including payment of administrative allowances at year-end, according to grant guidelines.
3. Approval is respectfully requested for Langston University to accept funding for the Federal Supplemental Education Opportunity Grant (SEOG) in the amount of \$143,960.00 and Federal Work Study (FWS) in the amount of \$318,542.00, from the United States Department of Education for the period of 07/01/ 2020 through 06/30/ 2021.
4. Approval is respectfully requested of Langston University's proposed budget for the 2020-2021 Fiscal Year, including E&G Parts I and II, Auxiliary, FY21 Tuition and Fees, room and board, and salary recommendations. A supplemental budget document separate from this agenda has been provided for review. The Student Impact reflecting FY21 tuition, housing, and meal plan rates is included within this agenda. (*Reference Document F-4*)

G - OTHER BUSINESS AND FINANCIAL MATTERS

1. Peace officer actions (*Reference Document G-1*)

H - CONTRACTUAL AGREEMENTS (other than construction and renovation)

1. Approval is respectfully requested for Langston University to engage with Crawford & Associates, P.C. Crawford & Associates will only bill for time and material incurred. The fees are not to exceed \$125,000.00. Funding for this expenditure is available in account 116101. The engagement letter is included. (*Reference Document H-1*)

I - NEW CONSTRUCTION OR RENOVATION OF FACILITIES

1. Approval is requested to address deficiencies and repairs to the fire alarm & fire sprinkler system, alarm panels, and extinguishers our Langston Campus. The University has consulted with Oklahoma State University Fire Marshal, Environmental Health & Safety, on this project. The costs of this project are not to exceed \$125,000.00 and funding is available in account 326100-L.

J - PURCHASE REQUESTS

1. Board approval is requested for yearly purchase orders. All purchases will comply with Board of Regents for the Oklahoma Agricultural and Mechanical Colleges Policies and Procedures, as well as applicable state statutes. (*Reference Document J-1*)
2. Ratification of interim approval received from the Board CEO, May 11, 2020. Approval is requested to amend our engagement with BKD CPA & Advisors to increase the total cost of the agreement to \$284,000.00 to cover additional support and services surpassing our original engagement agreement. BKD will perform the FY19 External audit and complete the IRS 990t Unrelated Business Income filings for the University as required annually. BKD CPA & Advisors have a thorough understanding of the auditing requirements set by GASB regulations and current standard accounting practices. The audit services are estimated at a cost of \$284,000.00 and funding is available in account 116001.

K - STUDENT SERVICES/ACTIVITIES

1. Approval is requested to implement a new mandatory fee for laundry services through Residential Life and Housing Services. The fee will be assessed at a rate of \$15 dollars per student per semester and will only be applicable for students who reside on-campus. This fee was requested by our students to eliminate the need for coins to operate laundry service on-campus.

L - NEW BUSINESS UNFORESEEN AT TIME AGENDA WAS POSTED

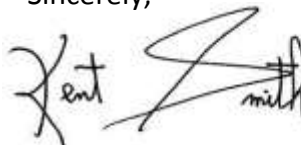
None

M - OTHER INFORMATIONAL MATTERS NOT REQUIRING ACTION OF THE BOARD

None

All items listed above are respectfully submitted for your approval.

Sincerely,

A handwritten signature in black ink, appearing to read "Kent J. Smith, Jr.", with a stylized flourish at the end.

KENT J. SMITH, JR.
PRESIDENT

Livestock Inventory 2020



A: Aborted B: Born C: Correction D: Died DN: Donated E: Extension EU: Euthanized
 ES: Expt. Slaughter EX: Experiment P: Purchase SL: Slaughter S: Sold TR: Transfer

March balance= **1073**

Additions / Reductions = **311**

April balance = **1384**

Livestock Breed & Category	Female						Male						Change	TOTAL		
	Doe		Doeling		Kid		Buck		Buckling		Kid				Wether	
Alpine	115	TR 14	59	TR -14 D -1	48	B 45	2		2		38	B 33	7			
	129	14	44	-15	93	45	2	0	2	0	71	33	7	0	77	348
Angora <i>Commercial</i>	8	TR 3	3	TR -3	0		3	TR 2	2	TR -2	0		0			
	11	3	0	-3	0	0	5	2	0	-2	0	0	0	0	0	16
<i>Registered</i>	3		0		0		0		0		0		0			
	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
Boer	66	TR 2	34	TR -2	0	B 14	4		4		0	B 6	57			
	68	2	32	-2	14	14	4	0	4	0	6	6	57	0	20	185
Boer x Spanish 7/8	0		0		0		0		0		0		0			
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3/4	0		0		0		0		0		0		0			
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1/2	0		0		0		0		0		0		8			
	0	0	0	0	0	0	0	0	0	0	0	0	8	0	0	8

Livestock Breed & Category	Female						Male						Change	TOTAL		
	Doe		Doeling		Kid		Bucks		Buckling		Kid				Wether	
Spanish	109	D -2	104		18	B 42 D -2	10		3		9	B 66 D -5	38			
		TR 41		TR -41				EU -1 TR 1		TR -1						
	148	39	63	-41	58	40	10	0	2	-1	70	61	38	0	98	389
Stiff leg	8	TR 5	15	TR -5	0	B 4	2	TR 2	2	TR -2	0	B 1	0			
	13	5	10	-5	4	4	4	2	0	-2	1	1	0	0	5	32
Stiff leg X Spanish 1/2	11		0		0		0		0		0		0			
	11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	11
Stiff leg X Spanish 3/4	16	TR 8	21	TR -8	0		1		0		0		0			
	24	8	13	-8	0	0	1	0	0	0	0	0	0	0	0	38
Total Goats:	407		162		169		26		8		148		110		200	1030

Dorper	14	TR 18	39	TR -18	0	B 13 D -1	4	TR 2	2	TR -2	0	B 16	9			
	32	18	21	-18	12	12	6	2	0	-2	16	16	9	0	28	96
St Croix	23	EU -1 D -1 TR 18	43		0	B 19	1		6		0	B 20 D -1	10			
				TR -18				TR 2		TR -2						
	39	16	25	-18	19	19	3	2	4	-2	19	19	10	0	36	119
Katahdin	15	TR 28	46	TR -28	1	B 28 D -2	3	TR 3	3	TR -3	1	B 22 D -1	10			
	43	28	18	-28	27	26	6	3	0	-3	22	21	10	0	47	126
Total sheep:	114		64		58		15		4		57		29		111	341

	Female	
Dogs	7	
Total dogs:	7	0

	Male	
	6	
	6	0

0 **13**

Erick R. Loeb
Research Farm Manager

Zach Sahr
Director
100

Walter
Dean 6/11/20

Livestock Inventory 2020



A: Aborted B: Born C: Correction D: Died DN: Donated E: Extension EU: Euthanized
 ES: Expt. Slaughter EX: Experiment P: Purchase SL: Slaughter S: Sold TR: Transfer

February balance= **966**

Additions / Reductions = **107**

March balance= **1073**

Livestock Breed & Category	Female						Male						Change	TOTAL		
	Doe		Doeling		Kid		Buck		Buckling		Kid				Wether	
Alpine	80		95		0	B 48	1		3		0	B 38	7			
		TR 35		D -1 TR -35				TR 1		TR -1						
	115	35	59	-36	48	48	2	1	2	-1	38	38	7	0	85	271
Angora																
<i>Commercial</i>	8		3		0		3		2		0		0			
	8	0	3	0	0	0	3	0	2	0	0	0	0	0	0	16
<i>Registered</i>	3		0		0		0		0		0		0			
	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
Boer	66		36	D -2	0		4		4		0		57			
	66	0	34	-2	0	0	4	0	4	0	0	0	57	0	-2	165
Boer x Spanish																
<i>7/8</i>	0		0		0		0		0		0		0			
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>3/4</i>	0		0		0		0		0		0		0			
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>1/2</i>	0		0		0		0		0		0		8			
	0	0	0	0	0	0	0	0	0	0	0	0	8	0	0	8

Livestock Breed & Category	Female						Male						Change	TOTAL	
	Doe		Doeling		Kid		Bucks		Buckling		Kid				Wether
Spanish	111	D -2	104		0	B 18	10		3		0	B 9	38		
	109	-2	104	0	18	18	10	0	3	0	9	9	38	0	25
Stiff leg	9	D -1	12	C 3	0		2		2		0		0		
	8	-1	15	3	0	0	2	0	2	0	0	0	0	0	2
Stiff leg x Spanish 1/2	11		0		0		0		0		0		0		
	11	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stiff leg x Spanish 3/4	16		24	C -3	0		1		0		0		0		
	16	0	21	-3	0	0	1	0	0	0	0	0	0	0	-3
Total Goats:	336		236		66		22		13		47		110		107
Dorper	14		39		0		4		2		0		9		
	14	0	39	0	0	0	4	0	2	0	0	0	9	0	0
St Croix	23		43		0		1		6		0		10		
	23	0	43	0	0	0	1	0	6	0	0	0	10	0	0
Katahdin	16	EU -1	47		0	B 1	3		3		0	B 1	10		
	15	-1	46	D -1	1	1	3	0	3	0	1	1	10	0	0
Total sheep:	52		128		1		8		11		1		29		0
Dogs	Female		Male												
	7		6												
Total dogs:	7	0	6	0											0

Erick R. Loeb
Research Farm Manager

John Sall
Director

Walter
Dean

Livestock Inventory

2020



A: Aborted **B:** Born **C:** Correction **D:** Died **DN:** Donated **E:** Extension **EU:** Euthanized
ES: Expt. Slaughter **EX:** Experiment **P:** Purchase **SL:** Slaughter **S:** Sold **TR:** Transfer

January balance= **1048**

Additions / Reductions = **-82**

February balance = **966**

Livestock Breed & Category	Female						Male						Change	TOTAL		
	Doe		Doeling		Kid		Buck		Buckling		Kid				Wether	
Alpine	98	S -18	116	S ##	0		2	S -1	4	S -1	0		7			
	80	-18	95	##	0	0	1	-1	3	-1	0	0	7	0	-41	186
Angora																
<i>Commercial</i>	8		3		0		4	S -1	2		0		0			
	8	0	3	0	0	0	3	-1	2	0	0	0	0	0	-1	16
<i>Registered</i>	3		0		0		0		0		0		0			
	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
Boer	69	EU -2	36		2		4		4		0		63	D -6		
		S -1				S -2										
	66	-3	36	0	0	-2	4	0	4	0	0	0	57	-6	-11	167
Boer x Spanish																
7/8	0		0		0		0		0		0		0			
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3/4	0		0		0		0		0		0		0			
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1/2	0		0		3		0		0		8	TR -8	0	TR 8		
						S -3										
	0	0	0	0	0	-3	0	0	0	0	0	-8	8	8	-3	8

Livestock Breed & Category	Female						Male				Change	TOTAL				
	Doe		Doeling		Kid		Bucks		Buckling				Kid		Wether	
Spanish	112	D -1	104		0		10		4	S -1	0		54	D -3 S -13		
	111	-1	104	0	0	0	10	0	3	-1	0	0	38	-16	-18	266
Stiff leg	9		12		0		2		2		0		0			
	9	0	12	0	0	0	2	0	2	0	0	0	0	0	0	25
Stiff leg x Spanish 1/2	11		0		0		0		0		0		0			
	11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	11
Stiff leg x Spanish 3/4	16		24		0		1		0		0		0			
	16	0	24	0	0	0	1	0	0	0	0	0	0	0	0	41
Total Goats:	304		274		0		21		14		0		110		-74	723
Dorper	15	S -1	39		0		4	IR 1 S -1	3	IR -1	0		9			
	14	-1	39	0	0	0	4	0	2	-1	0	0	9	0	-2	68
St Croix	25	S -2	43		0		1		6		0		10			
	23	-2	43	0	0	0	1	0	6	0	0	0	10	0	-2	83
katahdin	18	S -2	47		0		5	S -2	3		0		10			
	16	-2	47	0	0	0	3	-2	3	0	0	0	10	0	-4	79
Total sheep:	53		129		0		8		11		0		29		-8	230
Dogs	Female		Male													
	7		6													
Total dogs:	7	0	6	0											0	13

Erick R. Leff
Research Farm Manager

Zah Sah
Director

Shirley
Dean 6/1/20

Livestock Inventory 2020



A: Aborted **B:** Born **C:** Correction **D:** Died **DN:** Donated **E:** Extension **EU:** Euthanized
ES: Expt. Slaughter **EX:** Experiment **P:** Purchase **SL:** Slaughter **S:** Sold **TR:** Transfer

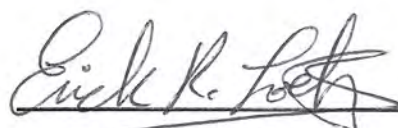
December 2019 balance = **1050**

Additions / Reductions = **-2**

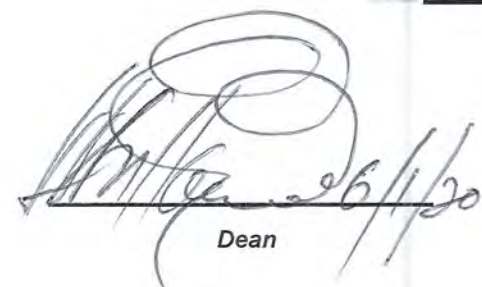
January balance = **1048**

Livestock Breed & Category	Female						Male						Change	TOTAL		
	Doe		Doeling		Kid		Buck		Buckling		Kid				Wether	
Alpine	99	D -1	116		0		2		4		0		7			
	98	-1	116	0	0	0	2	0	4	0	0	0	7	0	-1	227
Angora <i>Commercial</i>	8		3		0		4		2		0		0			
	8	0	3	0	0	0	4	0	2	0	0	0	0	0	0	17
	3		0		0		0		0		0		0			
	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
Boer	69		34	TR 2	4	TR -2	4		4		0		64	D -1		
	69	0	36	2	2	-2	4	0	4	0	0	0	63	-1	-1	178
Boer X Spanish	7/8	0		0		0		0		0		0				
		0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	3/4	0		0		0		0		0		0		0		
		0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	1/2	0		0		3		0		0		8		0		
		0	0	0	0	3	0	0	0	0	0	8	0	0	0	0

Livestock Breed & Category	Female						Male				Change ▼	TOTAL				
	Doe		Doeling		Kid		Bucks		Buckling				Kid		Wether	
Spanish	112		104		0		10		4		0		54		0	284
	112	0	104	0	0	0	10	0	4	0	0	0	54	0	0	
Stiff leg	9		12		0		2		2				0		0	25
	9	0	12	0	0	0	2	0	2	0	0	0	0	0	0	
Stiff leg x Spanish 1/2	11		0		0		0		0		0		0		0	11
	11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Stiff leg x Spanish 3/4	16		24		0		1		0		0		0		0	41
	16	0	24	0	0	0	1	0	0	0	0	0	0	0	0	
Total Goats:	326		295		5		23		16		8		124		-2	797
Dorper	15		39		0		4		3		0		9		0	70
	15	0	39	0	0	0	4	0	3	0	0	0	9	0	0	
St Croix	25		43		0		1		6		0		10		0	85
	25	0	43	0	0	0	1	0	6	0	0	0	10	0	0	
Katahdin	18		47		0		5		3		0		10		0	83
	18	0	47	0	0	0	5	0	3	0	0	0	10	0	0	238
Total sheep:	58		129		0		10		12		0		29		0	238
Dogs	Female				Male											
	7				6										0	13
Total dogs:	7	0			6	0									0	13


Research Farm Manager


Director

 2/6/20
Dean

Livestock Inventory 2019



A: Aborted B: Born C: Correction D: Died DN: Donated E: Extension EU: Euthanized
 ES: Expt. Slaughter EX: Experiment P: Purchase SL: Slaughter S: Sold TR: Transfer

November balance= **1054**

Additions / Reductions = **-4**

December balance = **1050**

Livestock Breed & Category	Female						Male						Change ▼	TOTAL		
	Doe		Doeling		Kid		Buck		Buckling		Kid				Wether	
Alpine	99		116		0		2		4		0		7			
	99	0	116	0	0	0	2	0	4	0	0	0	7	0	0	228
Angora																
<i>Commercial</i>	8		3		0		4		2		0		0			
	8	0	3	0	0	0	4	0	2	0	0	0	0	0	0	17
<i>Registered</i>	3		0		0		0		0		0		0			
	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
Boer	69		34		5	D -1	4		2		5		62			
	69	0	34	0	4	-1	4	0	4	2	0	-5	64	2	-2	179
Boer x Spanish																
7/8	0		0		0		0		0		0		0			
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3/4	0		0		0		0		0		0		0			
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1/2	0		0		3		0		0		8		0			
	0	0	0	0	3	0	0	0	0	0	8	0	0	0	0	11

Livestock Breed & Category	Female						Male						Change ▼	TOTAL	
	Doe		Doeling		Kid		Bucks		Buckling		Kid				Wether
Spanish	112		104		0		7	TR 3	7	TR -3	0		54		
	112	0	104	0	0	0	10	3	4	-3	0	0	54	0	284
Stiff leg	9		12		0		2		2		0		0		
	9	0	12	0	0	0	2	0	2	0	0	0	0	0	25
Stiff leg x Spanish 1/2	11		0		0		0		0		0		0		
	11	0	0	0	0	0	0	0	0	0	0	0	0	0	11
Stiff leg x Spanish 3/4	16		23	TR 1	1	TR -1	1		0		0		0		
	16	0	24	1	0	-1	1	0	0	0	0	0	0	0	41
Total Goats:	327		293		7		23		16		8		125		799

Dorper	16		39		0		4		3		0		10	D -1	
	15	EU -1	39	0	0	0	4	0	3	0	0	0	9	-1	-2 70
St Croix	25		43		0		1		6		0		10		
	25	0	43	0	0	0	1	0	6	0	0	0	10	0	85
Katahdin	18		47		0		4	TR 1	4	TR -1	0		10		
	18	0	47	0	0	0	5	1	3	-1	0	0	10	0	83
Total sheep:	58		129		0		10		12		0		29		238

	Female		Male		
Dogs	7		6		
Total dogs:	7	0	6	0	13

Erick R. Lebz
 Research Farm Manager

Zelach Sahl
 Director
 108

Matthew Jeffers
 Dean

Livestock Inventory 2019



A: Aborted B: Born C: Correction D: Died DN: Donated E: Extension EU: Euthanized
 ES: Expt. Slaughter EX: Experiment P: Purchase SL: Slaughter S: Sold TR: Transfer

October balance= **1258**

Additions / Reductions = **-204**

November balance = **1054**

Livestock Breed & Category	Female						Male						Change	TOTAL		
	Doe		Doeling		Kid		Buck		Buckling		Kid				Wether	
Alpine	100		131	S -11 D -4	0		6	S -3 C -1	6	S -3 C 1	0		7			
	EU -1															
	99	-1	116	-15	0	0	2	-4	4	-2	0	0	7	0	-22	228
Angora																
Commercial	9	S -1	3		0		4		2		0		2	S -2		
	8	-1	3	0	0	0	4	0	2	0	0	0	0	-2	-3	17
Registered	4	S -1	0		0		0		0		0		0			
	3	-1	0	0	0	0	0	0	0	0	0	0	0	0	-1	3
Boer	74		18	TR 16	22	TR -16 D -1	4		1	TR 1	6	TR -1	65	D -3		
	S -5															
	69	-5	34	16	5	-17	4	0	2	1	5	-1	62	-3	-9	181
Boer x Spanish																
7/8	0		0		0		0		0		0		0			
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3/4	0		0		0		0		0		0		0			
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1/2	0		0		3		0		0		9	D -1	0			
	0	0	0	0	3	0	0	0	0	0	8	-1	0	0	-1	11

Livestock Breed & Category	Female						Male						Change	TOTAL		
	Doe		Doeling		Kid		Bucks		Buckling		Kid				Wether	
Spanish	126		111	TR 8	9	TR -8	7		6	TR 1	2	TR -2	135	TR 1		
		C 1		C -1										D -2		
		D -1		D -1		S -1								S -80		
	112	-14	104	-7	0	-9	7	0	7	1	0	-2	54	-81	-112	284
Stiff leg	9		11	TR 1	1	TR -1	2		2		0		4	S -4		
	9	0	12	1	0	-1	2	0	2	0	0	0	0	-4	-4	25
Stiff leg X Spanish 1/2	11		0		0		0		0		0		0			
	11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	11
Stiff leg X Spanish 3/4	16		18	TR 9	10	TR -9	1		0		0		13	D -1		
				D -2										S -12		
	16	0	23	5	1	-9	1	0	0	0	0	0	0	-13	-17	41
Total Goats:	327		292		9		20		17		13		123		-169	801

Dorper	16		28	TR 12	12	TR -12	4		3		0		15	S -5		
				D -1												
	16	0	39	11	0	-12	4	0	3	0	0	0	10	-5	-6	72
St Croix	25		30	TR 14	15	TR -14	2	DN -1	5	DN 1	0		30	S -20		
				S -1		S -1										
	25	0	43	13	0	-15	1	-1	6	1	0	0	10	-20	-22	85
Katahdin	18		42	TR 6	6	TR -6	4		4		0		16	S -6		
				S -1												
	18	0	47	5	0	-6	4	0	4	0	0	0	10	-6	-7	83
Total sheep:	59		129		0		9		13		0		30		-35	240

	Female		Male			
Dogs	7		6		0	13
Total dogs:	7	0	6	0		

Erik R. Loeb
Research Farm Manager

Thad Sahl
Director
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[Signature]
Dean

BOARD OF REGENTS
FOR THE OKLAHOMA AGRICULTURAL AND MECHANICAL COLLEGES

RESOLUTION

WHEREAS, it has been called to the attention of Langston University and the Board of Regents for the Oklahoma Agricultural and Mechanical Colleges that Dr. Mose Yvonne Hooks was claimed by death on Thursday, May 14, 2020; and

WHEREAS, Dr. Hooks, by her loyalty, attention to duty, and faithful performance rendered service as a faculty member of Langston University for 16 years, serving as Professor/Coordinator of Teacher and Secondary Education, School of Education and Behavioral Sciences; Professor/Director, Teacher Education and Certification; Professor/Director, Basic Studies and Associate Degree Programs; Professor/Director, Center for International Development; Professor, Social Sciences, School of Arts and Sciences; and

WHEREAS, her friends and Langston University have suffered an irreparable loss in her passing; NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF REGENTS FOR THE OKLAHOMA AGRICULTURAL AND MECHANICAL COLLEGES; THAT, it takes this method to express its appreciation for the 16 years of exemplary service rendered by Dr. Mose Yvonne Hooks to Langston University, the State of Oklahoma and its citizens, to express respect to her memory, and to extend to the family its deepest sympathy in the loss sustained, and to state that the Board and every member thereof respectfully join the friends of the deceased in mourning the passing of one of Langston University's beloved retired faculty members.

BE IT FURTHER RESOLVED, that a copy of this resolution be reflected in the minutes of the Board and a copy sent to the family of Dr. Mose Yvonne Hooks.

Adopted by the Board the 19th day of June 2020.

Regent Tucker Link, Chairman

Jason Ramsey, Chief Executive Officer

BOARD OF REGENTS
FOR THE OKLAHOMA AGRICULTURAL AND MECHANICAL COLLEGES

RESOLUTION

WHEREAS, it has been called to the attention of Langston University and the Board of Regents for the Oklahoma Agricultural and Mechanical Colleges that Ms. Juanita E. Goff was claimed by death on Thursday, May 28, 2020; and

WHEREAS, Ms. Goff, by her loyalty, attention to duty, and faithful performance rendered service as a staff member of Langston University for 39 years, serving as Research Assistant, Development and Public Relations; Assistant Public Relations Officer, Development and Public Relations; Administrative Assistant, Development and Public Relations; Library Assistant, G. Lamar Harrison Library; Teaching Assistant, Department of Social Science; Teaching Assistant/Social Science Counselor, Cooperative Education Program; Administrative Assistant, Cooperative Physics Program; Administrative Assistant, Admissions; Secretary, Registrar's Office; Resident Hall Supervisor; Counselor, Talent Search; Counselor, Upward Bound; Head Counselor, Upward Bound; and

WHEREAS, her friends and Langston University have suffered an irreparable loss in her passing; NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF REGENTS FOR THE OKLAHOMA AGRICULTURAL AND MECHANICAL COLLEGES; THAT, it takes this method to express its appreciation for the 39 years of exemplary service rendered by Ms. Juanita E. Goff to Langston University, the State of Oklahoma and its citizens, to express respect to her memory, and to extend to the family its deepest sympathy in the loss sustained, and to state that the Board and every member thereof respectfully join the friends of the deceased in mourning the passing of one of Langston University's beloved retired staff members.

BE IT FURTHER RESOLVED, that a copy of this resolution be reflected in the minutes of the Board and a copy sent to the family of Ms. Juanita E. Goff.

Adopted by the Board the 19th day of June 2020.

Regent Tucker Link, Chairman

Jason Ramsey, Chief Executive Officer

<u>Banner ID</u>	<u>NAME</u>	<u>RANK/TENURE</u>	<u>POS/DEPT</u>	<u>TERM</u>	<u>DEGREE</u>	<u>Annual Salary</u>
BIOLOGY - FACULTY						
A10053174	Abraham, Kjoy	Assoc. Prof./T	Biology	9	PhD	51,955
A10055093	Baker, Willie	Instr./NOT	Biology	9	MS	47,124
A10061612	Naidoo, Gnanambal	Associate Prof./NOT	Biology	9	PhD	64,974
A10063730	Quinn, Byron	Assoc. Prof./TT	Chairman, Biology	12	PhD	89,779
A10008907	Reid, Julia		Biology	9	PhD	49,164
A10018336	Howard, Christianna	Assistant Professor /TT	Biology	9	PhD	61,415
A20164865	Ojha, Sohita	Assistant Professor/Project Coordinator/NOT	Biology	12	PhD	53,550
SOCIAL SCIENCES - FACULTY						
A10006753	Sagini, Meshack	Associate Professor/T	Soc. Sci.	9	PhD	52,655
A20194609	Nicholas Timmerman	Assistant Professor/TT	Soc. Sci.	9	PhD	51,000
COMMUNICATION - FACULTY						
A11194758	Childs, Donisha	Instructor/NOT	Reading and Coordinator of the Reading Laboratory	9	MS	48,005
A10019262	Johnson, Lonnie	Instr./TT	Communications	9	MA	47,124
A10428208	Ross, Carylon	Instr./TT	TV Studio	9	MBA	49,082
A10676775	Turner, Nicole	Instr./TT	Gazette	9	MS	47,124
A10043713	Vick, Kimberlee	Instr./NOT	Radio Station Director	12	M.Ed.	57,324
A10887775	Rebek, Bridget	Visiting Instructor/NTT one-year appointment	Communications	9	MS/MPH	47,124
MATHEMATICS - FACULTY						
A10002251	Bucki, Andrew	Assoc. Prof./TT	Math	9	PhD	53,124
A11311165	Fondjo, Vicky	Associate Professor/TT	Math	9	PhD	52,124
A10005194	McMahon, Timothy	Assoc. Prof./T	Math	12	PhD	65,232
A10010020	Peterson, Alonzo	Associate Professor/T	Acting Dean	12	PhD	118,524
A10049247	Showalter, Betsy	Assist. Prof./T	Acting Chairperson	9	PhD	59,874
A10007505	Sivanesan, Sivalingam	Assist. Prof./TT	Math	9	PhD	51,375
A11093117	Tadesse, Abebaw	Assist. Prof./NOT	Math	9	PhD	53,754
A20075785	Kounsil, Arminder	Assistant Professor/NTT	Math	9	MS	52,224
A20075452	Griffin, Sydnaria	Instructor/NTT	Math	9	MS	49,164
A20294684	Kaur, Amandeep	Instructor/NTT	Math	9	MA	46,500
ENGLISH - FACULTY						
A10006773	Carrell, David	Assist.Prof./TT	Lab Coord/English	9	PhD	51,327
A11457855	Regueiro, Manuel	Assist. Prof./NOT	Foreign Languages	9	PhD	49,164
A11455023	Swartz, Stephen	Assist. Prof./NOT	English	9	PhD	49,980
A11799965	Howard, Michael	Assistant Professor/NTT	Coordinator of English Writing Laboratory	12	MA	62,424
A20074440	Johnson, Margaret	Assistant Professor/TT	English	9	PhD	52,224

<u>Banner ID</u>	<u>NAME</u>	<u>RANK/TENURE</u>	<u>POS/DEPT</u>	<u>TERM</u>	<u>DEGREE</u>	<u>Annual Salary</u>
A20106955	Brown, Sonia	Assistant Professor/NTT	Director of Faculty Development	9	PhD	52,224
A20192385	Faison, Wonderful	Department Chair/Assistant Professor/TT	English	9	PhD	58,000
A10051098	Love, Andre	Instructor/NTT	English	9	MLA	45,900
A20259297	Biswas, Moushumi	Assistant Professor/NTT	English		PhD	50,000
A10019421	Katzir, Lindsay	Assistant Professor/NTT	English	9	PhD	50,000
CHEMISTRY - FACULTY						
A10011501	Coleman, John	Assoc. Prof./T	Chairman, Chemistry	9	PhD	56,110
A10001935	Lewis, Sharon	Assoc. Prof./T	Chemistry	9	PhD	54,384
A10450001	Peal, Lila	Assist. Prof./TT	Chemistry	9	PhD	50,184
A10419190	Ognibene, Cherie	Instructor/NOT	Chemistry	9	MS	45,900
MUSIC - FACULTY						
A10038397	Brackeen, William	Instructor/Director of Choral Activities/TT	Music	9	MM	58,344
A20186473	Gordon, Mark	Instructor/NTT	Band Director	12	MA	77,000
A20190199	Allen, Jonathon	Instructor/NTT	Assistant Band Director	12	MA	56,100
A20188878	Collins, Carl	Instructor/NTT	Assistant Band Director	12	MFA	35,000
TECHNOLOGY - FACULTY						
A11182507	Fondjo, Franklin	Associate Professor/TT	Chairman	9	PhD	60,029
A10023089	White, Marcio	Instructor/NOT	Technology	9	BS	29,478
A11298944	Siddique, Nafiul	Assistant Professor/TT	Technology	9	PhD	55,000
CORRECTIONS - FACULTY						
A11729864	Henderson, Kelly	Acting Chair- Department of Social Sciences/Assistant Professor/NTT	Corrections	9	MA	55,284
SOCIOLOGY - FACULTY						
A11729692	Spurlock, Charles	Assistant Professor/NTT	Sociology	9	PhD	53,244

<u>Banner ID</u>	<u>NAME</u>	<u>RANK/TENURE</u>	<u>POS/DEPT</u>	<u>TERM</u>	<u>DEGREE</u>	<u>Annual Salary</u>
BUSINESS - FACULTY						
A10016170	Ahmed, Hassan	Assist. Prof/TT	Accounting	9	PhD	79,764
A10024496	Alexander, Nancy	Assist. Prof/TT	Chair, Business Administration/Director of Accreditation	9	PhD	67,524
A10061701	Golbaba, Mostafa	Assist. Prof./T	Business	12	MS	58,008
A10055970	Grayson, Ralph	Assist. Prof./TT	Business	9	MS	52,355
A10001348	Hamilton, Michael	Associate Professor/NOT Program Director/On-line BBA	Business	9	DBA	64,719
A10074903	Huang, Ilin	Assoc. Prof./T	Business	9	PhD	76,839
A11220135	Mambula, Charles	Assoc. Prof./T	Chair, Entrepreneurial Studies/Acting Director Center for Entrepreneurial Studies/Actg. Chair, Acctg/Fin/Econ	9	PhD	86,904
A10049869	Sarjeh Payma, Hossein	Assoc. Prof./T	Business	9	PhD	54,323
A10816874	Thomas, Angela	Instructor/NOT	Acctg/Finance	9	MA	52,224
A10041047	Snavely, Joshua	Associate Professor/Acting Dean/NOT	Business	12	JD	128,724
A11583677	Zhou, Xueqi	Associate Professor/NOT	NSFConsultant-Collaborative Research	9	PhD	#N/A
A10005442	Osei, Richard	Assistant Professor/TT	Computer Science	9	PhD	65,000

Banner ID	NAME	RANK/TENURE	POS/DEPT	TERM	DEGREE	Annual Salary
NURSING & HEALTH PROFESSIONS - FACULTY						
A11692131	Blalock, Melvin	Instructor/NOT	Nursing	9	MS	52,224
A10022556	Hunter, Teresa	Associate Professor/Dean/T	Nursing	9	PhD	128,724
A10007018	Mundende, Chongo	Assoc. Prof./TT	Public Health	9	PhD	57,324
A11388137	Umadjela-Holmes, Ahondju	Instr/NOT	Nutrition	9	MS	47,124
A11430604	White, Larcile	Instructor/NOT	Nursing	9	MS	52,224
A10510312	Mekusky, Stephanie	Instructor/NOT	Nursing	9	MS	52,224
A20135562	Edobor, Grace	Instructor/NOT	Nursing	9	MS	52,224
A10000836	Montella, Kathleen	Instructor/Acting Director Public Health/NOT	Public Health	10	MPH	54,264
A20164253	Lorraine Tinsley	Instructor/NOT	Nursing	9	MS	52,224
A10278403	Boykins, Teresa	Assistant Professor/TT	Nursing	10	DNP	68,340
A10058329	Miller, Ameika	Instructor/NTT	Nursing	9	MS	51,000
A20199013	Duran, Anna	Instructor/NTT/Ardmore Nursing Program Site Director	Nursing	12	MS	66,300
A20221612	Shalver, Susan	Instructor/NTT	Nursing	9	MS	51,000
A20259911	Clark, JoAnn	Instructor/NTT	Nursing	9	MSN	50,000
A10058656	Henson, Cicely	Instructor/NTT	Nursing	9	MSN	50,000
A10599247	Totten-Gilbert, Ashley	Instructor/NTT	Nursing	9	MSN	51,000
A10240049	Robinson, Lewis	Instructor/NTT	Health Administration	9	MBA	50,000
A10582561	Baker, Brooke	Instructor/NTT	Nursing	9	MSN	50,000
A20289317	Gaither, Connie	Instructor/NTT	Nursing	9	MS	50,000

<u>Banner ID</u>	<u>NAME</u>	<u>RANK/TENURE</u>	<u>POS/DEPT</u>	<u>TERM</u>	<u>DEGREE</u>	<u>Annual Salary</u>
AGRICULTURE & APPLIED SCIENCES - FACULTY						
A10010077	Jones, Vernon	Assoc. Prof./T	Associate Dean of Agriculture	12	PhD	97,803
A10008339	Matand, Kanyand	Assoc. Prof./T	Agriculture	12	PhD	62,424
A20070153	McCallum, Malcolm	Assistant Professor/NOT	Aquaculture and Water Quality Research Scientist	12	PhD	62,424
A10006317	Merkel, Roger	Assoc. Prof./T	Agriculture	12	PhD	63,944
A10008829	Wang, Zaisen	Assist. Prof./NOT	Ag/Cap. Prod. Spec.	12	PhD	54,756
A10008489	Zeng, Shoushan (Steve)	Professor/T	Chairman	12	PhD	78,438
A20135021	Whittaker, Wesley	Prof./T	Dean/Agric.	12	PhD	123,624
A10738201	Ringer, Joshua	Assistant Professor/NOT	Associate Extension Administrator/Agronomy	12	PhD	81,294
A10058293	Payton Miller, Tracey	Assistant Professor/NOT	Horticulture Specialist	12	PhD	67,524
A11314429	DeSilva, Nirodha	Assistant Professor/TT	Agribusiness/Agricultural Economics	12	PhD	66,300
A20259885	Gosh, Kamal	Assistant Professor/TT	Fisheries and Allied Aquaculture	12	PhD	65,000
FAMILY & CONSUMER SCIENCES						
A10055591	Young, Emisha	Assistant Professor/TT	Family and Consumer Sciences	9	PhD	58,000

<u>Banner ID</u>	<u>NAME</u>	<u>RANK/TENURE</u>	<u>POS/DEPT</u>	<u>TERM</u>	<u>DEGREE</u>	<u>Annual Salary</u>
EDUCATION - FACULTY						
A10049120	Harris, Emily	Acting Dean/Assoc. Prof./T	Dir/Education	12	EdD	30,000
A11094301	McGowan, Orlenthea	Professor/T	Education/Project Director	12	EdD	71,043
A10067861	Soltani, Ebrahim	Assoc. Prof./NOT	Director/CTI	12	PhD	70,112
A20068799	Brevetti, Melissa	Assistant Professor/TT	Urban Education	12	PhD	57,324
A10002580	Albright, Elizabeth	Assistant Professor/TT	Psychology	10	PhD	51,487
A20192504	Murray, Lawrence	Assistant Professor/TT	Psychology	9	PhD	51,487
A10074660	Mathew, Susan	Assistant Professor/TT	Psychology	9	EdD	51,487
A20193566	Newby, Leonard	Assistant Professor/TT	Special Education	9	PhD	56,100
A20253005	Stormer, Kimberly	Assistant Professor/TT	Chair/Educator Preparation Programs	12	PhD	70,000
HEALTH, PHYSICAL EDUCATION & RECREATION - FACULTY						
A11800354	Delk, Desmond	Assistant Professor/TT	HPER	9	PhD	59,364
A11795810	Farmer, Todd	Associate Professor/TT	Acting Chair, HPER	12	EdD	76,194
A10068102	Wilkerson, Todd	Assistant Professor/TT	HPER	9	PhD	53,000
REHABILITATION COUNSELING - FACULTY						
A11396292	Cross, Kenyotta	Associate Professor/T	Coord/Vis. Rehab	12	EdD	66,759
A11575024	Davis, Dytisha	Assist. Prof./NOT	Rehab. Services	12	PhD	70,844
A11395441	Johnson, Jean	Associate Professor/T	Rehab. Services	12	EdD	59,619
A10008017	Lewis, Phillip	Assoc. Prof./TT	Rehab. Services	12	PhD	72,624
A11335920	Manyibe, Edward	Associate Professor/Research Analyst/T	Res/Asst. Prof. Capacity Bldg. Dir.	12	PhD	84,099
A10003748	Moore, Corey	Professor/T	Chair/Rehab	12	PhD	164,424
A10670911	Sanders, Perry	Assist. Prof./NOT	Rehab. Services	12	PhD	58,344
A10076176	Sassin, John	Assist. Prof./NOT	Coordinator Rehab. Services	12	PhD	65,484
A10051479	Washington, Andre	Assistant Professor/NOT	Clinic. Exp. Coord.	12	PhD	59,109
A11394317	Herron, Ruben	Assistant Professor/NOT	Rehab. Services	12	MS	63,206
A20079009	Ward, Courtney	Post Doctoral Fellow/NOT	Research Associate	12	MA	48,200
A11214221	Starr-Howard, Renee	Post Doctoral Fellow/NOT	Research Associate	12	PhD	49,164
A20135581	Koissaba, Ben	Post Doctoral Fellow/NOT	Research Associate	12	PhD	49,164
A20239170	McCray, Sharesa	Post Doctoral Fellow/NOT	Research Associate	12	PhD	49,980
A11428027	Uhunoma, Osarentin	Research Assistant Professor/Statistician	Statistician	12	PhD	63,500

<u>Banner ID</u>	<u>NAME</u>	<u>RANK/TENURE</u>	<u>POS/DEPT</u>	<u>TERM</u>	<u>DEGREE</u>	<u>Annual Salary</u>
LIBRARY - FACULTY						
A20110537	Cobb, Kim	Assistant Prof/NTT	Research Librarian/Head of Public Services	12	MLIS	49,980
A20196282	Corbett, Caitlin	Instructor/NTT	Research Librarian/Head of Technical Services	12	MA/MLIS	49,980
A10013194	Simpson, Lynne	Associate Professor/T	Dean of Libraries	12	PhD	76,500
A10411568	Shirley, Elender	Assistant Professor/TT	University College Services Librarian	12	MLIS	49,980

<u>Banner ID</u>	<u>NAME</u>	<u>RANK/TENURE</u>	<u>POS/DEPT</u>	<u>TERM</u>	<u>DEGREE</u>	<u>Annual Salary</u>
PHYSICAL THERAPY - FACULTY						
A10195426	Burns, Stephanie	Assist. Prof./NOT	Phys. Therapy	12	PhD	83,232
A10023534	Chaudry, Aliya	Prof./T	Phys. Therapy	12	JD	89,454
A10003954	George, Phillip	Assoc. Prof./TT	Phys. Therapy	12	PhD	80,019
A10037920	Pollard, Elicia	Associate Prof./T	Dean/Phys. Therapy	12	PhD/PT	123,624
A10017495	Traylor, Eddie	Assist. Prof./NOT	Director of Clinical Education/Phys. Therapy	12	DPT	91,800
A10677915	Sylvester, Donna	Assistant Professor/NTT	Phys. Therapy	12	DPT	81,600

<u>Banner ID</u>	<u>NAME</u>	<u>Classification</u>	<u>TERM</u>	<u>DEGREE</u>	<u>Title</u>	<u>Annual Salary</u>
COMPTROLLER'S/ACCOUNTING - STAFF						
A10424167	James, Karlon	Exempt	12	MHR	Comptroller	81,600
A11777982	Anderson, Aaron	Exempt	12	BS	Acting Assistant Comptroller	74,000
A10275259	Turner, Marietta	Exempt	12	BS	Accounts Payable Manager	40,800
A10422801	Morgan, Ashley	Exempt	12	NO	Accounts Payable Coordinator	31,831
A20270386	Douglas, Gayla	Exempt	12	NO	Accounts Payable Coordinator	35,000
A11455197	Coppage, Chaste	Non-Exempt	12	BS	Acting Purchasing/Travel Director	37,000
A10413647	Sumlin, Alicia	Exempt	12	BS	Acting Fiscal and Administrative Affairs Area Coordinator	39,984
BUSINESS OFFICE - STAFF						
A10009090	Brown, Joseph	Exempt	12	MA	60%/Coord- Collection	27,254
A10064218	Todd, Brandy	Non-Exempt	12	NO	Customer Service and Collections Representative	31,830
A10630500	Kirkpatrick, Jamie	Exempt	12	BS	Customer Services Manager - Student Services	52,224
A20256606	Yohe, Brooke	Non-Exempt	12	NO	Customer Service and Collections Representative	28,000
HUMAN RESOURCES - STAFF						
A10034284	Hughes, Connie	Exempt	12	BBA	Customer Services Manager-Employment	52,224
A10003411	Buckley, Cynthia	Exempt	12	MEd	Assistant Vice Presient Student and Employment Services	88,944
A11211348	Stanfield, Angel	Non-Exempt	12	BA	Student Payment Services Representative	36,924
A10029829	Natasha Kennedy	Non-Exempt	12	MSM	Administrative Specialist	30,000
HOUSING - STAFF						
A11808912	Gatheright, Sherry	Non-Exempt	12	NO	Administrative Specialist for the Office of Residential Life and Housing Servicces	31,831
A10395670	Harris, Eric	Exempt	12	BS	Night Manager	34,884
A20079718	Palmer, Kimberly	Exempt	12	BS	Resident Director	34,884
A20082071	Eastlin, Carolyn	Exempt	12	MS	Acting Assistant Dean of Students for Residential Life	76,500
A20190455	Fitch, Tiera	Exempt	12	BA	Acting Resident Director of Residential Life and Housing Services	33,660
A20144718	Moody, Roy	Exempt	12	MA	Resident Director	33,660
INFORMATION TECHNOLOGY SERVICES (ITS) - STAFF						
A11536471	Cherry, Tyron	Exempt	12	NO	DatabaseAnalyst	33,864
A11207276	Moncriffe, Pritchard	Exempt	12	BS	CIO	87,924
A10408982	Muhammad, Venecia	Exempt	12	BS	Senior Tech	36,924
A10039782	Smith, Lenard	Exempt	12	MS	Systems Analyst II	58,325
STUDENT AFFAIRS - OFFICE OF THE VICE PRESIDENT - STAFF						
A10075106	Busby, Joshua	Exempt	12	MPA	Dean of Students	80,000
A10405725	Robinson, Tegen	Exempt	12	BA	Coordinator of Student Engagement and Leadership	36,924

<u>Banner ID</u>	<u>NAME</u>	<u>Classification</u>	<u>TERM</u>	<u>DEGREE</u>	<u>Title</u>	<u>Annual Salary</u>
A11705037	Pule, Guiamil	Non Exempt	12	NO	Administrative Asst.	33,864
A11192096	Sims, Kavaris	Exempt	12		Assistant Dean of Students for Student Engagement and Conduct	61,200
COUNSELING AND HEALTH SERVICES - STAFF						
A20243177	Collier, Eartha	Exempt	12	PhD	Director of Counseling and Health Services	71,400
MEDICAL CENTER - STAFF						
A11429728	Glover, Velma	Exempt	12	LPN	Nurse I	31,824
A10274818	Richardson, Raschelle	Exempt	12	MS	75% Nurse Practitioner	74,358
LIBRARY - STAFF						
A10052267	Burris, Jada	Non Exempt	12	MEd	Lib Assoc	26,730
A10432658	Ellerby, Misty	Non Exempt	12	MS	Administrative Assistant	32,022
A10051240	Franks, Patrick	Non Exempt	12	BA	Lib Assoc	26,730
A10064723	Harkins, Clarence	Exempt	12	MHA	ElecResourcesSupLib	41,752
A10404499	Reid, Sarah	Non Exempt	12	BA	Library Associate	27,856
SCHOOL OF PHYSICAL THERAPY - STAFF						
A11547072	Corbett, Samantha	Non Exempt	12	BFA	Administrative Specialist	34,884
A11447933	Jordan, Dasha	Non Exempt	12	BS	Administrative Assistant-Clinical Education	29,281
A10036191	Wakefield, Misty	Exempt	12	MS	Coun/Adv/Tutor Coordinator	48,000
SCHOOL OF EDUCATION & BEHAVIORAL SCIENCES - STAFF						
A11592816	Sims, Shailyn	Non-Exempt	12	NO	Administrative Specialist	33,078
A10047059	Wright, Dana	Exempt	12	MS	Administrative Assistant/Graduate Program	28,254
COMPUTER TECHNOLOGY INTEGRATION - STAFF						
A11435076	Savory, Victoria	Non Exempt	12	NO	Secretary	27,744
A10001909	Sharp, Alexandra	Exempt	12	MS	Instructional Designer	46,104
	Open	Exempt	12	MLIS	Learning Management System Coordinator	
ACADEMIC AFFAIRS - OFFICE OF THE VICE PRESIDENT - STAFF						
A11686550	Jackson, Ruth	Professor/T	12		Academic Affairs and Human Resources Acting Vice President for Academic Affairs	135,000
A10049271	Danel, Tamera	Non Exempt	12	BS	Administrative Assistant	44,071
A10061094	Johnson, Jason	Exempt	12	MEd	Acting Assistant VP Student Success	90,000
A20260758	Stewart, Sheilynda	Exempt	12	PhD	Associate Vice President Assessment and Accreditation	95,000
A10114677	Tucker, Sheba	Non Exempt	12	BA	Administrative Assistant	32,000

<u>Banner ID</u>	<u>NAME</u>	<u>Classification</u>	<u>TERM</u>	<u>DEGREE</u>	<u>Title</u>	<u>Annual Salary</u>
SCHOOL OF BUSINESS - STAFF						
A10065865	Stanley, Nicole	Non Exempt	12	NO	Adm Asst to Dean	32,850
SCHOOL OF NURSING & HEALTH PROFESSIONS - STAFF						
A10043618	Robinson, Elaine	Exempt	12	MA	Admin Spec II	33,836
A20221602	Vladyka, Becky	Non Exempt	12		Administrative Assistant/Academic Advisor	30,600
A20072936	Doby, Jennifer	Exempt	12	AS	Academic Advisor/Recruiter	34,000
A10436044	Johnson, Carolyn	Exempt	12	BA	Academic Advisor/Coach	35,000
SCHOOL OF ARTS AND SCIENCES & COMMUNICATIONS DEPARTMENT - STAFF						
A11313656	Moncriffe, Doristina	Non Exempt	12	MBA	Adm Assist	28,771
HONORS PROGRAM - STAFF						
A10457735	Lawrence, Beatrice	Exempt	12	MA	Coord III	52,938
DISTANCE LEARNING - STAFF						
A10049008	Gaffney, William	Exempt	12	BS	Coordinator II	44,064
OKLAHOMA CITY - STAFF						
A11727615	Conally, Leatrice	Non Exempt	12	NO	Administrative Assistant to the AVP/LU-OKC	31,831
A11502987	Muhammad, Atashia	Exempt	12	BS	Research Associate & Training Coordinator	47,124
A11110413	Smiley, Shawn	Non Exempt	12	NO	Office Clerk	20,793
A10220763	Greer, Tyeese	Non Exempt	12	NO	Office Clerk	21,631
A11799565	Dickens, Carrie	Non Exempt	12	NO	Evening (First Impression) Clerk	13,977
A10208610	Wilkerson, Nicole	Exempt	12	NO	Research Administrator/Office Mgr.	29,274
A10050575	Alexander, Angel	Exempt	12	MS	Student Services Coordinator	37,230
A10028021	Canning, M. Ginger	Exempt	12	NO	Administrative Specialist/Office Manager	30,495
TULSA - STAFF						
A10049220	O'Guin, Deborah	Non Exempt	12	NO	Administrative Assistant/Nursing	31,831
A11560399	Cochrane, Ellouise	Non Exempt	12	BA	Administrative Clerk	11,138
A10063131	Peterson, Carol	Exempt	12	MS	Assoc Dir/FA	43,837
A10012473	Sharp, Diana	Exempt	12	BS	Adm Spec III/AA	38,204
A10416328	Washington, Ruth	Exempt	12	BBA	Adm Spec I, Sch of Education and Behavioral Sciences	27,744

INSTITUTIONAL ADVANCEMENT AND EXTERNAL AFFAIRS- OFFICE OF THE VICE PRESIDENT - STAFF

<u>Banner ID</u>	<u>NAME</u>	<u>Classification</u>	<u>TERM</u>	<u>DEGREE</u>	<u>Title</u>	<u>Annual Salary</u>
A10571925	Jones, Mautra	Exempt	12	MBA	Vice President for Institutional Advancement and External Affairs	125,000
A10407165	Anderson, Latonya	Exempt	12	BS	Gifts Manager & Development Specialist	44,064
A11141185	Whitaker, Jillian	Exempt	12	BA	Annual Giving Officer	42,024
A20267210	Brooks, Brandon	Exempt	12	BA	Assistant Vice President, Institutional Advancement and External Affairs	90,000
SPONSORED PROGRAMS - STAFF						
A10023522	Harris, Ardena	Exempt	12	M.Ed.	Director	60,384
ALUMNI AFFAIRS - STAFF						
A10022482	Ware-Roberts, Vonnie	Exempt	12	MEd	Director II	62,424
OFFICE OF THE PRESIDENT - STAFF						
A11587301	Graves, Theresa	Exempt	12	MA	Chief of Staff	84,000
A11652521	Preston, Elaine	Exempt	12	Med	Acting Executive Assistant	44,064
A11573991	Smith, Kent	Exempt Tenured	12	Ph.D.	President	263,200
A10059364	Stanley, L. Annette	Exempt	12	M.Ed.	Dir III/Title III	81,294
INSTITUTIONAL PLANNING & RESEARCH - STAFF						
	Vacant	Exempt	12		Director	70,074
A10178110	Smith, Sherri	Exempt	12	BBA	Research Analyst	40,000
PUBLIC RELATIONS - STAFF						
A10442261	Clemoens, Brandon	Exempt	12	AS	Sr. Graphic Designer	51,204
A11715489	Gray, Christina	Exempt	12		Media Relations Spec.	47,124
A10616974	Cole, Jared	Exempt	12	BA	Communications Specialist	42,024
ATHLETICS - STAFF						
A10069234	Hilliard, James	Exempt	12	BS	Head Track Coach	57,324
A11649068	Bell, Hosea	Exempt	12	BA	Hd. SoftballCoach	52,224
A10043638	Drain, Donnita	Exempt	12	BS	Director of Athletics	93,024
A11519776	McCulloh, William	Exempt	12	MS	Hd. Ath. Trainer	52,224
A10452365	McKinney, TeNeisha	Exempt	12	MS	Acting Director of Compliance and Assistant Athletic Director	52,224
A10073397	Miller, Calvin	Exempt	12	MS	Assistant Football Coach/Defensive Coordinator	50,000
A10010214	Morgan, Quinton	Exempt	12	MEd	Head Football Coach	85,000
A11727142	Wergeles-Katzenberger, Melissa	Exempt	12	MS	Assistant Athletic Trainer	42,024
A11817743	Taylor, Kyle	Exempt	12	BS	Acting Sports Information Director	42,024
A11824502	Powell, Elaine	Exempt	12		Acting Head Coach, Women's Basketball	72,624
A20070155	Palmer, Terence	Exempt	12	MEd	Associate Head Women's Basketball Coach	45,084

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A11613505	Mason, Darryl	Exempt	12	BSE	Assistant Football Coach/Offensive Coordinator	50,000
A11192098	Koger, Julius	Exempt	12	BA	Acting Assistant Track and Field Coach	35,700
A10687826	Anderson, Dantren	Exempt	12	BS	Head Strength and Conditioning Coach/Assistant Football Coach	35,500
A20238367	Lowe, Christian	Exempt	12	BS	Head Women's Volleyball Coach	45,900
A20238403	Carr, Johnathan	Exempt	12	BS	Football Offensive Line Coach/Assistant Football Coach	36,924
A20250950	Stitt, Philip	Exempt	12	BA	Head Men's Basketball Coach	70,000
A20253926	Taylor, Stephen	Exempt	12	MS	Assistant Men's Basketball Coach	41,200
A10165729	Griffin, Kevin	Exempt	12	NO	Linebacker Coach/Assistant Defensive Coordinator	35,000
CAMPUS POLICE - STAFF						
A11642526	Benton, Brian C.	Non Exempt	12	NO	Police Officer	31,831
A10027832	Burris, Alvin	Non Exempt	12	NO	Sergeant	32,443
A11132541	Galbraith, Cornelius	Non Exempt	12	BS	Police Corporal	33,565
A11525796	Huntley, Jack N. Jr.	Non Exempt	12	NO	Ass't. ParkingAdmin	
A11654547	Molock, Jay	Non Exempt	12	MA	Police Officer	31,831
A10069830	Vaughn, Mark	Non Exempt	12	NO	Police Lieutenant	38,971
A10258984	Holland, Ramario	Exempt	12	MA	Chief of Police	72,624
A10613672	Stephen Aufleger	Non Exempt	12	NO	Police Officer	31,825
A20138173	Spiva, Brandi	Non Exempt	12	NO	Police Officer	31,831
A10055206	Stewart, Curtis	Exempt	12	NO	Assistant Chief of Police	47,124
A11193790	Holliday, Deidre	Non Exempt	12	NO	Police Officer	27,000
A11539364	Mangum, Monte	Non Exempt	12	NO	Police Officer	27,540
A20239343	Solomon, Henry	Non Exempt	12	NO	Police Officer	30,600
A20146338	Faulkner, Joshua	Non Exempt	12	NO	Dispatcher	25,000
A11210905	Boykin, Austin	Non Exempt	12	AAS	Dispatcher	25,000
A20181679	Cronister, Kylee	Non Exempt	12	NO	Dispatcher	25,000
A11094031	Watts, Jimmie	Non Exempt	12	BT	Police Officer	30,500
A20285328	Romine, Whitney	Non Exempt	12	NO	Head Dispatcher	27,500
A20298717	Davis, Patrick	Non Exempt	12	NO	Police Officer	27,000
A20308043	John, Jakotah	Non Exempt	12	NO	Police Officer	30,000
UNIVERSITY COLLEGE-STAFF						
A10060986	Braggs, Harvey	Exempt	12	BS	Counselor/Advisor	42,024
A11193340	Henderson, Heather	Non Exempt	12	NO	Secretary	31,824
A10059243	McCarroll, Gwendolyn	Exempt	12	MS	Coun/Advisor	44,064
A10027735	Williams, Linda	Exempt	12	M.Ed.	Counselor/Advisor	57,324
A20173004	Perkins, Ashford	Exempt	12	MS	Academic Advisor	42,024
A10072264	Myrick, Jennifer	Exempt	12	BA	Academic Advisor	42,024

<u>Banner ID</u>	<u>NAME</u>	<u>Classification</u>	<u>TERM</u>	<u>DEGREE</u>	<u>Title</u>	<u>Annual Salary</u>
A10387142	Boyles, Yolanda	Exempt	12	MBA	Prog. Coord.II	42,024
ENROLLMENT MANAGEMENT - STAFF						
A10034479	Trice, Tori	Non Exempt	12	BS	Asst. to the Exec. Director	33,660
FINANCIAL AID - STAFF						
A10028396	Coppage, Nacasaw	Exempt	12	Masters	Assistant Director	43,000
A11429448	Davis-Ellerby, Elizabeth A.	Non Exempt	12	AS	Scholarship Clerk	28,524
A10059003	Hart, Sally	Exempt	12	BS	Counselor	36,119
A10012025	Mack, Royce	Non Exempt	12	MBA	Financial Aid Counselor	33,824
A11485365	McGill, Sheila	Exempt	12	M.Ed.	Acting Executive Director for Enrollment Management	75,000
A20278200	Sturgis-Banks, Yolanda	Non Exempt	12	NO	Administrative Assistant Records	24,644
A10587291	Youngblood, Courtney	Non Exempt	12	BA	Default Manager	38,000
REGISTRAR'S OFFICE - STAFF						
A10032961	Williams, Quincy	Exempt	12	BS	Data Control Analyst	33,864
A10074759	Kirkpatrick, Deleanor	Exempt	12	MS	University Registrar	62,424
A11139779	Spikes, Sasha	Non Exempt	12	NO	Transfer Evaluator/VA Coordinator	30,000
A11559184	McConnell, Anissa	Non Exempt	12	NO	Records Coordinator	25,500
A10075998	Spencer-Clark, Sonia	Non Exempt	12	BA	Digital Records Specialist	26,000
A10064002	Richmond, Gradina	Non Exempt	12	NO	Registrar Assistant	25,000
ADMISSIONS - STAFF						
A10075520	Gregory, Kyle	Exempt	12	BA	Recruiter	45,000
A11649479	Vaughn, Mark	Exempt	12	MA	Ass't.Dir.	42,024
A10418136	Robinson, Carlos	Exempt	12	MBA	Director of Admissions, Recruitment, and Outreach Programs	52,224
A11661891	Stoutermire, Troy	Non Exempt	12	BS	Administrative Specialist	31,824
A20263998	Wulz, Carol	Non Exempt	12	BS	Admissions Advisor	31,830
SCHOOL OF ARTS AND SCIENCES						
A11364940	Quick, Cari	Exempt	12	BS	Assistant Coordinator	37,602
SCHOOL OF AGRICULTURE & APPLIED SCIENCES - RESEARCH AND EXTENSION-STAFF						
A10011582	Carter, Lovie	Non Exempt	12	NO/CDA	Outreach Assist	33,411
A10448991	Brown, Nathan L.	Non Exempt	12	BBA	Animal Tech	31,994
A11452393	Bryant, Glenda L.	Non Exempt	12	NO	Animal Tech	30,927
A10043288	Hayes, Jerry D.	Exempt	12	NO	Assistant Research Farm Operation Manager	49,351

<u>Banner ID</u>	<u>NAME</u>	<u>Classification</u>	<u>TERM</u>	<u>DEGREE</u>	<u>Title</u>	<u>Annual Salary</u>
A11301293	Manley, Amanda	Non Exempt	12	MS	Animal Tech	32,028
A11188201	Portugal, Italo	Exempt	12	MS	Research Tech	44,064
A10049874	Stevenson, Henry Jr.	Non Exempt	12	NO	Animal Tech I	33,864
A10027401	Stevenson, Henry Sr.	Non Exempt	12	NO	Farm Worker III	40,342
A10049648	Downey, Chris	Exempt	12	NO	Extension Spec II	39,192
A10044368	Stevenson, Sheila	Exempt	12	NO	Extension Spec II	35,310
A10048866	Wilson, Dorothy	Exempt	12	M.Ed./MS	State Program Leader/Director III	81,830
A10052346	Wilson, Jeremiah	Exempt	12	MS	Program Coordinator/EFNEP	52,020
A10063646	Gipson, Terry	Exempt	12	Ph.D.	Research Scientist II	72,840
A10006004	Goetsch, Art	Exempt	12	Ph.D.	Research Leader	89,799
A10053276	Puchala, Ryszard	Exempt	12	Ph.D.	Research Scientist II	59,138
A10063885	Watson, Cleovis	Exempt	12	BS	Laboratory TechIII	42,024
A10043878	Vick, Karen	Exempt	12	M.Ed.	Director II/Finance	57,987
A10065070	Sahlu, Tilahun	Exempt	12	Ph.D.	Director IV	125,853
A10072562	Loetz, Erick	Exempt	12	Ph.D.	Assistant Reproductive Technologist/Research Specialist	72,624
A10422384	Tilahun, Yonathan	Exempt	12	Ph.D.	Ext/Res Specialist Biotech.	62,424
A11604026	Scronce, Adaven	Non Exempt	12	NO	Animal Technician	27,744
A11213472	Mauney, Niconerini	Non Exempt	12	AA	Animal Technician	27,744
A11473740	Futur, Mehari	Exempt	12	BS	Lab Technician	36,924
A11384088	Todd, Joshua	Non Exempt	12	NO	Nutrition Education Assistant	28,811
A10433208	Davis, Joshua	Non Exempt	12	NO	Nutrition Education Assistant	28,811
A10006919	Williams, Melvin	Non Exempt	12	MS	Nutrition Education Assistant	28,806
A11821442	Brown, Morgan	Non Exempt	12	NO	Animal Technician	28,811
A20074298	Simpson, Sonya	Exempt	12	BA	Special Assistant to the Dean	47,124
A20103722	Haile, Abiel	Non Exempt	12	MS	Extension Technican	42,024
A20132177	Smith, Mary	Non Exempt	12	NO	Animal Techician	24,562
A20155070	Anderson, Micah	Exempt	12	AA	Extension Agent for Horticulture	42,024
A10050552	Carter, Charlotte	Exempt	12	BA	Associate Extension Outreach Educator	46,104
A20024272	Gutierrez, Kendra	Exempt	12	MS	Communications Content Developer Projects Coordinator	47,124
A10385381	McHenry, Eric	Non Exempt	12	NO	Crop Technician	30,933
A10420489	Golden, Jewellena	Exempt	12	MS	Cooperative Extension Administration Assistant	40,800
A10417548	Campbell-Daughy, Rashell	Exempt	12	PhD	Extension Specialist for Youth Development and Urban Engagement	67,524
A11648299	Bell, Ashli	Non Exempt	12	MS	Research Administrative Assistant	40,800
A20235266	Contreras, Rafael	Non Exempt	12	MD	Animal Technician	29,702
A20236246	Scott, Keisha	Non Exempt	12	NO	Urgan Ag Tech	19,584
A11511023	Green, Eula	Exempt	12	BS	Extension Educator	42,840
A20114510	Rodriguez, Iliana	Exempt	12	MS	Extension Educator	44,370
A20253485	Hayes, Chanelle	Exempt	12	PhD	Laboratory Coordinator	56,000

<u>Banner ID</u>	<u>NAME</u>	<u>Classification</u>	<u>TERM</u>	<u>DEGREE</u>	<u>Title</u>	<u>Annual Salary</u>
A11823677	Raquel, Vasconcelos	Exempt	12	PhD	Visiting Research Scientist	31,824
A20136972	Ribeiro, Luana Paula	Exempt	12	PHD	Visiting Research Scientist	31,824
A20179351	Calle Acevedo, Rommel	Exempt	12	MSC	Visiting Research Scientist	31,824
A20218213	Pinango, Jessica	Exempt	12	PhD	Visiting Research Scientist	31,620
A20094996	Moore-Davis, Sonya	Exempt	12	BA	Extension Educator	46,700
A11700583	Freeman, Roper	Non Exempt	12	NO	Animal Technician	29,120
A11526077	Tsukahara, Yoko	Exempt	12	PhD	Visiting Research Scientist	35,000
A20263147	Encinas, Fabiola	Exempt	12	MSc	Visiting Research Scientist	30,000
A20302932	Vasquez, Abdon	Non Exempt	12		Animal Techician	29,120
A11511282	Freeman, Stetson	Non Exempt	12	NO	Animal Techician	29,120

Curricular Requests
Langston University Academic Affairs
June 19, 2020

School of Arts and Sciences

Bachelor of Science in Organizational Leadership (775)

Modification of the admissions requirements for the Flex Finish **Bachelor of Science in Organizational Leadership (775)**. All universities participating in the Reach Higher Flex Finish program made this adjustment to allow more flexibility in the admissions process for adult students who may have a lower GPA or have remedial coursework that needs to be completed. The modification would remove several barriers for adult learners and allow more students to begin the program and make progress towards completing their degree.

Bachelor of Science in Corrections (013)

Total credit hours for the degree will change from 124 to 120 credit hours
Add an option in Sociology.

Bachelor of Arts in Sociology (033)

Total credit hours for the degree will change from 124 to 120 credit hours.
Add an option in Corrections.

Associate of Science in Criminal Justice (065)

Total credit hours for the degree will change from 62 to 61 credit hours.

Bachelor of Science in Technology (036)

Total credit hours for the degree will change from 124 to 120 credit hours.
Modifications include the removal of outdated courses from the plan of study and replacement with current courses to help students prepare for industry and/or graduate school.

School of Education and Behavioral Sciences

Master of Science in Rehabilitation Counseling (057)

Total credit hours for the degree will change from 48 to 60 credit hours. The additional courses align the MS Rehabilitation Counseling program with the accreditation standards of the Council for Accreditation of Counseling and Related Educational Programs (CACREP).

*School of Agriculture and Applied Sciences***BS in Agricultural Sciences (042)**

Total credit hours for the degree will change from 124 to 120 credit hours.

Modifications will result in better alignment with similar programs at other 1890 and 1862 land-grant institutions.

Master of Science in Sustainable Agriculture

Approval is respectfully requested for the Langston University School of Agriculture and Applied Sciences to submit a letter of intent to offer the **Master of Science in Sustainable Agriculture**. The degree will be offered with three options: (a) Horticultural Practices and Plant Biotechnology; (b) Animal Agriculture; (c) Agribusiness Management and Applied Economics. It will present the University with the unique opportunity to provide the next generation of leaders with in-depth interdisciplinary training in Sustainable Agriculture from production through consumption.

**LANGSTON UNIVERSITY
STUDENT IMPACT
TUITION, FEE, HOUSING & MEAL PLAN INCREASES
ACADEMIC YEAR 2020 - 2021**

<i>*2.5% Tuition, 1.0% Fees, 2.0% Meal Plan</i>		FY 2018	FY 2019	FY 2020*	FY 2021*	\$ INCREASE	% INCREASE
TUITION	Note 1	3,706.50	4,133.01	4,236.43	4,342.21	105.78	2.50%
MANDATORY FEES	Note 2	2,093.16	2,093.16	2,145.34	2,196.79	51.45	2.40%
APARTMENT RENT		6,150.00	6,429.52	6,525.96	6,525.96	-	0.00%
MEAL PLAN		3,050.00	3,188.62	3,284.28	3,349.97	65.69	2.00%
TOTAL COST PER ACADEMIC YEAR		\$14,999.66	\$15,844.31	\$16,192.01	\$16,414.93	222.92	1.38%
TOTAL COST PER SEMESTER		\$7,499.83	\$7,922.15	\$8,096.01	\$8,207.46	111.46	1.38%
<u>NON-RESIDENT STUDENT</u>							
TOTAL COST PER ACADEMIC YEAR		\$21,927.40	\$23,203.94	\$23,561.61	23,794.52	232.91	0.99%
TOTAL COST PER SEMESTER		\$10,963.70	\$11,601.97	\$11,780.81	\$11,897.26	\$116.46	0.99%

Note 1: Assumes a resident undergraduate student on Langston campus taking up to 30 credit hours.

Note 2: The Mandatory Fees were increased by 1%, with a proposed \$15 Laundry Service Fee for all students residing in University Housing. This new fee increase is a major part of the 3.01% shown above.

G – OTHER BUSINESS AND FINANCIAL MATTERS

1. Peace officer commissions:

NAME	CAMPUS
Jakotah John	LU



April 7, 2020

President Kent J. Smith, Jr., PhD
Langston University
P.O. Box 907
Langston, OK 73050

Dear President Smith:

Crawford & Associates, P.C. is pleased that Langston University (the University) has expressed its confidence in our firm and our state and local government expertise by requesting this engagement letter. We look forward to a long and successful relationship as an integral financial management resource to the University and the Board.

We are prepared to provide a full range of accounting and consulting services to the University contingent upon approval of this contract. The purpose of this engagement letter is to identify the scope of available services from Crawford & Associates, the specific initial services requested at this time, and to confirm the terms, objectives, and limitations of our engagement services.

Scope of Services

The scope of professional services that are available and can be provided to the University are outlined below under the heading *Scope of Available Services*. While this listing includes a range of services available from Crawford & Associates, the specific initial services requested at the current time are separately identified under the heading *Initial Services Requested*. Any additional services that are available from Crawford & Associates beyond these initially requested services can be provided upon subsequent specific request and agreement.

Scope of Available Services

- Preparation of Annual Financial Statements
- General Accounting and Advisory Assistance
- Budget Preparation and Amendment Assistance
- Capital Asset Records and Accounting Assistance
- Information Technology System Assistance
- Internal Audit or Monitoring Activities
- Internal Control Policies and Procedures Assistance
- Data Analysis and Data Mining Assistance
- Labor Relations Consulting
- Laws and Regulations Compliance Assistance
- Investigation of Allegations or Concerns
- Performer© Financial Statement Analysis
- Tax and Other Regulatory Report Assistance

CRAWFORD & ASSOCIATES PC

Langston University
Accounting and Consulting Services Engagement Letter
April 7, 2020
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Initial Services Requested

Preparation of Annual Financial Statements:

- Assisting with the preparation of the University's annual financial statements from supporting schedules developed and prepared by the University's staff
- Assisting with the coordination of the annual financial statement audit and communications with the external financial statement auditors

Services Related to the Preparation of Annual Financial Statements

You have requested that we prepare the annual financial statements of the financial reporting entity of the University as of and for the year ended June 30, 2020. Such financial statements will include:

- a. Basic Financial Statements, including notes to the financial statements
- b. Required Supplementary Information (excluding MD&A)
- c. Supplementary Information (to the extent management elects to include)
- d. Other Information (to the extent management elects to include)

Crawford & Associates' Responsibilities

The objective of our engagement is to prepare the annual financial statements in accordance with accounting principles generally accepted in the United States of America based on information provided by you. We will conduct our engagement in accordance with Statements on Standards for Accounting and Review Services (SSARs) promulgated by the Accounting and Review Services Committee of the AICPA and comply with the AICPA's Code of Professional Conduct, including the ethical principles of integrity, objectivity, professional competence, and due care.

We are not required to, and will not, verify the accuracy or completeness of the information you will provide to us for the engagement or otherwise gather evidence for the purpose of expressing an opinion or a conclusion. Accordingly, we will not express an opinion or a conclusion or provide any assurance on the financial statements.

Our engagement cannot be relied upon to identify or disclose any financial statement misstatements, including those caused by fraud or error, or to identify or disclose any wrongdoing within the entity or noncompliance with laws and regulations.

Management Responsibilities

The engagement to be performed is conducted on the basis that management acknowledges and understands that our role is to prepare financial statements in accordance with accounting principles generally accepted in the United States of America. Management has the following overall responsibilities that are fundamental to our undertaking the engagement to prepare your financial statements in accordance with SSARs:

CRAWFORD & ASSOCIATES PC

Langston University
Accounting and Consulting Services Engagement Letter
April 7, 2020
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- a.* The selection of accounting principles generally accepted in the United States of America as the financial reporting framework to be applied in the preparation of the financial statements
- b.* The prevention and detection of fraud
- c.* To ensure that the entity complies with the laws and regulations applicable to its activities
- d.* The accuracy and completeness of the records, documents, explanations, and other information, including significant judgments, you provide to us for the engagement to prepare financial statements
- e.* To provide us with:
 - i.* Documentation, and other related information that is relevant to the preparation and presentation of the financial statements,
 - ii.* Additional information that may be requested for the purpose of the preparation of the financial statements, and
 - iii.* Unrestricted access to persons within University, of whom we determine necessary to communicate.

The financial statements will not be accompanied by a report. However, you agree that the financial statements will clearly indicate that no assurance is provided on them.

Other Requested and Available Services

In conjunction with the other requested and available services (other than the preparation of the annual financial statements) as identified in the Scope of Services section of this letter, Crawford & Associates will be responsible for providing such services upon request in accordance with the applicable professional standards of the AICPA. It is anticipated that most if not all of these other services will be performed in accordance with the standards applicable to consulting services as prescribed by the AICPA.

Crawford & Associates, is not obligated to, but may report or otherwise communicate to management any recommendations, it determines necessary, resulting from the professional services provided.

Management and the Board will be responsible for establishing the scope of our other professional services to be provided and for providing the necessary resources allocated to the work; such responsibility includes determining the nature, scope, and extent of the services to be performed, providing sufficient appropriation for the estimated cost of these services, providing overall direction and oversight for each service, and reviewing and accepting the results of the work.

CRAWFORD & ASSOCIATES PC

Langston University
Accounting and Consulting Services Engagement Letter
April 7, 2020
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Access to Working Papers and Reports

Any working papers prepared by Crawford & Associates in connection with performing the preparation and other professional services are the property of Crawford & Associates. Upon request, copies of any or all working papers and reports that we consider to be nonproprietary will be provided to management. University management may make such copies available to its external auditors and to certain regulators in the exercise of their statutory oversight responsibilities. Such copies may not be made available to any other third party without the prior written consent from Crawford & Associates.

Fees and Costs

Fees and out-of-pocket expenses for this engagement will be billed as the work progresses and payable upon receipt of our invoices. Out-of-pocket expenses include such costs incurred by Crawford & Associates in providing the services including travel, lodging, telecommunications, printing, document reproduction, and the like. Our fees for these services will be billed at our standard hourly rates, as follows, for the individual performing such services based on the actual number of hours of work, including travel time, performed by that individual.

Standard Hourly Rates:

- Firm President \$250
- Shareholders \$165
- Consulting Senior Managers \$150
- Consulting Managers \$125
- Consulting Staff \$110
- Clerical Staff \$45

Because Crawford & Associates has no direct control over the type and amount of services requested by the University during the term of this engagement, nor does Crawford & Associates have direct control over the quality of the University's accounting system or records, potential turnover of the University's staff, or the University's staffing levels, resources, or capabilities, it is impractical for us to provide an accurate amount of hours that will be required for the services requested or a not-to-exceed limit on fees and expenses charged. We will rely on the University to provide us with a copy of approved purchase orders or other form of authorization documentation, and to monitor the cumulative fees and expenses charged. You also agree to provide sufficient appropriation for all services requested prior to the services being performed. For your purchase order preparation purposes, we estimate that the fees for the Initial Services Requested, as outlined in the Scope of Service section of this letter, will approximate \$85,000. Should it appear during the course of our engagement that our fees and costs for the services requested may exceed this estimate, we will notify University management as soon as reasonably possible and obtain authorization to proceed.

CRAWFORD & ASSOCIATES PC

Langston University
Accounting and Consulting Services Engagement Letter
April 7, 2020
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The term of this engagement is a period from the date of acceptance of this engagement letter through the date of issuance of the University's financial statements for the period ended June 30, 2020. Crawford & Associates may perform additional services upon receipt of a formal request and an authorized purchase order or other form of authorization documentation with terms and conditions that are acceptable to both parties.

The agreements and undertakings contained in this engagement letter, shall survive the completion or termination of this engagement. This agreement may be renewed for a one-year period on an annual basis through receipt of written notice or authorization from the University and agreement to the terms by Crawford & Associates.

Acceptance

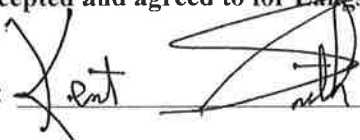
Please indicate your acceptance of this agreement by signing in the space provided below and returning this engagement letter to us. A duplicate copy of this engagement letter is provided for your records. We look forward to a long and successful professional relationship with Langston University.

Respectfully submitted and agreed to by,



Frank Crawford
Crawford and Associates, P.C.

Accepted and agreed to for Langston University:

By:  _____

Title: President _____

Date: 4/29/2020 _____

LANGSTON UNIVERSITY
FY 2021 Board Request
ANNUAL ORDERS

<u>SUPPLIERS</u>	<u>FUND</u>	<u>Amount</u>
Sodexo Food Services	3-22100	\$3,100,000.00
At Langston Facilities	1-30105	
HWY 33 E		
Langston, OK 73050		
Payment of catering services, meal plan contracts, amortization, daycare meals		
7-1-19/6-30-20		
Sodexho	Multiple Accounts	\$6,200,000.00
At Langston Facilities		
HWY 33 E		
Langston, OK 73050		
Operations of LU Physical Plant, carpentry, heat and air, freight, janitorial services, groundskeeping, and painting		
7-1-19/6-30-20		
Under small jobs provision, a maximum with no "construction projects" included and with no one project exceeding \$75,000		\$700,000.00
(See Board Rule 30:10-01-02)		\$250,000.00
Crawford & Associates	1-16101	\$125,000.00
10308 Greenbriar Place		
Oklahoma City, OK 73159		
Professional Services (Consulting / Financial Statement Prep)		
7-1-19/6-30-20		
BKD CPAs & Advisors	1-16001	\$150,000.00
Two Warren Place		
6120 S. Yale Avenue, Suite 1400		
Tulsa, OK 74136-4223		
Professional Services (Auditing)		
7-1-19/6-30-20		
Team Travel by Charter and Motor Coach Village Tours	3-23450	\$300,000.00
8620 W. 21st Street N		
Wichita, KS 67205-1756		
Charter Bus Service for athletics		
7-1-19/6-30-20		
Kincaid Coach		
2150 Sw 27th St		
El Reno, OK 73036-6146		
Charter Bus Service for athletics		
7-1-19/6-30-20		
AT&T	1-87301	\$90,000.00
PO Box 5001		
Carol Stream, IL 60197-5001		
Renewal of LAN Lines		
7-1-19/6-30-20		
PO Box 5017	1-30994	\$35,000.00
Carol Stream, IL 60197-5017		
Long Distance Charges		
7-1-19/6-30-20		

<u>SUPPLIERS</u>	<u>FUND</u>	<u>Amount</u>
Millwood Public Schools 6724 MLK Avenue Oklahoma City, OK 73111 Rental of building space for classrooms and offices (including utilities) 7-1-19/6-30-20	1-87920	\$225,000.00
Vyve Broadband PO Box 26588 Oklahoma City, OK 73126-0588 Television cable service 7-1-19/6-30-20	Multiple Accts	\$200,000.00
Dell Financial Services Fulfillment Center 1: One Dell Way MS RR-1-35 Round Rock, TX 78682 Year 2 of computer leasing agreement 7-1-19/6-30-20	1-87995	\$350,000.00
Bank of America/FIA 401 North Tryon Street Charlotte, NC 28255 Payment of airline tickets/pcard usage 7-1-19/6-30-20 These will come through on individual PO's	Multiple Accts	\$850,000.00
Ebsco Subscription Services 5339 Alpha Rd 400 Dallas, TX 75240-7308 Renewal of Subscriptions 7-1-19/6-30-20	Section 13 New College 151201	\$250,000.00
OSU Bursar's Office Bursar's Office 113 Student Union Stillwater, OK 74078 For payment of services of governing board, legal services, purchasing, internal audits, safety engineer services, errors and omissions, grants MOU and miscellaneous charges 7-1-19/6-30-20	1-16001 1-16102 1-16103 1-16101	\$410,000.00 \$23,000.00 \$17,000.00 <u>\$200,000.00</u> \$650,000.00
OSU Information Technology 113 Math Sciences Stillwater, OK 74074 Banner Implementation and maintenance Microsoft Campus Agreement 7-1-19/6-30-20	1-30994	\$350,000.00

<u>SUPPLIERS</u>	<u>FUND</u>	<u>Amount</u>
OSU-Tulsa 700 N. Greenwood Ave Tulsa, OK 74106-0700 Payment for rent, services, copier charge-backs, postage and telecommunications 7-1-19/6-30-20	130917 187911	\$175,000.00
Risk Management Office of Public Affairs State Capitol, Room B-4 Oklahoma City, OK 73105 Payment of liability and property insurance 7-1-19/6-30-20	Multiple Accounts	\$325,000.00
BMI/IMAGENET PO Box 26340 Oklahoma City, OK 73126 Maintenance, rental and program support of equipment 7-1-19/6-30-20	1-70002	\$500,000.00
Langston Public Works Authority City of Langston Langston, OK 73050 Payment of LU sewer charges 7-1-19/6-30-20	Multiple Accounts	\$375,000.00
City of Guthrie PO Box 908 Guthrie, OK 73044 Payment of water user charges 7-1-19/6-30-20	Multiple Accounts	\$600,000.00
Oklahoma Gas & Electric PO Box 26040 Oklahoma City, OK 73126 Payment of electric usage, installation, repairs and maintenance 7-1-19/6-30-20	Multiple Accounts	\$1,700,000.00
Oklahoma Natural Gas PO Box 1234 Tulsa, OK 74186 Payment of gas usage, maintenance and repair 7-1-19/6-30-20	Multiple Accounts	\$60,000.00
Commissioners of Land Office PO Box 26910 Oklahoma City, OK 73125 Payment for natural gas usage 7-1-19/6-30-20	Multiple Accounts	\$250,000.00

<u>SUPPLIERS</u>	<u>FUND</u>	<u>Amount</u>
Public Service Co PO Box 24421 Canton, OH 44701 Electricity usage 7-1-19/6-30-20	1-87910	\$75,000.00
Higher One/Campus Labs 210 Ellicott Street, Suite 200 Buffalo, New York 14203 Program to compile & analyze student trends 7-1-19/6-30-20	1-16940	\$75,000.00
Royall & Company/ EAB 1920 East Parham Rd Richmond, VA 23228-2206 Enrollment Management Services 7-1-19/6-30-20	1-21006	\$420,000.00
Oklahoma State Regents for Higher Education 655 Research Parkway, Ste 200 Oklahoma City, OK 73104 Existing Real Estate and Equipment Master Lease Services 7-1-19/6-30-20	Section 13/NCF 3-26100	\$3,500,000.00
Perry Publishing & Broadcasting Inc. PO Box 17498 Oklahoma City, Ok 73136-1498 Artist and speakers for student-centered events; Advertising 7-1-19/6-30-20	Multiple Accounts	\$250,000.00

V. CONNORS STATE COLLEGE, WARNER, OKLAHOMA

President Ronald Ramming and members of the Connors State College (CSC) administration joined the Zoom meeting to present the business of CSC and review the Agenda for members of the Board. (The CSC Agenda is attached to this portion of the minutes.)

President Ramming said the administration, faculty, staff, and students at CSC all appreciate Chairman Link's leadership this past year. He said he also appreciates the attention Chairman Link showed to CSC. President Ramming said the administration has been hard at work establishing a plan to reopen this fall in a safe and responsible manner. He said he really appreciates the staff at OSU-Center for Health Sciences and the help they have given, particularly Dr. Johnny Stephens, Chief Operating Officer and Senior Vice President; and Barret Hunter, Director of Compliance and Risk Management. Chairman Link said they have gone above and beyond.

C-1 Approval of FY 2021 CSC Institutional Organizational Chart

President Ramming noted that there is a typographical error in the CSC Agenda; Item C-1 and its agenda attachment should say "FY 2021 Institutional Organizational Chart."

Regent Anthony moved and Regent Hall seconded to approve Item C-1, with the correction of the Fiscal Year to reflect 2021, as presented in the CSC Agenda.

Those voting aye: Board Members Anthony, Arthur, Burns, Callahan, Davis, Hall, Link, and Milner. No: None. Abstentions: None. Absent: Harrel.
The motion carried.

D-2 Approval of the position description and to begin a search for the Vice President for Academic Affairs

President Ramming announced that Dr. Janet Wansick has been appointed President of Eastern Oklahoma State College and June 30, 2020 will be Dr. Wansick's last day at CSC. He congratulated her on her new position and said she has been an extremely valuable part of the leadership at CSC and will be greatly missed. Item D-2 is a request to begin a search for the soon-to-be vacant Vice President for Academic Affairs position. Chairman Link congratulated Dr. Wansick on her new position and said it is great that people of that caliber have been on staff at CSC.

Regent Callahan moved and Regent Hall seconded to approve Item D-2 as presented in the CSC Agenda.

Those voting aye: Board Members Anthony, Arthur, Burns, Callahan, Davis, Hall, Link, and Milner. No: None. Abstentions: None. Absent: Harrel.
The motion carried.

F-1 Approval of CSC's FY 2021 Budgets

President Ramming noted that this Item was discussed with members of the Planning & Budgets (P&B) Committee. Regent Callahan said the P&B Committee met with the CSC administration regarding this Item and acted to recommend approval. (The budget documents for CSC are collectively on file in the Board of Regents' Office as Document No. 4-6-19-20.)

Regent Callahan moved that the Board conditionally approve all elements of the budget as presented by the CSC administration, including any recommendations on salary and wages, changes in room and board rates, and proposed tuition and/or fees, subject to the correction of any errors in the preparation of the budget documents and any pending or future budget decisions and personnel actions. Regent Milner seconded the motion.

Those voting aye: Board Members Anthony, Arthur, Burns, Callahan, Davis, Hall, Link, and Milner. No: None. Abstentions: None. Absent: Harrel. The motion carried.

H-1 Approval to develop clinical affiliation agreements for FY 2021

Regent Anthony moved and Regent Milner seconded to approve Item H-1 as presented in the CSC Agenda.

Those voting aye: Board Members Anthony, Arthur, Burns, Callahan, Davis, Hall, Link, and Milner. No: None. Abstentions: None. Absent: Harrel. The motion carried.

J-1 Approval for FY 2021 purchase orders over \$75,000

Regent Milner moved and Regent Davis seconded to approve Item J-1 as presented in the CSC Agenda.

Those voting aye: Board Members Anthony, Arthur, Burns, Callahan, Davis, Hall, Link, and Milner. No: None. Abstentions: None. Absent: Harrel.

The business of Connors State College being concluded, President Ramming and members of the administration were excused from the meeting.



Connors State College

Warner, Oklahoma

Agenda for the Regular Meeting of the Board of Regents for OSU and the A&M Colleges

June 19, 2020

Dear Board Members:

Subject to budgetary limitations and availability of funds, the following expenditures are submitted for Board approval with purchases to be coordinated through the Chief Procurement Officer, Oklahoma State University. We recommend the following business for your consideration and approval.

A - GENERAL INFORMATION/REPORTS REQUIRING NO ACTION BY THE BOARD

1. President Dr. Ron Ramming Remarks
 - a. Connection

B – RESOLUTIONS- None

C - POLICY AND OPERATIONAL PROCEDURES-

1. Board approval is requested for FY 2020 CSC Institutional Organizational Chart (Reference Document C-1)

D - PERSONNEL ACTIONS-

1. Personnel items not requiring action by the Board including resignations, terminations, suspensions, retirements, etc. are provided for informational purposes only in (Reference Document D-1)

2. Board Approval is requested to post the attached position description for the Vice President for academic Affairs announcing a formal search to fill the position permanently. (Reference Document D-2)

E - INSTRUCTIONAL PROGRAMS- None

F - BUDGETARY ACTIONS

1. Board approval is requested for CSC proposed fiscal year 2021 Budget
FY 2021 budgetary items include: E&G Budget Parts I and II, Auxiliary Enterprises Budget, Proposed Tuition and Fees, Proposed Room and Board, and Salary Recommendations. The following budget documents are collectively attached as Reference Document F-1: Fiscal Year 2021 Executive Summary and Proposed Budget (provided under separate cover), Fiscal Year 2021 Tuition and Fees, and Room

and Board, Fiscal Year 2021 Salary Recommendations

G - OTHER BUSINESS AND FINANCIAL MATTERS- None

H - CONTRACTUAL AGREEMENTS (other than construction and renovation)

1. Board approval is requested to develop clinical affiliation agreements for fiscal year 2021. (Reference Document H-1)

I - NEW CONSTRUCTION OR RENOVATION OF FACILITIES- None

J - PURCHASE REQUESTS

1. Board approval is requested FY 2021 purchase orders over \$75,000 (Reference Document J-1)

K - STUDENT SERVICES/ACTIVITIES- None

L - NEW BUSINESS UNFORESEEN AT TIME AGENDA WAS POSTED- None

M - OTHER INFORMATIONAL MATTERS NOT REQUIRING ACTION OF THE BOARD

1. Out-of-State Travel summaries for April 2020
2. Out-of-State Travel Summaries for May 2020

Respectfully submitted,



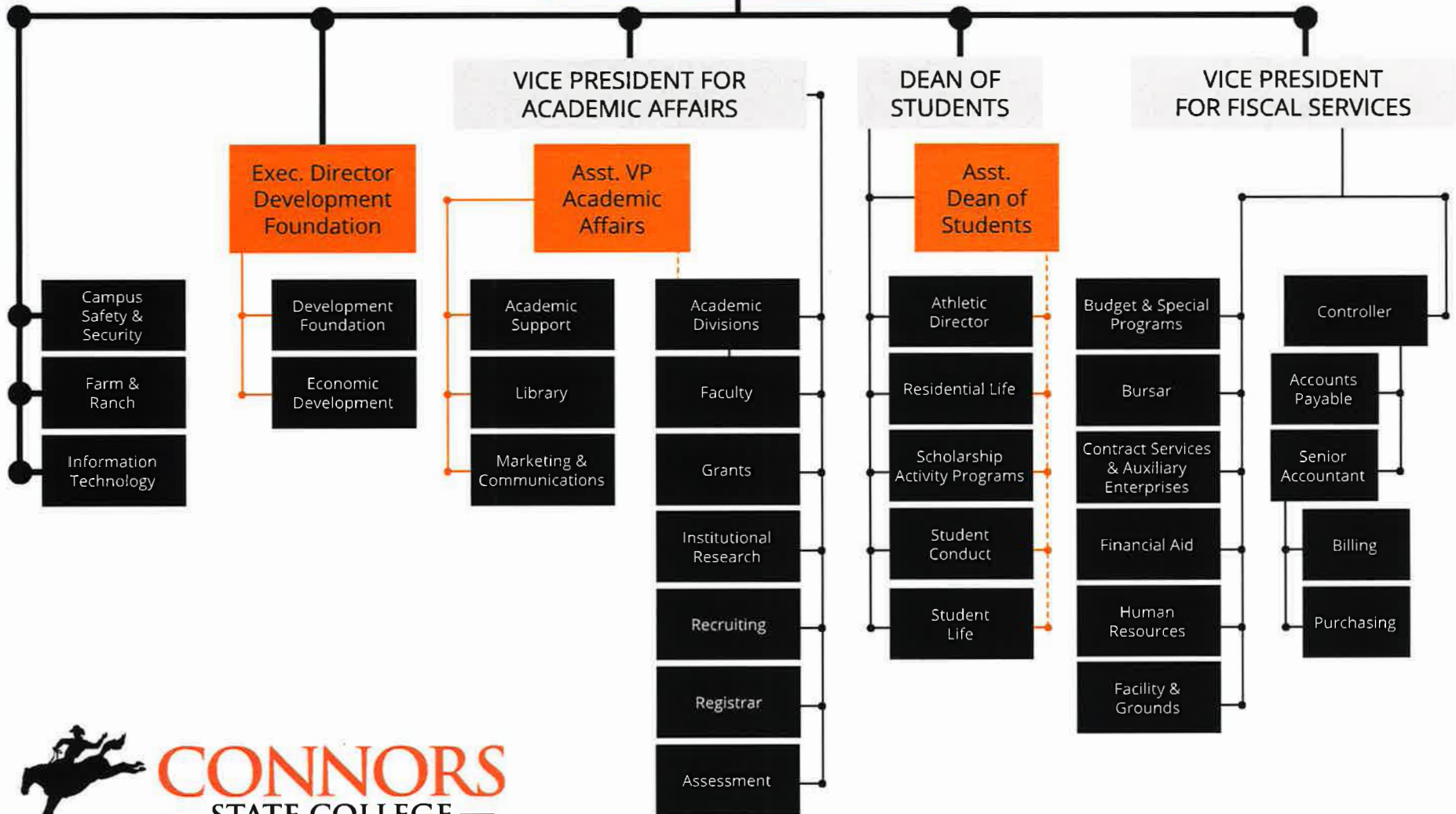
Dr. Ronald S. Ramming
President

ORGANIZATIONAL CHART

JUNE 2020

OKLAHOMA A&M BOARD OF REGENTS

PRESIDENT





Personnel Actions

Personnel actions pertaining to appointments, reappointments, changes in salary, changes in title or rank, personnel leave, etc.

Name	Action	Effective Date	Salary/Rate

Personnel actions not requiring action by the Board including resignations, terminations, suspensions, retirements, etc.

Name	Title	Effective Date	Service Time
Crakaal, Denise	Nursing Instructor – Non-reappointment	06/30/2020	6 months
Dr. Janet Wansick	Vice President of Academic Affairs	06/30/2020	3 years 7 months



JOB DESCRIPTION

JOB TITLE: Vice President for Academic Affairs

REPORTS TO: President

CLASSIFICATION: Executive

STATUS: Full-time, exempt

LENGTH OF EMPLOYMENT: 12-month continuing position

JOB OVERVIEW: Provide inspired educational leadership for the college and faculty. Establish and maintain a culture of high academic standards, intellectual inquiry, and student success. Serve as Chief Academic Officer, responsible for the planning, development, supervision and evaluation of all instructional divisions. Administer college policies and procedures and manage human, physical, and fiscal resources as they support instructional programs. Provide guidance and oversight for all work and programs pertaining to educational partnerships. The position reports to the President and is a 12-month, continuing position.

DUTIES AND RESPONSIBILITIES:

- Provide educational leadership for the college and faculty, ensuring that the college's mission is served, its goals are pursued, and its values are reflected in all of the college's educational endeavors
- Establish and maintain a culture of high academic standards, intellectual inquiry, and student success by providing leadership in the development of effective and innovative strategies, methodologies, and practices
- Serve as Chief Academic Officer, responsible for the planning, development, supervision and evaluation of seven major instructional divisions plus other academic departments and centers, ensuring that the educational offerings effectively respond to the current and anticipated needs and interests of the College
- Provide leadership for Academic Support Areas; the Library, Success Centers, Registrar/Admissions Office and Advisement
- Lead College's accreditation efforts and serve as the College's Accreditation Liaison Officer (ALO) for the Higher Learning Commission
- Administer college policies and procedures and manage human, physical, and fiscal resources as they support the instructional programs of the college
- Oversee operating and capital budgets for Academic Affairs in communication with the appropriate staff
- Provide guidance and oversight for all work and programs pertaining to educational partnerships

- Provides information and develops required reports for the Oklahoma State Regents for Higher Education and other external and internal departments/agencies
- Plans/implements and oversees student success initiatives
- Plans/implements professional development opportunities for faculty and academic staff, including in-services prior to fall and spring semesters
- Represents Connors State College on the Council of Instruction at the Oklahoma State Regents for Higher Education and at other professional groups as necessary
- Coordinates scheduling for on-campus and off-campus courses

The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.

KNOWLEDGE, SKILLS, AND ABILITIES:

- Knowledge of curriculum development and assessment
- Knowledge of the integration of technology into instruction
- Ability to effectively manage staff including planning, organizing, supervising and evaluation of personnel and program objectives
- Ability to communicate well, both orally and in writing
- Ability to meet deadlines and perform a variety of tasks under pressure
- Ability to work with a diverse population
- Demonstrated willingness and ability to act ethically and socially responsible
- Adhere to principles of trust, teamwork, and collaboration
- Possess strong management and interpersonal skills
- Demonstrate an understanding of, sensitivity to, and respect for the diverse academic socio-economic, ethnic, cultural, and disability backgrounds of university students

EDUCATION/EXPERIENCE:

- Requires a doctorate from a regionally accredited institution in education, higher education administration, or relevant academic field
- Successful administrative or educational leadership in higher education, curriculum design, instructional delivery and the elements of effective teaching and learning
- Minimum of 5 years of successful education administration and leadership built on a solid record of teaching or related instructional experience
- Experience at a two-year college preferred
- Experience with HLC accreditation process preferred
- Previous experience as an Accreditation Liaison Officer and or Peer Evaluator preferred

Connors State College is an Affirmative Action/Equal Opportunity/E-Verify Employer.

SIGNED: _____ DATE: _____



Proposed Tuition and Mandatory Fees Increase Request

Board approval is requested for an increase in resident tuition and mandatory fees as depicted below, effective fall semester 2020. CSC administration and student government leaders have worked closely to bring about many changes that have been identified as priorities by the student body government. The requested increase of \$2.00/credit hour is extremely minimal this year.

<u>Name of Fee</u>	<u>Current</u>	<u>Proposed</u>	<u>Increase</u>
<u>Hour</u>	<u>Per Cr. Hour</u>	<u>Per Cr. Hour</u>	<u>Per Cr.</u>
Resident Tuition	\$ 98.00	\$ 100.00	\$ 2.00
Technology Fee	- 14.00	14.00	-
Activity Fee	17.25	17.25	1.00
Other Mandatory Fees	<u>21.75</u>	<u>21.75</u>	<u>-</u>
Total Resident Tuition & Fees	\$ 151.00	\$ 153.00	\$ 2.00
Non-Resident Tuition	\$ <u>158.76</u>	\$ <u>160.76</u>	\$ <u>2.00</u>
Total Non-Resident Tuition & Fees	\$ 309.76	\$ 313.76	\$ 4.00

Proposed Increase of Room and Board

Addition of \$15/semester fee for new laundry facilities installed Spring 2020.

Connors State Salary Recommendations FY2020-2021

DEPARTMENT	EMPLOYEE NAME	TITLE OR POSITION	NUMBER OF MONTHS EMPLOYED	FY20 ACTUAL ANNUAL SALARY	FY21 PROPOSED ANNUAL SALARY	\$ CHANGE FROM PREVIOUS YEAR	% CHANGE FROM PREVIOUS YEAR	Comments
ACADEMIC ADMINISTRATION	HILTON, HALEY	EXECUTIVE ASSISTANT TO VP FOR ACADEMIC AFFAIRS	12	\$ 16,875.04	26,340.00	9,464.96	56.09%	Part time to Fulltime
ACADEMIC ADMINISTRATION	OQUINN, ROBIN	ASST VICE PRESIDENT FOR ACADEMIC AFFAIRS	12	25,000.00	25,000.00	-		
ACADEMIC ADMINISTRATION	WANSICK, JANET	VICE PRESIDENT FOR ACADEMIC AFFAIRS	12	95,950.00	95,950.00	-		
ACADEMIC AGRICULTURE	GOLDEN, DEBRA K	DIVISION CHAIR	12	12,000.00	12,000.00	-		
ACADEMIC AGRICULTURE	GOLDEN, DEBRA K	INSTRUCTOR/AGRICULTURE	9	44,964.61	44,995.04	30.43	0.07%	
ACADEMIC AGRICULTURE	HENSON, JESSE	INSTRUCTOR/AGRICULTURE	12	24,306.05	20,000.00	(4,306.05)	-17.72%	New hire
ACADEMIC AGRICULTURE	HILDEBRAND, NOLAN	INS/AGRICULTURE - LIVESTOCK JUDGING TEAM COACH	12	46,660.73	46,692.31	31.58	0.07%	
ACADEMIC AGRICULTURE	WALKER, JAKE	RESEARCH SUBAWARD	12	8,500.00	8,500.00	-		
ACADEMIC BUSINESS	WILSON, RHONDA	INSTRUCTOR/BUSINESS	9	42,412.59	42,412.29	(0.30)		
ACADEMIC BUSINESS	WILSON, RHONDA	DIVISION CHAIR	12	12,000.00	12,000.00	-		
ACADEMIC SUPPORT INFORMATION TECHNOLOGY	CHAPMAN, CALVIN	DESKTOP ADMINISTRATOR	12	30,047.50	30,047.50	-		
ACADEMIC SUPPORT INFORMATION TECHNOLOGY	ISOM, KEVIN	ASST DIRECTOR OF IT & NETWORK ADMINISTRATOR	12	36,338.79	36,338.79	-		
ACADEMIC SUPPORT INFORMATION TECHNOLOGY	LOPEZ, JESSE	IT TECHNICIAN	12	26,500.00	26,500.00	-		
ADMINISTRATION - MUSKOGEE	BUTLER, JODY	MUSKOGEE CAMPUS DIR. COORD. STUDENTS w/DISABILITES	12	40,400.00	40,400.00	-		
ADMISSIONS, ADVISEMENT & TESTING	CONNOLLY, CALLIE	ACADEMIC ADVISOR	12	31,280.63	37,350.00	6,069.37	19.40%	Title & Degree
ADMISSIONS, ADVISEMENT & TESTING	STOUT, TOSHIA	ACADEMIC SUCCESS COACH/CARL PERKINS ADVISOR	12	36,479.00	36,479.00	-		
ADMISSIONS, ADVISEMENT & TESTING	WILLIAMS, DANIEL SCOTT	ACADEMIC ADVISOR	12	29,605.63	35,350.00	5,744.37	19.40%	Changed from Grant to Academic advisor
ASSESSMENT	RODGERS, GWEN	ASSESSMENT COORDINATOR/ DISTANCE LEARNING	12	31,181.45	57,166.00	25,984.55	83.33%	Position change
ATHLETICS	KEITH, KOREY	CROSS COUNTRY COACH	9	8,080.00	8,080.00	-		
BIOLOGICAL SCIENCE	CARLTON, RYAN	INSTRUCTOR/BIOLOGY	9	43,669.16	43,698.71	29.55	0.07%	
BIOLOGICAL SCIENCE	CORRADO, DEBARA	INSTRUCTOR/BIOLOGICAL SCIENCE	9	50,346.57	50,380.64	34.07	0.07%	
BIOLOGICAL SCIENCE	WOODS, STUART	INSTRUCTOR/BIOLOGICAL SCIENCE	9	54,728.36	54,765.40	37.04	0.07%	
CAMPUS LIFE	BUMGARDNER, HEATHER	ADMINISTRATIVE ASSISTANT	12	20,493.81	20,493.81	0.00		
CAMPUS LIFE	BUMGARDNER, HEATHER	INTERIM COORDINATOR OF RESIDENTIAL LIFE	12	6,000.00	6,000.00	-		
CAMPUS LIFE	JACKSON, MIKE	DEAN OF STUDENTS	12	68,560.82	68,560.82	-		
CAMPUS LIFE	LAWSON, JACOB	ASSISTANT DEAN OF STUDENTS	12	6,578.95	6,578.95	-		
COLLEGE FARM	HARRIS, DUSTY	Grounds/Ranch (PT)		\$ 16,440.84	17,342.00	901.16	5.48%	Based on past year history
COLLEGE FARM	HOOVER, PAIGE	ASST CSCBEEF SHOWTEAM/FARM	12	17,342.00	17,342.00	-		
COLLEGE FARM	MCFARLAND, LARRY	CSC BEEF SHOW TEAM COACH	9	34,000.00	33,129.00	(871.00)	-2.56%	Restructure position
COLLEGE FARM	MORTON, ROGER	FARM MANAGER	12	36,122.20	36,122.20	-		
COLLEGE FARM	STATON, TOM	WELDER'S HELPER	12	17,342.00	17,342.00	-		
COLLEGE FARM	WILLIAMSON, TAYLYNN	ASSISTANT TO AG (PT)	12	15,080.00	15,080.00	-		
COLLEGE FARM	MCFARLAND, LARRY	FARM HAND	3	5,708.00	5,708.00	-		
DORMS	FLETCHER, CHEYENNE	RESIDENCE MANAGER (PT)	10	11,440.44	11,440.44	-		
DORMS	HARTNESS, MEGAN	RESIDENCE MANAGER	10	-	22,340.00	22,340.00		
DORMS	KEITH, KOREY	HOUSEPARENT	10	20,191.62	20,191.62	0.00		
ENROLLMENT SERVICES	BREWER, JENNIFER	ADMISSIONS CLERK	12	25,088.40	25,088.40	-		
ENROLLMENT SERVICES	NORWOOD, JOHN	REGISTRAR	12	42,750.00	42,750.00	-		
ENROLLMENT SERVICES	PENNINGTON, CORAL	ADMISSIONS CLERK	12	\$ 14,040.00	22,090.00	8,050.00	57.34%	Part time to fulltime
ENROLLMENT SERVICES	SASSER, CHARLOTTE	ASSISTANT REGISTRAR	12	34,823.79	34,823.79	-		
EQUINE TECHNOLOGY	LAWSON, JACOB	INS/EQUINE & PROG. DIRECTOR - INS/HEAD RODEO COACH	9	46,311.69	46,343.04	31.35	0.07%	
EQUINE TECHNOLOGY	WALKER, JAKE	INS/EQUINE - ASST RODEO COACH	9	42,955.25	42,984.33	29.08	0.07%	
EXECUTIVE MANAGEMENT	RAMMING, RON	PRESIDENT	12	167,500.00	170,000.00	2,500.00	1.49%	Restructure pay
EXTERNAL AFFAIRS	LANE, KRISTLE	EXECUTIVE DIRECTOR OF CSC DEVELOPMENT FOUNDATION	12	54,000.00	54,000.00	-		
EXTERNAL AFFAIRS	MCELYEA, BRANDY	EXEC ASST & EXTERNAL AFFRS COORD	12	32,298.79	32,298.79	-		
FINANCIAL AID ADMINISTRATIVE	BURGE, AMBER	FINANCIAL AID COUNSELOR	12	29,290.00	29,000.00	(290.00)	-0.99%	New hire salary differential
FINANCIAL AID ADMINISTRATIVE	KEYS, MATTIE	DIRECTOR OF FINANCIAL AID	12	45,450.00	45,450.00	-		
FINANCIAL AID ADMINISTRATIVE	ROWE, JANA	FINANCIAL AID COUNSELOR	12	29,290.04	35,568.00	6,277.96	21.43%	FISA Reclassification
FINANCIAL AID ADMINISTRATIVE	WILCOXON, BEVERLY	FINANCIAL AID COUNSELOR (PT)	12	\$ 22,423.46	18,300.15	(4,123.31)	-18.39%	New hire salary differential
FISCAL OPERATIONS	BENNETT, DARLA	BURSARS OFFICE CASHIER	12	26,500.00	26,500.00	-		
FISCAL OPERATIONS	GIRTY, AMANDA	BURSARS OFFICE CASHIER (PT)	12	17,342.40	17,342.40	-		
FISCAL OPERATIONS	LANE, ANGELA	BURSAR	12	45,521.71	45,521.71	-		
FISCAL OPERATIONS	LEWIS, MICHAEL	VICE PRESIDENT FOR FISCAL SERVICES	12	95,950.00	95,950.00	-		
FISCAL OPERATIONS	MCCONNELL, LEE	ACCOUNTING ASSISTANT (PT)	12	11,440.00	11,440.00	-		
FISCAL OPERATIONS	MCCRARY, CAROL	SENIOR ACCOUNTANT	12	-	42,000.00	42,000.00		
FISCAL OPERATIONS	Vacant by ROHAN, KATHERINE	ACCOUNTING ASSISTANT (PT)	12	-	17,342.00	17,342.00		
FISCAL OPERATIONS	SINGLETON, CARIE	ACCOUNTS PAYABLE/ENERGY ACCOUNTANT	12	31,310.00	31,310.00	-		
FISCAL OPERATIONS	SINGLETON, CARIE	EXTRA ACCOUNTING DUTIES	12	5,000.00	5,000.00	-		
FISCAL OPERATIONS	SMITH, BRADLEY	MAILROOM - CONCESSION CLERK	12	20,290.90	20,290.90	-		
FISCAL OPERATIONS	TATUM, SHAWNA	BURSAR A/R COLLECTIONS-SPECIALIST	12	28,750.00	28,750.00	-		
FISCAL OPERATIONS	TODD, ELIZABETH	SENIOR ACCOUNTANT	12	41,915.00	41,915.00	-		

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FISCAL OPERATIONS	TODD, ELIZABETH	INTERIM CONTROLLER DUTIES	12		9,750.00	9,750.00		
FISCAL OPERATIONS	TODD, TRENT	ASSISTANT BURSAR	12	32,298.83	33,568.00	3,269.17	10.12%	FLSA Reclassification
GENERAL ADMINISTRATIVE	RIVENBARK, DEROETHA	EXECUTIVE ASSISTANT TO THE PRESIDENT	12	34,479.00	34,479.00	-		
GENERAL ADMINISTRATIVE	STONE, A. D	RETIRED VICE PRESIDENT	12	11,437.28	11,837.58	400.30	3.50%	
GENERAL EDUCATION	FOREMAN, ROBERT	INS/PERS HLTHSTRAT SUCCESS/CLKKR (Balance - Baseball)	10	13,104.75	13,104.75	-		
GENERAL EDUCATION	GARLAND, LEE ANN	INSTRUCTOR/ENGLISH	9	38,360.57	38,416.55	25.98	0.07%	
GENERAL EDUCATION	GRIMES, TOMI	INSTRUCTOR/ENGLISH	9	38,651.79	38,677.95	26.16	0.07%	
GENERAL EDUCATION	HIBBS, TABATHA	INSTRUCTOR/ENGLISH	9	41,002.24	41,029.99	27.75	0.07%	
GENERAL EDUCATION	HILL, REBECCA	INSTRUCTOR/ENGLISH	9	36,823.67	36,848.59	24.92	0.07%	
GENERAL EDUCATION	HUDSON, SARAH	INSTRUCTOR/ENGLISH	9	41,002.24	41,029.99	27.75	0.07%	
GENERAL SCIENCE	CORRADO, FRANK	INSTRUCTOR/BIOLOGY	9	41,002.24	41,029.99	27.75	0.07%	
GENERAL SCIENCE	TYRRELL, KENNETH	INSTRUCTOR/CHEMISTRY	9	44,193.10	44,223.01	29.91	0.07%	
GOVERNMENT	GABER, ANDREW	INSTRUCTOR/POLITICAL SCIENCE	10		38,875.00	38,875.00		
GROUNDS MAINTENANCE	BALES, SHERMAN	BUS DRIVER (PT)	10	\$ 6,073.00	11,960.46	5,887.46	96.94%	Based on past year history
GROUNDS MAINTENANCE	CHADWELL, GARY TODD	GROUNDS SUPERVISOR	12	24,330.90	24,330.90	-		
GROUNDS MAINTENANCE	CHADWELL, GARY TODD	GROUNDS, SPECIAL DUTIES	12	5,000.00	5,000.00	-		
GROUNDS MAINTENANCE	Vacant POSITION VACATED BY KINMAN, JAMES	Asst. Grounds Supervisor (PT) [48 wks]	12	\$ 13,858.00	14,706.00	848.00	6.12%	Based on past year history
GROUNDS MAINTENANCE	GOLDEN, DEBRA K	GROUNDS MAINTENANCE	12	6,000.00	6,000.00	-		
GROUNDS MAINTENANCE	HAUGHIEY, LONNIE	BUS DRIVER (PT)	10	\$ 6,073.00	2,500.00	(3,573.00)	-58.83%	Based on past year history
GROUNDS MAINTENANCE	JONES, JEROME	BUS DRIVER (PT)	10	\$ 2,010.00	11,960.00	9,950.00	495.02%	Based on past year history
GROUNDS MAINTENANCE	KING, ROBERT	Asst. Grounds Supervisor (PT) [48 wks]	12	\$ 13,858.00	14,706.00	848.00	6.12%	Based on past year history
GROUNDS MAINTENANCE	PITTS, WILLIAM	BUS DRIVER (PT)	10		11,960.00	11,960.00		
GROUNDS MAINTENANCE	TURNER JR, BILLY	BUS DRIVER (PT)	10		11,960.00	11,960.00		
HEALTH & PHYSICAL EDUCATION	HOWARD, BRYAN	INSTRUCTOR/HEALTH (Balance - Head Softball Coach)	10		18,800.65	18,800.65		
HEALTH & PHYSICAL EDUCATION	KEITH, PERRY	INSTRUCTOR/HPE (Balance - Head Baseball Coach)	9	26,513.89	26,531.83	17.94	0.07%	
HEALTH & PHYSICAL EDUCATION	KIZIA, GARRETT	INSTRUCTOR/HPE - ATHLETIC TRAINER (50% - Wellness/Fitness)	10		18,277.65	18,277.65		
HISTORY	MCBEATH, CHRISTOPHER	INSTRUCTOR/HISTORY	9	37,345.99	37,371.26	25.27	0.07%	
HORTICULTURE	FOCHT, KARA	HORTICULTURE TECHNICIAN	12	28,280.00	28,280.00	-		
HORTICULTURE	HERRIMAN, BROOKLYN	HORTICULTURE ASSISTANT	12		12,662.40	12,662.40		
HUMAN RESOURCES	CROCKETT, ALTA	HUMAN RESOURCES DIRECTOR - ADA, AA, TITLE IX COORD	12	57,000.00	57,500.00	500.00	0.88%	New hire salary differential
HUMAN RESOURCES	VACANT HR REPRESENTATIVE /TERESA WILLIAMS	HUMAN RESOURCES	12	\$ 34,823.79	30,979.00	(3,844.79)	-11.04%	New hire salary differential
HUMAN RESOURCES	WEBBER, PATRICIA	PAYROLL ADMINISTRATOR	12	29,795.08	29,795.08	-		
HUMAN RESOURCES	WEBBER, PATRICIA	INTERIM HUMAN RESOURCES REPRESENTATIVE	12	6,000.00	3,000.00	(6,000.00)	-66.67%	Restructure stipend
HUMAN RESOURCES	WEBBER, PATRICIA	ADDL HUMAN RESOURCES DUTIES	12	9,000.00	6,000.00	(3,000.00)	-33.33%	Restructure stipend
HUMANITIES	HURTON, JESSICA	INSTRUCTOR/ENGLISH & HUMANITIES	9	36,976.29	37,001.25	25.03	0.07%	
HUMANITIES	PALMER, LORI	INSTRUCTOR/HUMANITIES	9	39,957.59	39,984.64	27.05	0.07%	
HUMANITIES	SEAY, BRITTANY	INSTRUCTOR/HUMANITIES	9	-	35,602.50	35,602.50		
INSTITUTIONAL RESEARCH	GANDY SANDY	PROGRAMMER/ANALYST (m)	12		19,230.34	19,230.34		
INSTITUTIONAL RESEARCH	WALKER, JONATHAN	PROGRAMMER/ANALYST	12		40,000.00	40,000.00		
INSTRUCTION-INFORMATION TECHNOLOGY	JONES, DNA	INSTRUCTOR/BUSINESS & COMPUTERS	9	42,162.49	42,191.03	28.54	0.07%	
INSTRUCTION-INFORMATION TECHNOLOGY	KIRKPATRICK, TOMI	INSTRUCTOR/BUSINESS & COMPUTERS	9	39,696.43	39,723.30	26.87	0.07%	
LIBRARIES	BRITTON-SPEARS, ONA	DIRECTOR OF LIBRARY SERVICES	12	50,500.04	50,500.04	-		
LIBRARIES	ETEMAD, IDA	LIBRARY TECHNICIAN	12		24,090.00	24,090.00		
LIBRARIES	JENKINS, MADELINE	LIBRARY TECHNICIAN	12	24,468.03	24,468.03	-		
LIBRARIES	RAYBORN, BECKY	LIBRARY TECHNICIAN	12	24,061.53	24,061.53	-		
LIVESTOCK JUDGING	HENSON, JESSE	ASST LIVESTOCK JUDGING COACH	12	24,306.05	30,000.00	(4,306.05)	-17.72%	New hire salary differential
MATHEMATICS	GREGORY, JOSHUA	INSTRUCTOR/MATHEMATICS	9	-	36,612.50	36,612.50		
MATHEMATICS	LESTER, HEATHER	INSTRUCTOR/DEVELOPMENTAL MATH	9	40,277.26	40,304.51	27.25	0.07%	
MATHEMATICS	ROCK, LYNETT	DIVISION CHAIR FOR MATH/SCIENCE/HPE	12	12,000.00	12,000.00	-		
MATHEMATICS	ROCK, LYNETT	INSTRUCTOR/MATHEMATICS	9	49,995.57	50,029.41	33.84	0.07%	
MATHEMATICS	SLY, STEVEN	INSTRUCTOR/MATHEMATICS	9	35,424.78	35,448.75	23.97	0.07%	
NURSING	CRAKAAL, DENISE	INSTRUCTOR/NURSING	10	45,112.00	45,112.00	-		
NURSING	FERRELL-BISHOP, LLOYAN	INSTRUCTOR/NURSING	10	45,980.38	46,011.49	31.11	0.07%	
NURSING	GREGTARDIFF, KIM	INSTRUCTOR/NURSING	10	41,722.20	41,722.20	-		
NURSING	JOHNSEY, NANCY	INSTRUCTOR/NURSING	10	48,534.53	48,567.38	32.85	0.07%	
NURSING	JOHNSON, CHARLIE	INSTRUCTOR/NURSING	10	49,683.63	49,717.26	33.63	0.07%	
NURSING	LASITER, BRENDA	INSTRUCTOR/NURSING	10	50,275.61	50,309.63	34.02	0.07%	
NURSING	LIEBLANG, TRACEY	ADMINISTRATIVE ASSISTANT FOR NURSING	12	33,090.00	33,090.00	-		
NURSING	MAXCEY, CLINT	INSTRUCTOR/NURSING	10	47,265.00	47,265.00	-		
NURSING	MCLAIN, SARAH	INSTRUCTOR/NURSING	10	43,153.27	43,153.27	(0.00)		
NURSING	NELSON, STEPHANIE	INSTRUCTOR/NURSING (50 FTE)	10	21,655.66	21,670.31	14.65	0.07%	
NURSING	PILANT, SHANNON LYNN	INSTRUCTOR/NURSING	10	44,472.01	44,472.01	(0.00)		
NURSING	SMITH, BRENDA	INSTRUCTOR/NURSING	10	50,566.35	50,600.57	34.22	0.07%	
NURSING	WATSON, SANDRA SCOTT	INSTRUCTOR/NURSING	10	50,855.72	50,890.14	34.42	0.07%	
NURSING	WATSON, SANDRA SCOTT	DIVISION CHAIR FOR NURSING & ALLIED HEALTH	12	25,830.78	34,109.86	(1,720.92)	-6.66%	Net to \$75K for FY21
NURSING	FINCH, TONI	INSTRUCTOR/NURSING	10	50,011.12	50,011.12	-		

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NURSING ICTC	FOSTER, SARAH	COORD FOR FTA CURRICULUM DEV & ACCREDITATION	12	61,862.00	64,851.00	2,989.00	4.83%	
NURSING ICTC	GALLIEN-GORMAN, JEANNE	COORD FOR OTA CURRICULUM DEV & ACCREDITATION	12	62,046.00	65,943.00	3,897.00	6.28%	
PUBLIC RELATIONS	GILBERT, ANNIE J	MARKETING AND COMMUNICATION COORDINATOR	12	34,318.79	34,318.79	-		
PUBLIC RELATIONS	PEARCE, STACY	CREATIVE SERVICES SPECIALIST	12	30,406.05	30,406.05	-		
RECRUITMENT	NERO, ASHLEY "LOGAN"	DIRECTOR OF RECRUITMENT SERVICES	12	47,470.00	52,470.00	5,000.00	10.53%	Adding teaching responsibilities
RECRUITMENT	YOUNG, CHANDLER	ASST DIRECTOR OF RECRUITMENT SERVICES	12		35,568.00	35,568.00		
REMEDIAL RESOURCES	O'QUINN, ROBIN	INSTRUCTOR	9	45,018.89	45,049.36	30.47	0.07%	
REMEDIAL RESOURCES	PALMER, LORI	DIVISION CHAIR COMMUNICATION & FINE ARTS	12	12,000.00	12,000.00	-		
REMEDIAL RESOURCES	ROSS, BRAHLEE	INSTRUCTOR/READING & ENGLISH	9	37,345.99	37,371.26	25.27	0.07%	
SECURITY	DONELSON, RANDY	CAMPUS POLICE OFFICER, MUSKOGEE PORT CAMPUS	12	23,230.00	23,230.00	-		
SECURITY	MENDENHALL, JAMES	CHIEF OF POLICE	12	31,288.75	31,288.75	-		
SECURITY	MENDENHALL, JAMES	CAMPUS SAFETY & SECURITY	12	4,500.00	4,500.00	-		
SPEECH & DRAMA	HAYES, KIM	INSTRUCTOR/SPEECH & DRAMA	9	43,717.86	43,747.45	29.59	0.07%	
STUDENT ACTIVITIES	BELL, NATHANIEL	ASST WOMEN'S BASKETBALL COACH	11	24,189.50	24,189.50	-		
STUDENT ACTIVITIES	BUNCH, DONALD WAYNE	Sport Information Writer (PT)	9	3,600.00	3,600.00	-		
STUDENT ACTIVITIES	FISHER, JAMES	HEAD WOMEN'S BASKETBALL COACH	10	34,497.56	34,497.56	-		
STUDENT ACTIVITIES	FOREMAN, RHONDA	ATHLETIC TICKET SALES (PT)		5 1,026.00	8,081.11	7,055.11	687.63%	Based on past year history
STUDENT ACTIVITIES	FOREMAN, ROBERT	ASST BASEBALL COACH (Balance - INS/GEN ED)	10	13,104.75	13,104.75	-		
STUDENT ACTIVITIES	HOWARD, BRYAN	HEAD SOFTBALL COACH (Balance - INS/HPE)	10		18,800.65	18,800.65		
STUDENT ACTIVITIES	KEITH, PERRY	HEAD BASEBALL COACH (Balance - INS/HPE)	9	26,513.89	26,531.83	17.94	0.07%	
STUDENT ACTIVITIES	KIZZIA, GARRETT	WELLNESS & FITNESS (30% - INS/HPE)	10		18,277.65	18,277.65		
STUDENT ACTIVITIES	MANCEY, CLINT	CHEERLEADING COACH	9	8,080.00	8,080.00	-		
STUDENT ACTIVITIES	MUSE, BILL	ATHLETIC DIRECTOR	10	16,635.25	16,635.25	0.01		
STUDENT ACTIVITIES	MUSE, BILL	HEAD MEN'S BASKETBALL COACH	10	49,905.73	49,905.73	-		
STUDENT ACTIVITIES	ROWE, DAVID JONATHAN	COORDINATOR OF RESIDENTIAL LIFE & SPECIAL EVENTS	12	35,813.79	36,729.00	915.21	2.56%	
STUDENT ACTIVITIES	STRICKLAND, HUNTER	ASST SOFTBALL COACH - FITNESS CENTER	11	24,189.50	24,189.50	-		
STUDENT ACTIVITIES	VACANT ASST MEN'S BBALL COACH /JAMAL RUSSELL	ASST MEN'S BASKETBALL COACH	11	24,000.00	24,000.00	-		
STUDENT ACTIVITIES	VANOVER, ROCHELLE DIANE	COORDINATOR OF STUDENT ACTIVITIES	12	33,813.79	35,568.00	1,754.21	5.19%	FLSA Reclassification
STUDENT SUPPORT SVCS	ANDERSON, LINDSAY	STUDENT ADVISOR SSS	12	24,997.50	33,330.00	8,332.50	33.33%	Title change
STUDENT SUPPORT SVCS	BALLARD, MICHELE	ADMINISTRATIVE ASST - TUTOR COORDINATOR SSS	11	24,240.00	24,240.00	-		
STUDENT SUPPORT SVCS	CONNOR, CHRISTINA	DIRECTOR OF STUDENT SUPPORT SERVICES	12	44,500.00	44,500.00	-		
TIER/FOCUS PROGRAM	DARNELL, HEATHER	FOCUS PROGRAM COORDINATOR	12	30,754.50	30,754.50	-		
TIER/FOCUS PROGRAM	HOFFMEISTER, RACHEL	ACADEMIC SKILLS INSTRUCTOR	12	-	3,751.15	3,751.15		
TIER/FOCUS PROGRAM	MARTIN, LESLIE	ADMIN ASSISTANT FOCUS	12	-	20,090.00	20,090.00		
TIER/FOCUS PROGRAM	SINCLAIR, GREGORY	SUBSTITUTE INSTRUCTOR (PT)		5 700.00	6,300.00	5,600.00	800.00%	Based on past year history
TITLE III NASNTI GRANT	CLOVIS, REBECCA	TITLE III NASNTI HEALTH CAREERS COORDINATOR	12	46,611.50	48,961.00	2,349.50	5.04%	NASNTI grant increase
TITLE III NASNTI GRANT	KEMBLE, FABIOLA	TITLE III NASNTI SIMULATION LAB COORDINATOR	12	42,874.50	45,035.00	2,160.50	5.04%	NASNTI grant increase
TITLE III NASNTI GRANT	LUCAS, KIRA	PEER ACAD COACH/TUTOR	10		3,000.00	3,000.00		
TITLE III NASNTI GRANT	TODD, SHERI	TITLE III NURSING CONSULTANT	10	50,803.00	50,803.00	-		
WILDLIFE	WALKER, SIERRA	INSTRUCTOR/AG - SHOTGUN SPORTS COACH (50% - Coach)	12	24,306.05	24,322.50	16.45	0.07%	
WILDLIFE	WALKER, SIERRA	SHOTGUN SPORTS COACH (50% - INS/AG)	12	24,306.05	24,322.50	16.45	0.07%	

Connors State College Current Nursing Department Contracts

<u>Facility</u>	<u>Contract Length</u>
Baptist Free Health Clinic, Muskogee, OK	2019 – 2022
Broadway Manor, Muskogee, OK	2019 – 2022
Cherokee County Nursing Center, Tahlequah, OK	2019 – 2022
Cherokee Elder Care, Tahlequah, OK	2020 – 2023
Cherokee Nation, (Cherokee Nation W.W. Hastings Hospital), Tahlequah, OK	Indefinite
Cherokee Nation Health Services, Tahlequah, OK (Under Cherokee Nation Contract)	Indefinite
Children’s Clinic, Muskogee, OK	2019 – 2022
Cornerstone Hospital of Muskogee, Muskogee, OK	2019 – 2022
Countryside Estates Nursing Center, Warner, OK	2019 – 2022
Coweta Manor, Coweta, OK	2019 – 2022
Department of Veteran Affairs Medical Center, Muskogee, OK	Indefinite
Fort Gibson Nursing Home, Fort Gibson, OK	2020 – 2023
Fresenius Kidney Care, Muskogee, OK	2019 – 2021
Go Ye Village, Tahlequah, OK	2019 – 2022
Good Shepherd Health Clinic, Muskogee, OK	2019 – 2022
Green Country Behavioral Health Services, Muskogee, OK	2019 – 2022
McAlester Regional Health Center, McAlester, OK	2019 – 2022
Muskogee Women’s Clinic Inc., Muskogee, OK	2019 – 2022
Northeastern State University, Muskogee, OK	2018 – 2021
Northeastern Health System, Tahlequah, OK (Tahlequah City Hospital & Fort Gibson Medical Clinic)	2018 – 2021
Northeastern Health System (Sallisaw), Sallisaw, OK	2019 – 2021
Oklahoma School for the Blind, Muskogee, OK	2020 – 2023
Oklahoma State Department of Health, Oklahoma City, OK Includes Pittsburg County Health Department, Cherokee County Health Department, Muskogee County Health Depart.	Indefinite
Platte Dialysis, LLC (Muskogee Community Dialysis Center c/o Da Vita Inc.), Muskogee, OK	2020 – 2021
Saint Francis Hospital Muskogee, Inc. Muskogee, OK	2019 – 2022
The Little Light House, Tulsa, OK	2019 – 2022
Wagoner Hospital Authority, an Oklahoma Public Trust, DBA Wagoner Community Hospital, Wagoner, OK	2019 – 2022
Xpress Wellness, Muskogee, OK	2019 – 2002



Purchase Requests

Board approval is requested for the following purchase orders over \$75,000 for the fiscal year 2021:

1. Food Services Sodexo	est. \$675,000
2. Maintenance Services C&W Services	est. \$850,000
3. Risk Management Division, OMES	est. \$133,251
4. Imagenet Consulting LLC	est. \$92,000
5. OSU Pro Rata Share of Board Cost	est. \$85,768
6. OSU Pro Rata ERP Cost	est. \$144,018
7. OSU Pro Rata IT Costs (CIS/Licenses/CIO)	est. \$94,561
8. Ramona Munsell Associates Consulting, Inc.	est. \$50,000
9. Bull Test Feed (bid)	est. \$90,000
10. Security Services	est. \$230,000
11. Follett Bookstore Operations	est. \$1,190,665

SUMMARY OF OUT-OF-STATE TRAVEL FOR THE PERIOD OF APRIL 2020

FUND SOURCE	TRAVEL THIS MONTH		CORRESPONDING MONTH LAST FISCAL YEAR		AMOUNT EXPENDED CURRENT		AMOUNT EXPENDED PRIOR	
	NO. OF TRIPS	AMOUNT EXPENDED	NO. OF TRIPS	AMOUNT EXPENDED	NO. OF TRIPS	FISCAL YEAR	NO. OF TRIPS	FISCAL YEAR
ST. APPROP.	0	\$ -	1	\$ 833.02	4	\$ 4,535.54	4	\$ 4,388.04
FEDERAL	0	\$ -	10	\$ 21,912.77	13	\$ 24,673.85	12	\$ 42,205.84
PRIVATE	0	\$ -	0	\$ -	0	\$ -	0	\$ -
AUXILIARY	0	\$ -	1	\$ 786.09	0	\$ -	1	\$ 786.09
OTHER	0	\$ -	0	\$ -	0	\$ -	0	\$ -
TOTAL	0	\$ -	12	\$ 23,531.88	17	\$ 29,209.39	17	\$ 47,379.97

SUMMARY OF OUT-OF-STATE TRAVEL FOR THE PERIOD OF MAY 2020

FUND SOURCE	TRAVEL THIS MONTH		CORRESPONDING MONTH LAST FISCAL YEAR		AMOUNT EXPENDED CURRENT		AMOUNT EXPENDED PRIOR	
	NO. OF TRIPS	AMOUNT EXPENDED	NO. OF TRIPS	AMOUNT EXPENDED	NO. OF TRIPS	FISCAL YEAR	NO. OF TRIPS	FISCAL YEAR
ST. APPROP.	0	\$ -	4	\$ 1,698.27	4	\$ 4,535.54	8	\$ 6,086.31
FEDERAL	0	\$ -	6	\$ 2,416.62	13	\$ 24,673.85	18	\$ 44,622.46
PRIVATE	0	\$ -	0	\$ -	0	\$ -	0	\$ -
AUXILIARY	0	\$ -	1	\$ 510.37	0	\$ -	2	\$ 1,296.46
OTHER	0	\$ -	0	\$ -	0	\$ -	0	\$ -
TOTAL	0	\$ -	11	\$ 4,625.26	17	\$ 29,209.39	28	\$ 52,005.23

VI. OKLAHOMA STATE UNIVERSITY, STILLWATER, OKLAHOMA

President Burns Hargis and members of the Oklahoma State University (OSU) administration joined the Zoom meeting to present the business of OSU and review the Agenda for members of the Board. (The OSU Agenda is on file in the Board of Regents' Office as Doc. No. 5-6-19-20.)

President Hargis said Chairman Link has been very involved in many activities for all the institutions and has helped so much in areas that a lot of people do not even see. He said Chairman Link has played a major part in the advancement of OSU's programs in aerospace and helped connect OSU with corporate partners; he has been a real important asset to the University. President Hargis said he really appreciates Chairman Link and his wife, Vickie, and said he hopes they can get some rest and relaxation after all the hard work they have done. Lastly, President Hargis said he wanted to thank Chairman Link for getting the State Regents to call a special meeting to approve OSU's bond refunding, which is saving the University millions of dollars.

B-1 Adoption of Memorial Resolution for George E. Hedrick III

B-2 Adoption of Memorial Resolution for William W. Rambo

B-3 Adoption of Memorial Resolution for Kenneth D. Sandvold

(A copy of the Memorial Resolutions are collectively attached to this portion of the minutes and identified as ATTACHMENT A.)

Regent Davis moved and Regent Burns seconded to approve Section B, Items 1-3 as presented in the OSU Agenda.

Those voting aye: Board Members Anthony, Arthur, Burns, Davis, Callahan, Hall, Link, and Milner. No: None. Abstentions: None. Absent: Harrel.
The motion carried.

C-1 Approval to adopt a resolution excluding Board of Regents Members from access to classified Department of Defense Information

President Hargis said this Item pertains to a provision by the Department of Defense regulations which makes it mandatory that the President, a senior management official, and a facility security officer meet personnel clearance requirements established for contractor facility security clearance. He said the regulations permit the exclusion from the personnel clearance requirements (of the Board of Regents and other officers) if action is recorded in the Board Minutes.

Regent Anthony moved and Regent Callahan seconded to approve Item C-1 as presented in the OSU Agenda.

Those voting aye: Board Members Anthony, Arthur, Burns, Davis, Callahan, Hall, Link, and Milner. No: None. Abstentions: None. Absent: Harrel.
The motion carried.

Provost and Senior Vice President Gary Sandefur presented the following items pertaining to Policy and Operational Procedures and Academic Affairs:

D-1 Approval of personnel actions

Provost Sandefur presented the personnel actions and recommended their approval with exception of those items pertaining to separations and retirements which are included as information items. These include 19 new appointments; 232 change in title, rate, or appointment period; and 11 sabbatical requests. For information, 6 retirements and 17 separations are included.

Chairman Link said he recalls an indication that OSU might extend the timeframe on tenure track for professors and asked if that has happened. Provost Sandefur said that it was extended so that professors have the option of an extra year before tenure review. He noted OSU gave them the option and some will do it this way, and some will stick with the regular tenure schedule. This is consistent with what other peer institutions have done.

Regent Milner moved and Regent Davis seconded to approve the personnel actions as presented in Item D-1 of the OSU Agenda.

Those voting aye: Board Members Anthony, Arthur, Burns, Davis, Callahan, Hall, Link, and Milner. No: None. Abstentions: None. Absent: Harrel.
The motion carried.

E-1 Approval of curricular changes

Provost Sandefur said these items were discussed with the Academic Affairs, Policy and Personnel (AAPP) Committee during its meeting earlier this week. If approved, these requests will be sent to the Oklahoma State Regents for Higher Education (OSRHE) for their consideration and approval.

Regent Davis said the Committee met with members of the OSU administration regarding this Item and recommended full Board approval. He noted that there is a new program at OSU-CHS for a Doctor of Healthcare Administration, as well as two new undergraduate certificate programs at the Spears School of Business on the Stillwater campus.

Regent Davis moved and Regent Anthony seconded to approve Item E-1 as presented in the OSU Agenda.

Those voting aye: Board Members Anthony, Arthur, Burns, Davis, Callahan, Hall, Link, and Milner. No: None. Abstentions: None. Absent: Harrel.
The motion carried.

Senior Vice President Joe Weaver presented the following items pertaining to Administration and Finance:

Mr. Weaver recognized Ms. Mary Bryans, Director of Budget and Asset Management, noting she will be retiring soon. He asked her to present Section F for the Board.

F-1 Approval of FY 2021 Budget Materials and Executive Summary

Ms. Bryans said Item F-1 was discussed with the Planning and Budgets (P&B) Committee at its meeting this week. (The FY 2021 budget documents for OSU are collectively on file in the Board of Regents' Office as Document No. 6-6-19-20.)

Regent Callahan said the Committee met with members of the OSU administration to discuss the proposed budgets for FY 2021 for OSU and its constituent budget agencies and acted to recommend full Board approval.

Chairman Link asked if he is correct that only 13 percent of OSU's budget was from State appropriations. Mr. Weaver said that is correct, and OSU's current funding level from the State is at the same dollar amount as 1996. Chairman Link asked if it is a fact that enrollment has increased by 4,400 students from 1996 to present day. Mr. Weaver said enrollment is actually up by 4,848 students. Chairman Link said OSU has continually had a reduction in State funding for years, yet the institution has been able to increase enrollment by almost 5,000 students and deliver programs even with those strained financial metrics. He said that as discussed during the Committee meeting, this information needs to get out as broadly and loudly as possible to show the facts and figures as well as to show what OSU has accomplished over the past 20 years of moving higher education forward. Chairman Link told President Hargis that his team did a good job of explaining the history and what has happened because of the reduction in state appropriations.

Regent Burns added that as state funding has diminished from roughly 75 percent to now 13 percent, the difference has had to be made up by passing off the cost to students by increasing tuition and fees. He said that OSU has done that in a very responsible manner and found efficiency in many places and he is very proud of the efforts. Regent Burns said that even after making a financial shift onto the students and parents, OSU still remains one of the most affordable universities in the Big 12. He thanked President Hargis and Mr. Weaver for finding those efficiencies and managing to keep OSU competitive. He said there is not much more room to find additional efficiencies; OSU is in a budgetary crisis and needs increased funding from the State of Oklahoma. He said he wants alumni and supporters to know—legislators in particular should take heed—that the future of Oklahoma depends on better funding for higher education.

Chairman Link referenced a pie chart presented during the P&B Committee Meeting that showed revenue sources of funding, as well as a bar chart that showed what has happened financially from 1996 to 2020. (The charts referenced in this section are collectively attached to this portion of the minutes as ATTACHMENT B.) President Hargis pointed out that the charts were not adjusted for inflation and if they were, appropriations are equivalent to what they were in the 1980s. Chairman Link said that the Board has discussed this issue for two to three years, but he does not know how to get the message out clearer than what the two charts reflect.

Regent Anthony said that while OSU's reserves are currently reasonable, there is work that needs to be done to improve them and OSU is dangerously low on funding. He said the University is trying to do more with less and has gone about as far as it can go. Regent Davis echoed Regent Burns that the passage of responsibility for education from the State to the parents and students results in limiting access to education based on finances. He said that OSU and the Board must get that message across to people in the State of Oklahoma. He said that OSU's focus as a

land grant institution is to offer access to education for all people. Chairman Link referenced another page from the budget presentation (also included in ATTACHMENT B) that shows how OSU had been able to fund the budget deficit. He said the University has had enrollment growth and other things to make up the lack of funding from the State. He said he is amazed by the data shown on the charts and thanked Mr. Weaver and his team for putting them together.

F-2 Approval of Executive Summaries

F-3 Approval of Tuition and Mandatory Fee Requests

Regent Callahan moved and Regent Milner seconded to approve Section F, Items 1-3, as presented in the OSU Agenda.

Those voting aye: Board Members Anthony, Arthur, Burns, Davis, Callahan, Hall, Link, and Milner. No: None. Abstentions: None. Absent: Harrel.
The motion carried.

G-1 Approval of peace officer actions

<u>Commission:</u>	<u>Commission No.</u>
Michael Stacy Jr., OSUIT	789
<u>Recommission:</u>	<u>Commission No.</u>
Matthew Wooliver, OSUIT	641

G-2 Approval to grant utility easement to Oklahoma Gas and Electric

Regent Hall asked where this easement will be located. Mr. Weaver said it is for OSU-Tulsa but is located in Woodward.

G-3 Approval to reject bids on oil and gas lease sales

G-6 Approval to accept a gift of real property and enter into agreements

Regent Davis moved and Regent Hall seconded to approve Section G, Items 1, 2, 3, and 6 of the OSU Agenda.

Those voting aye: Board Members Anthony, Arthur, Burns, Davis, Callahan, Hall, Link, and Milner. No: None. Abstentions: None. Absent: Harrel.
The motion carried.

G-4 Approval of agreements to transfer the International Ground Source Heat Pump Association to the Geothermal Exchange Organization

Mr. Weaver said this Item is from the College of Engineering requesting approval of an agreement to transfer the International Ground Source Heat Pump Association to the Geothermal Exchange Organization. He said the College has been putting \$250,000 into keeping the organization running and membership has decreased from 10,000 to 1,200 members. It was determined that it would be better for the private sector to take the activity over with a one-time cost of approximately \$96,000.

Mr. Weaver said there were still negotiations taking place with the Geothermal Exchange, but Dr. Paul Tikalsky, Dean and Professor of Structural Engineering, said he is confident an agreement will be reached. Mr. Weaver said this Item was discussed with members of the Fiscal Affairs and Plant Facilities (FAPF) Committee during its meeting earlier in the week.

Regent Milner said the Committee met with the OSU administration regarding this Item and recommended full Board approval.

Regent Milner moved and Regent Anthony seconded to approve Item G-4 of the OSU Agenda.

Those voting aye: Board Members Anthony, Arthur, Burns, Davis, Callahan, Hall, Link, and Milner. No: None. Abstentions: None. Absent: Harrel.
The motion carried.

G-5 Approval to remove the name “Murray” from buildings on campus

Mr. Weaver said this Item was discussed with members of the Fiscal Affairs and Plant Facilities (FAPF) Committee during its meeting earlier in the week.

Regent Milner said the Committee met with the OSU administration regarding the request for approval to remove a name from buildings on the Stillwater campus. She said this item removes the name “Murray” from both Murray Hall and North Murray Hall. She said this action is recommended by the OSU Student Government Association; the OSU Facilities, Planning, and Specialization Committee; and President Hargis. Regent Milner said the FAPF Committee acted to recommend Board approval of this Item.

Regent Burns stated that he is very proud of the process and the way it worked. He said that the renaming process began many months prior and was very deliberative and was designed to not be a knee-jerk reaction, but to allow input from all persons who might have input on the matter. He said he is proud that this decision was open, deliberative, and based in facts and research of history and he looked forward to the vote.

Chairman Link added that this was a deliberative process and both naming and un-naming buildings had lengthy processes. He said the new renaming policy was the result of an evaluation two years ago and had been approved a year ago. Chairman Link restated that the process had been reasonable and deliberate as well as inclusive across the OSU campus. He complimented President Hargis on ensuring everyone’s voice was heard and that the process went according to policy. He said it was the right thing to do and commended the committees for bringing the item forward.

Regent Milner moved and Regent Burns seconded to approve Item G-5 of the OSU Agenda.

Those voting aye: Board Members Anthony, Arthur, Burns, Davis, Callahan, Hall, Link, and Milner. No: None. Abstentions: None. Absent: Harrel.
The motion carried.

Chairman Link said he is aware there are processes and procedures in the works for executing this approved action and he looks forward to seeing the results. He thanked everyone for their support and for approving Item G-5.

Mr. Weaver said Section H has six items for consideration. He said the first three are annual agreements for contracts that OSU had with the OSU Foundation and Alumni Association. The fourth item is an interim financing agreement with the OSU Foundation that was discussed during the FAPF Committee meeting. He said Item 5 is requesting approval to renew the interim financing agreement OSU had on the College of Business construction project. Lastly, Mr. Weaver said Item 6 is a request for approval to enter a licensing agreement with the City of Tulsa on the OSU-CHS campus to do lighting and sidewalk improvements.

H-4 Approval to enter into an interim funding agreement with the OSU Foundation

Regent Milner said the FAPF Committee met with the OSU administration regarding this Item, which is for the construction of the new residence for the President of OSU. She said the Committee acted to recommend Board approval.

Regent Milner moved and Regent Hall seconded to approve Item H-4 of the OSU Agenda.

Those voting aye: Board Members Anthony, Arthur, Burns, Davis, Callahan, Hall, Link, and Milner. No: None. Abstentions: None. Absent: Harrel. The motion carried.

H-1 Approval to execute a contract for development services with the OSU Foundation

H-2 Approval to execute a contract for management services with the OSU Alumni Association

H-3 Approval to execute a Memorandum of Understanding with the OSU Alumni Association

H-5 Approval to renew an interim funding agreement with the OSU Foundation

H-6 Approval to enter into a license agreement with the City of Tulsa (OSU-CHS)

Regent Hall moved and Regent Anthony seconded to approve Section H, Items 1, 2, 3, 5, and 6 in the OSU Agenda.

Those voting aye: Board Members Anthony, Arthur, Burns, Davis, Callahan, Hall, Link, and Milner. No: None. Abstentions: None. Absent: Harrel. The motion carried.

Mr. Weaver said the Items in Section I were also discussed with the FAPF Committee during its meeting earlier this week.

I-1 Approval to begin the selection process for on-call consultants to provide as-needed services to the University System and institutions governed by the Board

Mr. Weaver said this Item is a request to begin the process of selection for all on-call consultants to provide as-needed services for Civil Engineering. Those contracts are expiring, and OSU needs to run a process to rebid the services.

Regent Burns moved and Regent Davis seconded to approve Item I-1 as presented in the OSU agenda.

Those voting aye: Board Members Anthony, Arthur, Burns, Davis, Callahan, Hall, Link, and Milner. No: None. Abstentions: None. Absent: Harrel.
The motion carried.

I-2 Approval to increase the budget for the design and construction of the Transportation Operation and Maintenance Facility

Mr. Weaver said that OSU was pleasantly surprised that the federal government was going to give OSU \$8 million instead of \$6 million through a grant for the project on the condition that OSU expand its scope.

Regent Milner said the FAPF Committee met with the OSU administration regarding this Item and acted to recommend Board approval.

Regent Anthony asked if these were improvements to the existing location of the facility. Mr. Weaver said yes, it will be located off of Lakeview Road as originally planned; this action just expands the scope.

Regent Milner moved and Regent Hall seconded to approve Item I-2 of the OSU Agenda.

Those voting aye: Board Members Anthony, Arthur, Burns, Davis, Callahan, Hall, Link, and Milner. No: None. Abstentions: None. Absent: Harrel.
The motion carried.

I-3 Approval of the budget for construction of University House

Regent Milner said the FAPF Committee met with the OSU administration regarding this Item and acted to recommend Board approval. She noted this facility would include both the new residence for the OSU President's family as well as a public space in which to host receptions and banquets.

Regent Milner moved and Regent Hall seconded to approve Item I-3 of the OSU Agenda.

Those voting aye: Board Members Anthony, Arthur, Burns, Davis, Callahan, Hall, Link, and Milner. No: None. Abstentions: None. Absent: Harrel.
The motion carried.

J-1 Approval of sole source & special request purchasing items

J-2 Approval of revolving & appropriated funds purchasing items

J-3 Approval of auxiliary enterprises purchasing items

J-4 Approval of plant funds purchasing items

Mr. Weaver noted Items J-1 through J-4 are purchase requests. He said a number of them are related to planning for COVID-19 expenses for the Fall 2020 semester, and 14 of them are annual items that are routine in nature.

Regent Milner moved and Regent Davis seconded to approve Section J, Items 1-4, as presented in the OSU Agenda.

Those voting aye: Board Members Anthony, Arthur, Burns, Davis, Callahan, Hall, Link, and Milner. No: None. Abstentions: None. Absent: Harrel.
The motion carried.

The business of Oklahoma State University being concluded, President Hargis and members of the OSU administration were then excused from the meeting.

WHEREAS, it has been called to the attention of the Board of Regents for Oklahoma State University and the Agricultural and Mechanical Colleges that George E. Hedrick III, Professor, Emeritus, Regents Service Professor, Department Head, Retired, Computer Science, was claimed by death on April 15, 2020; and

WHEREAS, Dr. Hedrick, by his loyalty, attention to duty, and faithful performance rendered service as a faculty member of Oklahoma State University from August 1, 1970, to the date of his retirement, July 2, 2009, and as a citizen worthy of commemoration and respect; and

WHEREAS, his friends and Oklahoma State University have suffered irreparable loss in his passing:

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF REGENTS FOR OKLAHOMA STATE UNIVERSITY AND THE AGRICULTURAL AND MECHANICAL COLLEGES:

THAT it takes this method to express its appreciation for the years of useful service rendered by Dr. Hedrick to the State of Oklahoma and its citizens, to express respect to his memory, and to extend to the family its deep sympathy in the loss sustained, and to state that the Board and every member thereof respectfully join the friends of the deceased in mourning the passing of one of Oklahoma State University's faculty members.

BE IT FURTHER RESOLVED, that a copy of this resolution be reflected in the minutes of the Board and a copy sent to the family of Dr. Hedrick.

Adopted by the Board the 19th day of June 2020.


Tucker Link, Chair

MEMORIAL RESOLUTION

WHEREAS, it has been called to the attention of the Board of Regents for Oklahoma State University and the Agricultural and Mechanical Colleges that William Walter Rambo, Professor, Retired, Psychology, was claimed by death on March 22, 2020; and

WHEREAS, Dr. Rambo, by his loyalty, attention to duty, and faithful performance rendered service as a faculty member of Oklahoma State University from September 1, 1956, to the date of his retirement, February 28, 1993, and as a citizen worthy of commemoration and respect; and

WHEREAS, his friends and Oklahoma State University have suffered irreparable loss in his passing:

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF REGENTS FOR OKLAHOMA STATE UNIVERSITY AND THE AGRICULTURAL AND MECHANICAL COLLEGES:

THAT it takes this method to express its appreciation for the years of useful service rendered by Dr. Rambo to the State of Oklahoma and its citizens, to express respect to his memory, and to extend to the family its deep sympathy in the loss sustained, and to state that the Board and every member thereof respectfully join the friends of the deceased in mourning the passing of one of Oklahoma State University's faculty members.

BE IT FURTHER RESOLVED, that a copy of this resolution be reflected in the minutes of the Board and a copy sent to the family of Dr. Rambo.

Adopted by the Board the 19th day of June 2020.



Tucker Link, Chair

MEMORIAL RESOLUTION

WHEREAS, it has been called to the attention of the Board of Regents for Oklahoma State University and the Agricultural and Mechanical Colleges that Kenneth Sandvold, Professor, Retired, Psychology, was claimed by death on April 26, 2020; and

WHEREAS, Dr. Sandvold, by his loyalty, attention to duty, and faithful performance rendered service as a faculty member of Oklahoma State University from September 1, 1965, to the date of his retirement, May 31, 1990, and as a citizen worthy of commemoration and respect; and

WHEREAS, his friends and Oklahoma State University have suffered irreparable loss in his passing:

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF REGENTS FOR OKLAHOMA STATE UNIVERSITY AND THE AGRICULTURAL AND MECHANICAL COLLEGES:

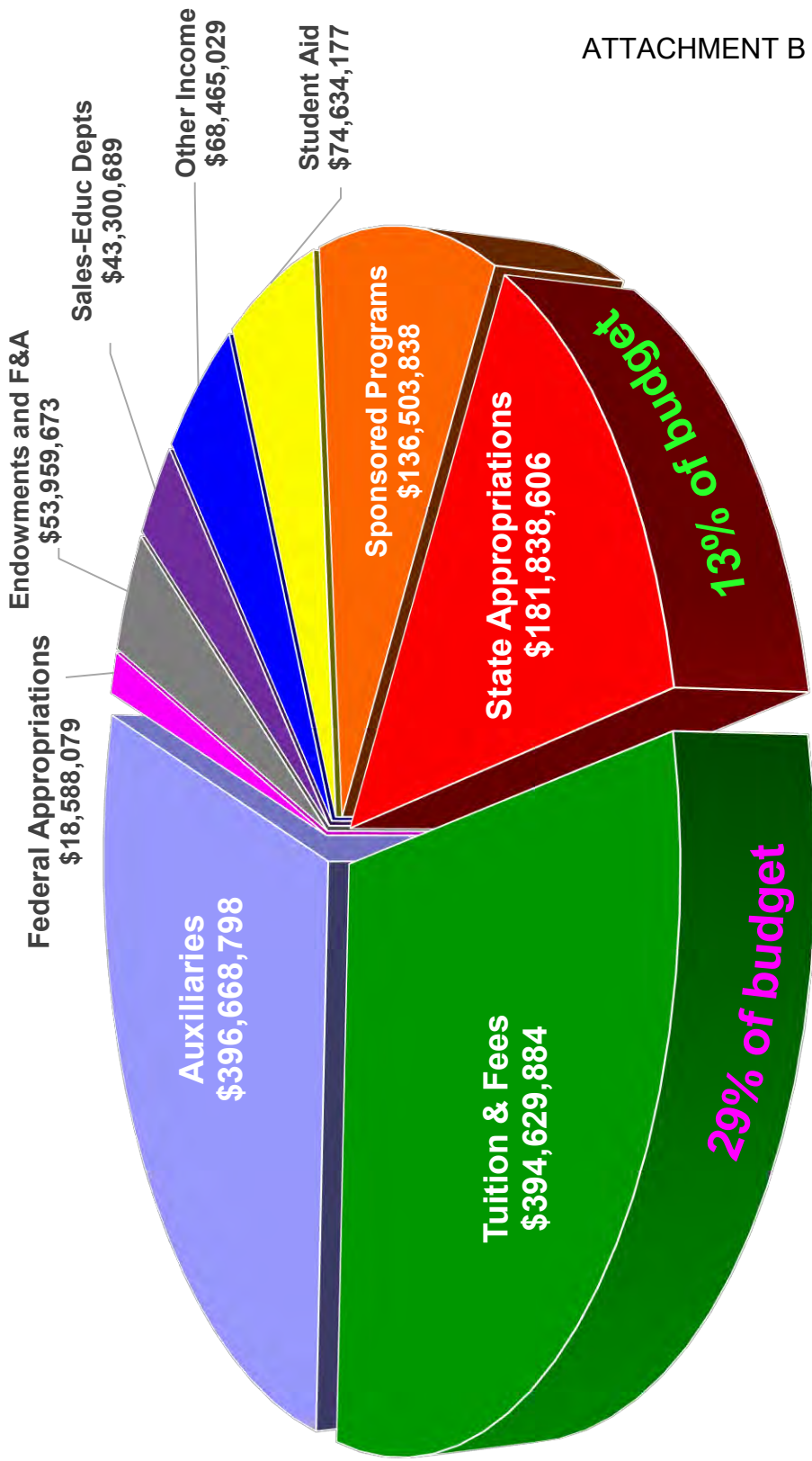
THAT it takes this method to express its appreciation for the years of useful service rendered by Dr. Sandvold to the State of Oklahoma and its citizens, to express respect to his memory, and to extend to the family its deep sympathy in the loss sustained, and to state that the Board and every member thereof respectfully join the friends of the deceased in mourning the passing of one of Oklahoma State University's faculty members.

BE IT FURTHER RESOLVED, that a copy of this resolution be reflected in the minutes of the Board and a copy sent to the family of Dr. Sandvold.

Adopted by the Board the 19th day of June 2020.


Tucker Link, Chair

Sources Of Revenue – All Agencies



ATTACHMENT B

FY 2021 Total Revenue = \$1.4 Billion
Estimated System Enrollment = 31,406

FY 2021 State Appropriations Are The Lowest Since FY 1996

GU STATE APPROPRIATIONS (IN MILLIONS)

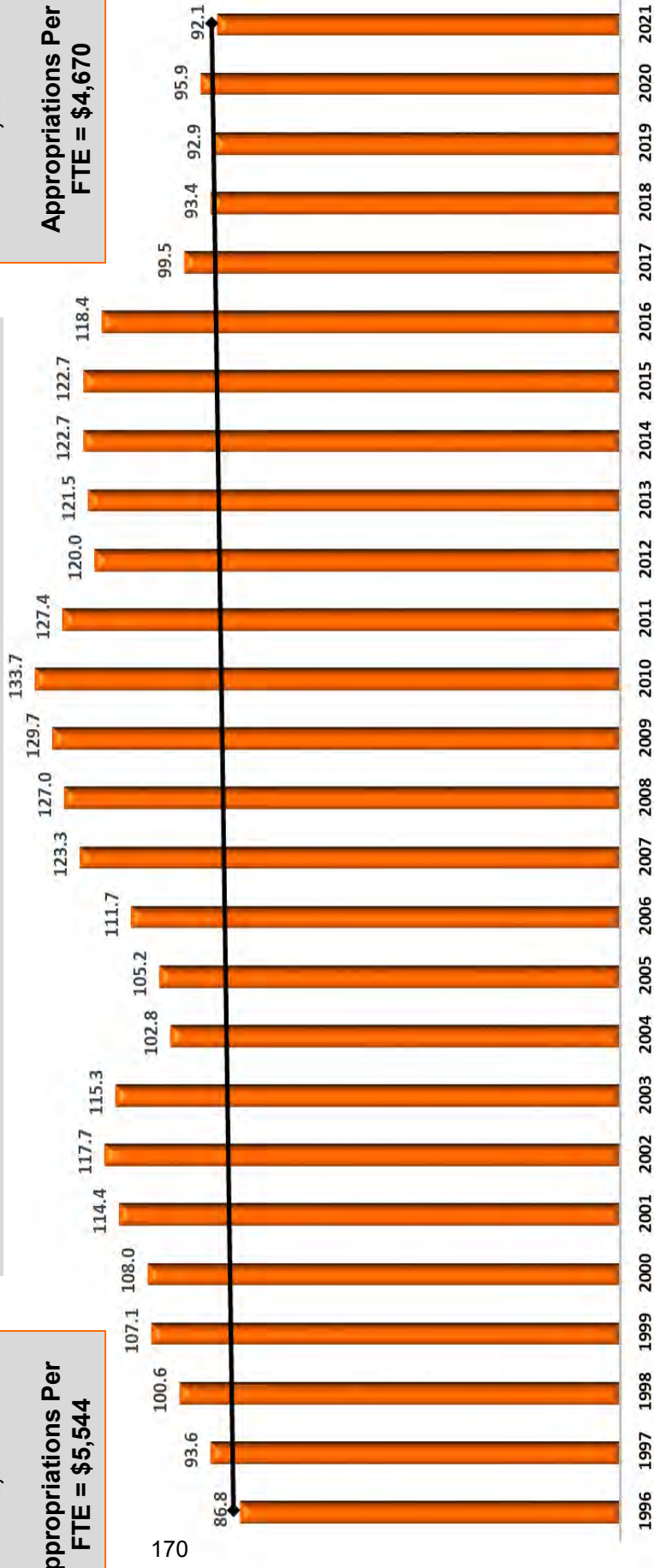
Enrollment Increase of 4,787 (▲ 26%)
Appropriations Per FTE Decrease of -\$874 (▼ 16%)

Fall 1995 Enrollment
18,080

Appropriations Per
FTE = \$5,544

Fall 2019 Enrollment
22,867

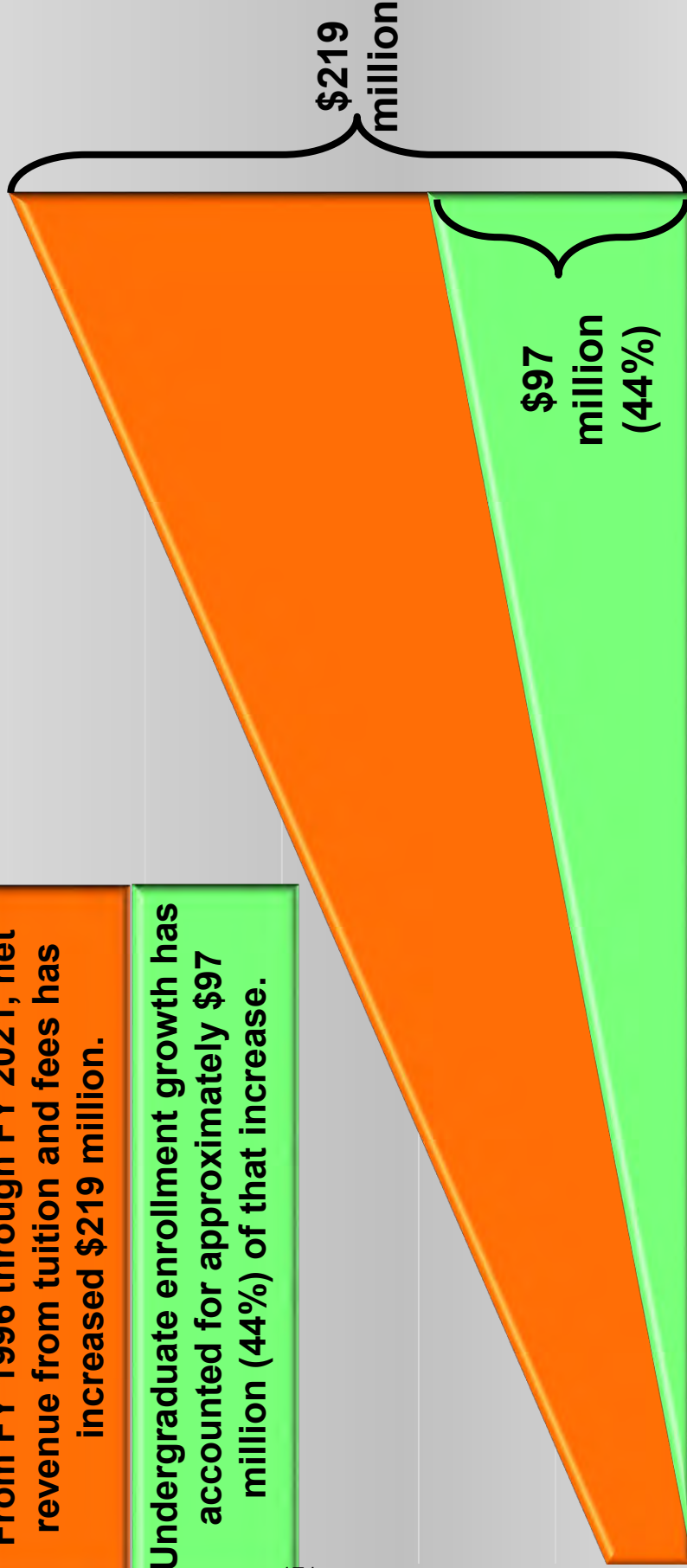
Appropriations Per
FTE = \$4,670



Enrollment Growth And Rate Increases Account For Increased Tuition/Fee Revenue

From FY 1996 through FY 2021, net revenue from tuition and fees has increased \$219 million.

Undergraduate enrollment growth has accounted for approximately \$97 million (44%) of that increase.



FY 1996

FY 2021

■ Total Increase in Tuition/Fee Revenue

■ Increase in Tuition/Fee Revenue Due to Undergraduate Enrollment Growth

VII. PUBLIC COMMENTS

Chairman Link said in accordance with Board Policy 1.17, time is provided for individuals to appear before the Board in order to provide comments. He noted there were two submissions on the agenda for public comments.

Mr. Lester read comments he prepared in advance regarding the renaming of Murray Hall, which are attached to this portion of the minutes as ATTACHMENT A and considered a part of these minutes.

Chairman Link thanked Mr. Lester and said he appreciates his comments. Chairman Link asked Mr. Lester to submit his comments to Mr. Jason Ramsey for the record. Mr. Lester said he would do so. Chairman Link thanked Mr. Lester again for his time, effort, and thought.

Mr. Ramsey said that Ms. Destinee Adams had joined the meeting. Ms. Adams introduced herself as a senior at OSU majoring in Multimedia Journalism with a minor in Studio Art. She stated she is a black campus leader and that she prepared a letter for the Board regarding the renaming of Murray Hall. Ms. Adams read aloud her letter. (Ms. Adams' letter is attached to this portion of the minutes as ATTACHMENT B and considered a part of these minutes. Note: personal contact information of Ms. Adams has been redacted from the attachment to protect her privacy.)

Ms. Adams said the Board already acted to remove the name "Murray" from buildings on campus and thanked them for doing what she felt was the right thing. She said she also has a list of urgencies that she created with other black campus leaders at the University, which she also read aloud (this list is included in ATTACHMENT B). She said the list would be made available after the Juneteenth March for Black Lives and could be found on the Juneteenth March for Black Lives Facebook Event page. She thanked the Regents for their time.

Regent Anthony commented that he appreciated her remarks and asked that her remarks be included in the record. Chairman Link asked her to forward her letter to the Regents' Office as well as to Dr. Jason Kirksey, Vice President for Institutional Diversity at OSU. He said Dr. Kirksey was instrumental in working with the Board on these issues and will ensure those urgencies receive the appropriate attention and action.

Regent Burns thanked Ms. Adams for appearing before the Board and said he greatly appreciated her comments. Regent Milner also thanked Ms. Adams for her presentation and said she appreciated everything she said and the thought she put into her letter. Regent Davis said that he looked forward to meeting Ms. Adams in person and appreciated her comments. Chairman Link thanked Ms. Adams on a personal note. He said she did a great job of identifying important points. He said she referenced issues of equality and division on which the System needed to work. Chairman Link said he recently watched a documentary about an event that happened in October 1974 and the question that was asked of the person on screen was, "what is the shortest poem in the world." He said the person hesitated and eloquently said "Me. We." Chairman Link said that everyone needed to think about those two words, and the person who said that poem was Muhammad Ali. He again thanked Ms. Adams for her time and input and asked her to send the information to the suggested individuals. Ms. Adams said she would remember the poem.

**REMARKS SUPPORTING REMOVING THE NAME
MURRAY FROM BUILDINGS ON THE OSU CAMPUS**

**Delivered to the OSU/A&M Board of Regents
June 19, 2020**

**By: Andy Lester
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Thank you, Chairman Link, for allowing me to address you today. For the record, I am Andy Lester, a lawyer in the Oklahoma City office of Spencer Fane, and a former member of this Board. Although I did not have the honor of attending OSU, I am proud that my daughter, Susan Erika Lester, is a Phi Beta Kappa graduate of Oklahoma State. I know all of you, served with most of you during my nine years on this board, and it is great to be back for the first time since my

service as an A&M regent ended four years, one month, and five days ago. Today is the proper moment for me to return to an A&M Regents meeting because of what it represents.

Specifically, thank you for voting today to remove the name Murray from all buildings at Oklahoma State University. Those of you who know me know I was a history major in college and am a lifelong lover of history, and the fact that you have taken this step on the 155th anniversary of Juneteenth is, I believe, truly inspired.

History sounds like it is about the past, and it is. But history is also about the present and the future. We must, I believe, learn about the past, so we know how we arrived here. But history also provides a roadmap for where we are headed. We can, we must, learn from the past, preserving and enhancing the good and rectifying what was bad.

Symbols are important. They stand for something. They mean something. They tell others something about us. The Oklahoma state flag, for example, teaches we are the 46th state and, alone among the 50, are the marriage of two separate and diverse territories with a uniquely strong Native American heritage. Or look at the seal of the A&M Regents or that of Oklahoma State University. They too say much about who these institutions are.

This is also true of the names of public buildings. And as important as the names of public buildings elsewhere may be, nowhere are they more important than at our public institutions of higher education.

In virtually every speech I gave in my combined 12 years of service on this board and the Oklahoma State Regents for Higher Education, I said something to the effect that it is hard for me to imagine anything we do as a society that is more

important than supporting and promoting higher education. The step you have just taken will better fulfil that mission.

“Alfalfa Bill” Murray was an important man in Oklahoma history. He was a significant figure at our constitutional convention who, years later, served as our governor and was even a candidate for president. But I thank you that you did not allow any of that to deter you from removing this vile man’s name from two buildings that stand at the gateway to our beautiful campus.

How vile was he? You know how much I love books and that I have a fairly large personal library. Among those books are some – not too many, but a few – that are absolutely abhorrent. One of those is a 1950 publication by none other than William H. “Alfalfa Bill” Murray. And you don’t have to read too far to get his vituperative, vulgar vision. His anti-Semitism and racism is on disgusting display starting literally

in the very first sentence of the book's preface and continuing throughout the book.

Some may argue, all are mortal and have feet of clay; none of us is perfect; he lived in a different time and we should not judge him by our contemporary standards. As a historian, I have some sympathy for that stance. As with anything, one can take the un-naming process to an extreme. But let's save that debate for some other day and some other person.

In this particular case, it is simply not so. Just five years after the Holocaust, Murray published an over 600-page long book to display to the entire world his racism, his anti-Semitism, his love for Swastikas, and the like. That is not a mere "product of his times." That is an extremist of the worst kind, then or now. His name belongs on no building on our campus, and I thank you for taking this important step today.

Of course, another step is, or may be, to rename the

buildings. I am certain you will get many great suggestions. Let me make a couple. How about naming them for two inspirational people many of us knew or know personally, two of the first African-Americans to serve on this Board of Regents, Dr. John Montgomery and Dr. Claud Evans. Personally, I can think of no more appropriate names for these buildings.

Finally, I also want to thank the OSU Administration – President Burns Hargis, Vice-President Gary Clark, Vice-President Jason Kirksey, and others – who have been working toward this day for a long time. What you and they have done demonstrates true leadership. Please accept my gratitude for all you do to support and to promote the institutions of the A&M system and especially for this historic vote to make Oklahoma State University a better, greater place. Thank you.

Destinee Adams, [REDACTED], [REDACTED]

Dear Board of Regents,

I am writing this letter not yet knowing if you have voted in favor of changing the names of Murray and North Murray Hall. Yet, I am writing in great hopes that you all voted to do the right thing. The right thing not for “history’s” sake, as some have argued; the right thing not to make the university look good in the midst of overwhelming division, chaos, and pain, but I hope you did the right thing for the sake of genuinely supporting the diverse students, faculty, staff, and alumni of Oklahoma State University.

The opposition to racial justice in our country right now is not based on empathy. The pain that African Americans have carried and dealt with for generations sadly isn’t something everyone is willing to openly address, but it must be done.

You can not ignore the cries of a race that has undergone tremendous, almost irreversible oppression, whether those cries be as loud as the protests in Minneapolis, or as silent as the African American students who uncomfortably stare at the name of Murray Hall as they stroll to class on weekdays. These all must be addressed.

Address the fact that Black campus leaders have been urging you to change the name of Murray Hall for decades. These weren’t just complaints, they were cries, that a campus building being named after an overtly racist man has made people of color feel unwelcome at their very

own university. A university which promised this campus would be a home away from home.

The same university that houses two halls named after a man who said, and I quote, "I appreciate the old-time slave, the old DARKY -- and they are the SALTY of their race -- who comes to me talking softly in that humble spirit which should characterize their actions and dealings with the white man, and when they thus come, they can get any favor from me."

Murray went on to say, "When a Negro says to me: "Set 'em up," or taps me on the shoulder as would an EQUAL friend I would want to land on his shins."

His divisive words were so powerful that they have continued to hold heavy meaning to this very day, causing a world of hate and sunder on the Stillwater campus.

Every day his name remains hung on the halls of Oklahoma State University will be a day of complacent separation and fear.

Every day his name remains untouched on the two brick buildings that houses the university's professors, I am considered "darky". The quote "salt of my race" because my skin is dark, my speech is soft, and my spirit is humble. But today is the day that you all have the power and the opportunity to show that you consider me your equal.

So, as I tap on your shoulder and ask you to change the names of Murray and North Murray Hall, will you kick me in my shins, again, or make me your equal?

With great longing again, I hope you did the right thing.

Now, I will read a list of actions that I and 4 other black student leaders on campus want to see our university take. We developed this using input from OSU students, alumni, faculty, and staff, in order to achieve meaningful change and establish a sense of belonging for minority students, especially Black students, at Oklahoma State University. I will read off only the main points of our eleven urges; however, there are further details and plans of action under each of the points I'm presenting today, which I encourage you to review.

List of Urgencies

- 1. Prioritize diverse and equitable hiring practices and retention of minority faculty and staff on *all* levels and in all areas of campus in order to better serve students from marginalized groups.**
- 2. Create more substantive diversity credit requirements in order to compel all OSU students to examine their own biases and thoroughly teach them about America's history and means of oppressing racial minorities.**

- 3. Require a substantive racial bias training course for all incoming freshmen, transfer students, staff, and faculty members for the purpose of creating and promoting cultural awareness.**

- 4. Increase funding opportunities and awareness of those opportunities for African American students in order to lessen their financial burdens and aid them in successfully completing their degree requirements within 4 years.**

- 5. Expand and increase institutional support services for minority students.**

- 6. Create a multicultural center on campus to provide a central space where minority students can access information critical to ensuring academic success and participate in learning experiences aiding professional and academic success**

- 7. Develop and publish easily accessible data reports regarding the academic success of OSU's multicultural students compared to that of OSU's white students, so that increased transparency can aid in holding the university accountable to establish a significant degree of equity amongst its students.**

- 8. Develop and publish a detailed plan of initiatives and strategies OSU commits to implementing in upcoming years in order to foster a widely and genuinely inclusive environment at OSU.**
- 9. Actively and consistently seek input from students, faculty, and staff belonging to marginalized groups regarding how the university administration can foster a healthy and inclusive learning environment.**
- 10. Increase and expand professional development opportunities specifically for students from underrepresented populations to combat systemic racism in employee recruitment and hiring practices.**
- 11. Conduct a transparent, external review and audit of OSU's Division of Institutional Diversity and the Office of Multicultural Affairs and their diversity efforts.**

This list will be made available today after the Juneteenth March for Black Lives. You can find it on the Juneteenth March for Black Lives Facebook event page or email me at

[REDACTED] or email my co-organizer Payton Dougherty

[REDACTED]

Thank you for your time.

VIII. COMMITTEE REPORTS

A. Academic Affairs, Policy and Personnel Committee

(All business discussed by this Committee was presented during the business of Langston University, Oklahoma Panhandle State University, and Oklahoma State University.)

B. Audit, Risk Management and Compliance Review Committee

1. Approval of Internal Audit Plan for FY 2021

Committee Chair Anthony said the Committee met on Friday, June 12th, 2020, via Zoom to receive information from Michelle Finley, Chief Audit Executive. He said Ms. Finley presented the proposed internal audit plan for fiscal year 2020-2021. He said the committee also received a report regarding the status update for the current audit and post audit review reports. Regent Anthony said the committee appreciates the work of Ms. Finley and her staff in the Office of Internal Audit. Regent Anthony said the committee recommended Board approval of the FY 2021 Internal Audit Plan. (The Audit Plan for FY 2021 is on file in the Board of Regents' Office as Document No. 7-6-19-20.)

Regent Anthony moved and Regent Callahan seconded that the Board approve the Internal Audit Plan for FY 2021 as presented.

Those voting aye: Board Members Anthony, Arthur, Burns, Davis, Callahan, Hall, Link, and Milner. No: None. Abstentions: None. Absent: Harrel. The motion carried.

C. Fiscal Affairs and Plant Facilities Committee

(All business discussed by this Committee was presented during the business of Oklahoma State University.)

D. Planning and Budgets Committee

1. Approval of FY 2021 Budget for the offices of the Board of Regents

Committee Chair Callahan said the Committee met on Thursday, June 18th, 2020, via Zoom to discuss the proposed FY 2021 Budget for the operations of the Board of Regents. He complimented the staff, noting that a 5 percent reduction was proposed, and positions have been left unfilled. This has been a very busy time for all three Board offices, and he is impressed with the Board staff's professionalism in assisting all the institutions in the System. He expressed appreciation for the cohesiveness shown during these difficult times. Regent Callahan said the committee recommended Board approval of the FY 2021 Budget for the offices of the Board of Regents. (The FY 2021 budget documents for the offices of the Board of Regents are collectively on file in the Board of Regents' Office as Document No. 8-6-19-20.)

Regent Callahan moved and Regent Anthony seconded that the Board conditionally approve all elements of the budget as presented by the staff of the OSU/A&M Board of Regents, subject to the correction of any errors in the preparation of the budget documents.

Those voting aye: Board Members Anthony, Arthur, Burns, Davis, Callahan, Hall, Link, and Milner. No: None. Abstentions: None. Absent: Harrel. The motion carried.

Regent Hall remarked that he was originally skeptical of the online meeting software, OnBoard, but appreciated Mr. Ramsey, Ms. Eldridge, and the Board staff for their work on its implementation. He said he did not know how the Board would have approached recent months and virtual Board meetings during this pandemic if the Board had not already made those modifications. He said that transition prepared the Board for the switch to hosting their meetings online via Zoom and he is appreciative of the staff's forward thinking and preparation to advance the operations of the Board forward. He thanked the staff for their time and professional service.

Chairman Link thanked Regent Hall for his comments and emphasized agreement from his perspective. He said he too was concerned early on about the digital information processing and handling, but that the staff had done a magnificent job and the process works extremely well. Mr. Ramsey and Ms. Eldridge expressed appreciation for the Regents' comments.

IX. OTHER BOARD OF REGENTS' BUSINESS

C. Policy and Operational Procedures

1. Request to make an exception to Board Policy 2.07, Uniform and Integrated Purchasing and Contracting, to allow the Chief Procurement Officer to forego competitive bidding for emergency acquisitions necessary for institutional responses to the COVID-19 pandemic through December 31, 2020, unless otherwise extended by the Board. The Chief Procurement Officer shall have the discretion to determine whether purchases qualify as emergency acquisitions

Mr. Ramsey said there is a proposed policy exception from Scott Schlotthauer, Chief Procurement Officer. He said Mr. Schlotthauer requests the Board suspend Policy 2.07 that applies to competitive bid thresholds, solely for acquisitions related to COVID-19 emergency action between now and December 31st. He said this action will help the institutions to move efficiently and purchase needed items. He noted there is not another Board meeting until September, so this will help the institutions buy items for emergency purposes without competitive bid during the interim. Mr. Schlotthauer said this has no impact on the Board's thresholds; anything over \$250,000 in a single PO for OSU and over \$75,000 for an A&M will still need Board approval.

Regent Hall commented on the operational fees, noting there were several million dollars of unexpected additional expenses for disinfectant and COVID-19 management on campus. Regent Burns asked Steve Stephens if State statutes would allow the Board to approve this Item. Mr. Stephens said because the Board is self-governing, bids are matters that come under the Board's purview and not State statutes. Regent Anthony acknowledged the leadership of the OSU

staff, faculty, and others to put OSU at the forefront of trying to help Oklahoma's citizens cope with the virus. Chairman Link echoed Regent Anthony's comments about the leadership that OSU has shown by providing for and reacting to the requirements. He again commended OSU-CHS's leadership, faculty, and staff as they took action and developed labs, testing, and set up the hospital for a surge. They have been very instrumental across the board. He said all the System's locations have been instrumental for providing, discussing, and organizing healthcare activities for the COVID-19 pandemic.

Regent Hall moved and Regent Davis seconded to approve Item C-1 of Other Board of Regents' Business as presented.

Those voting aye: Board Members Anthony, Arthur, Burns, Davis, Callahan, Hall, Link, and Milner. No: None. Abstentions: None. Absent: Harrel.
The motion carried.

D. Personnel Actions

1. Continue the employment of the OSU and A&M Presidents

Schedule A reflecting compensation information for the institutional presidents is on file in the Board of Regents' Office as Document No. 9-6-19-20. One personnel action presented for informational purposes only is attached to this portion of the minutes as ATTACHMENT A.

Regent Burns moved and Regent Davis seconded to approve Item D-1 of Other Board of Regents' Business as presented.

Those voting aye: Board Members Anthony, Arthur, Burns, Davis, Callahan, Hall, Link, and Milner. No: None. Abstentions: None. Absent: Harrel.
The motion carried.

E. Purchase Requests

1. Request for approval to renew Master Services contract for as-needed internal audit consulting services originally approved March 2, 2018 with the firms listed below. This is year three of a five-year term.

-Baker Tilly Virchow Krause LLP
-BDO LLP
-BKD, LLP
-CliftonLarsonAllen

-Deloitte LLP
-Eide Bailly LLP
-R.L. Townsend & Associates LLC

Regent Anthony moved and Regent Milner seconded to approve Item E-1 of Other Board of Regents' Business as presented.

Those voting aye: Board Members Anthony, Arthur, Burns, Davis, Callahan, Hall, Link, and Milner. No: None. Abstentions: None. Absent: Harrel.
The motion carried.

F. Other Business Matters Requiring Action of the Board

1. Election of Board Officers for FY 2021

Regent Burns said the past year has been a challenging year for Chairman Link and he anticipates the next two years will prove challenging as well. He said he hopes that the Regents have cleared a slate of time for the next two years, as he anticipates serving as a member of the Board will be time consuming. He thanked them in advance for their commitment.

Regent Burns said it was his pleasure to nominate the Board officers for FY 2021 and moved to nominate Rick Davis as Chair; Dr. Trudy Milner as Vice Chair, and Jason Ramsey as Secretary effective July 1, 2020 through June 30, 2021. Regent Anthony seconded the motion.

Those voting aye: Board Members Anthony, Arthur, Burns, Callahan, Hall, and Link. No: None. Abstentions: Davis and Milner. Absent: Harrel. The motion carried.

Chairman Link said that there are a lot of things coming at the Board over the next year. Regent Davis expressed appreciation for the Board's willingness to help out over the next year. He said it has been a team effort the previous year with Chairman Link and he looks forward to having everyone's assistance in the coming year. He said there is a great deal on the table and tremendous opportunities before the Board to make some real differences. Regent Anthony gave an ovation to Chairman Link's work and the work to be done by Regent Davis. Mr. Ramsey echoed the comments made by others and thanked Chairman Link for his leadership and the opportunity to work with him.

H. Reports/Comments/Recommendations by General Counsel

Mr. Stephens thanked Chairman Link for his dedicated service and said he echoes the comments made by others. He said it is phenomenal what Chairman Link has accomplished during this crisis and over the past year.

Adjournment

Regent Hall moved and Regent Davis seconded to adjourn the meeting at approximately 12:55 p.m.

Those voting aye: Board Members Anthony, Arthur, Burns, Davis, Callahan, Hall, Link, and Milner. No: None. Abstentions: None. Absent: Harrel. The motion carried.

PERSONNEL ACTIONS
for the
BOARD OF REGENTS' OFFICES

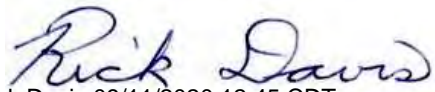
June 19, 2020, Board Meeting

Office of Internal Audit

RESIGNATION


- **Chiarello, Shannon**, effective May 29, 2020

BOARD OF REGENTS FOR THE OKLAHOMA
AGRICULTURAL AND MECHANICAL COLLEGES

By: 
Rick Davis 09/11/2020 12:45 CDT

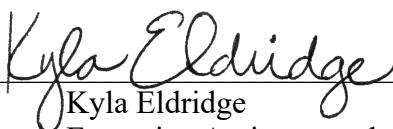
Rick Davis, Chair

ATTEST:


Jason Ramsey 10/06/2020 22:11 CDT

Jason Ramsey, Chief Executive Officer

Certified correct minutes subject to approval of the Board of Regents for the Oklahoma Agricultural and Mechanical Colleges on September 11, 2020.



Kyla Eldridge
Executive Assistant to the CEO