



MINUTES

of the

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

for the

September 8, 2023

Regular Board Meeting

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**MINUTES OF THE REGULAR MEETING OF THE BOARD OF REGENTS
FOR THE OKLAHOMA AGRICULTURAL AND MECHANICAL COLLEGES
SEPTEMBER 8, 2023**

Notice of this meeting was filed with the Oklahoma Secretary of State on November 17, 2022.

The Board of Regents for the Oklahoma Agricultural and Mechanical Colleges met in the Council Room, 412 Student Union, on the campus of Oklahoma State University in Stillwater, Oklahoma, on September 8, 2023.

Board members in attendance: Mr. Joe D. Hall, Chair; Mr. Jimmy Harrel, Vice Chair; Mrs. Blayne Arthur; Mr. Cary Baetz; Mr. Jarold Callahan; Mr. Rick Davis; Dr. Trudy Milner; Mr. Billy G. Taylor; and Mr. Rick Walker. No Board members were absent.

Others in attendance: Mr. Jason Ramsey, Chief Executive Officer; Ms. Michelle Finley, Chief Audit Executive; Mr. Clinton Pratt, Associate General Counsel; Ms. Jessica Russell, Director of Public Policy; Ms. Karlee Belle Gholson, Deputy Director of Public Policy; Ms. Kyla Eldridge, Executive Assistant to the CEO/Office Manager; and Ms. Nicole Nixon, Executive Administrative Assistant.

After Mr. Ramsey affirmed a quorum was present and that all documents had been filed with the Secretary of State, Chair Hall called the meeting to order at approximately 10:03 a.m.

I. BOARD OF REGENTS' BUSINESS

A. Approval of Order of Business

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

Regent Walker moved and Regent Milner seconded to approve the Order of Business as presented.

Those voting Aye: Board Members Arthur, Baetz, Callahan, Davis, Hall, Harrel, Milner, Taylor, and Walker. No: None. Abstentions: None. Absent: None.
The motion carried.

B. Approval of minutes for the Regular Board Meeting held June 16, 2023

Regent Milner moved and Regent Baetz seconded to approve the minutes for the June 16, 2023, Regular Board Meeting as presented.

Those voting Aye: Board Members Arthur, Baetz, Callahan, Davis, Hall, Harrel, Milner, Taylor, and Walker. No: None. Abstentions: None. Absent: None.
The motion carried.

C. Approval of minutes for the Board Retreat held August 24, 2023

Regent Milner moved and Regent Taylor seconded to approve the minutes for the August 24, 2023, Board Retreat as presented.

Those voting Aye: Board Members Arthur, Baetz, Callahan, Davis, Hall, Harrel, Milner, Taylor, and Walker. No: None. Abstentions: None. Absent: None.
The motion carried.

D. Announcement of next Regular Board Meeting to be held on October 20, 2023

Chair Hall stated that the next regular meeting will be held on October 20, 2023, in the Regents Room, A.D. Stone Student Union on the campus of Connors State College in Warner, Oklahoma.



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

September 8, 2023

Council Room
412 Student Union
Oklahoma State University
Stillwater, Oklahoma

A Secretary of State notice for this meeting was filed on November 18, 2022.

BOARD BUSINESS:

1. Approval of Order of Business
2. Approval of Minutes for June 16, 2023 Regular Board Meeting
3. Approval of Minutes for August 24, 2023 Board Retreat
4. Announcement of next regular meeting:
October 20, 2023 -- Regents Room, A.D. Stone Student Union
Connors State College
Warner, Oklahoma

BUSINESS WITH COLLEGES AND UNIVERSITIES:

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

PUBLIC COMMENTS

None

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
5. Regents Steering Committee – LU Presidential Search

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 Regular Board Meeting

September 8, 2023 – 10:00 a.m.

**Council Room
412 Student Union
Oklahoma State University
Stillwater, Oklahoma**

Notice of this meeting was filed with the Secretary of State on November 17, 2022. At the time this agenda is posted, detailed institutional agendas are available in the office of the Board of Regents.

I. BOARD OF REGENTS' BUSINESS

- A. Approval of Order of Business
- B. Approval of minutes for June 16, 2023, Regular Board Meeting
- C. Approval of minutes for August 24, 2023, Board Retreat
- D. Announcement of next Regular Board Meeting to be held on October 20, 2023, in the Regents Room, A.D. Stone Student Union, Connors State College, Warner, Oklahoma

II. OKLAHOMA PANHANDLE STATE UNIVERSITY

- A. General Information/Reports Requiring No Action by the Board
 - 1. Remarks by President Julie Dinger
 - 2. Enrollment Report
 - 3. Panhandle Magazine
- B. Resolutions
 - 1. Request adoption of Memorial Resolution for:
 - a. Barbara R. Wheeler
- 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.

 - 1. Request approval of personnel actions; items not requiring Board action are included for informational purposes only

E. Instructional Programs

None

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

None

G. Other Business and Financial Matters

None

H. Contractual Agreements (other than construction and renovation)

None

I. New Construction or Renovation of Facilities

None

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

1. Request ratification of interim approval to enter into an Athletic Training Agreement with Go 4 Healthcare, LLC.

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. 2023 Out of State Travel
2. FTE Report

III. NORTHEASTERN OKLAHOMA A&M COLLEGE

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

1. Remarks by President Kyle Stafford
2. Enrollment Report
3. Highlights of NEO Update

B. Resolutions

None

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.

1. Request approval of personnel actions; items not requiring Board action are included for informational purposes only
2. Request ratification of interim approval for personnel actions prior to the start of the fall semester

E. Instructional Programs

None

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

None

G. Other Business and Financial Matters

1. Request to expend funds, including payment of administrative allowance at year-end, according to grant/program guidelines for Student Support Services, two Title III, Journey 2 Success, and the Scholars for Excellence in Child Care grants

H. Contractual Agreements (other than construction and renovation)

None

I. New Construction or Renovation of Facilities

None

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

None

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. OSRHE FTE report for fiscal quarter ending June 2023
2. Out-of-state travel summary for June and July 2023

IV. CONNORS STATE COLLEGE

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

1. Remarks by President Ron Ramming
 - a. CSC Connection Publication
 - b. Enrollment Report

B. Resolutions

None

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.

1. Request approval of personnel actions; items not requiring Board action are included for informational purposes only

E. Instructional Programs

1. Request approval for off-campus delivery of courses for the fall 2023 semester

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

None

G. Other Business and Financial Matters

1. Request approval to commission Mr. John D. Lindsey as a reserve campus police officer

H. Contractual Agreements (other than construction and renovation)

None

I. New Construction or Renovation of Facilities

None

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

None

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 for June, July, and August
2. FTE Employee Report - June 2023

V. LANGSTON UNIVERSITY

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

1. Remarks by Interim President Ruth Ray Jackson

B. Resolutions

None

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.

1. Request approval of personnel actions; items not requiring Board action are included for informational purposes only
2. Request approval to adopt the Vice President for Fiscal and Administrative Affairs position description

E. Instructional Programs

None

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

None

G. Other Business and Financial Matters

1. Request approval of peace officer actions

H. Contractual Agreements (other than construction and renovation)

None

I. New Construction or Renovation of Facilities

1. Request approval to select an architect to assist the University with the design and construction of structural repairs to the Allied Health Building on the Langston campus
2. Request approval to select a construction manager at risk to assist the University with the design and construction of structural repairs to the Allied Health Building on the Langston campus

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

1. Request approval to purchase a mobile hydroponics and aquaponics farm container with generator for the Sherman Lewis School of Agriculture & Applied Sciences
2. Request approval to engage with Quality Fence Company, Inc., a state contract, for the purpose of goat, sheep and cattle pasture fence repair, replacement, and installation
3. Request approval to solicit bids and process a purchase order to the selected vendor(s) for the purposes of mitigation and repair of the septic lift station on the Langston campus
4. Request approval to engage an on-call provider through the appropriate Oklahoma A&M contract to remediate residential facilities affected by water intrusion
5. Request approval to engage an on-call provider through the appropriate Oklahoma A&M contract to restore residential facilities affected by water intrusion

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. FTE Report -- June 30, 2023

VI. OKLAHOMA STATE UNIVERSITY

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

1. Remarks by President Kayse Shrum

B. Resolutions

1. Request adoption of Memorial Resolutions for Allen W. Apblett, Amy Christine Olson, Richard Newton Payne, and Theodore "Ted" Vestal

C. Policy and Operational Procedures

1. Request approval of proposed Notice Policy of Unacceptable Academic Performance Physicians Assistant Program policy for the OSU Graduate College

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.

1. Request approval of personnel actions; items not requiring Board action are included for informational purposes only
2. Request approval of position announcement and description for Dean, College of Arts and Sciences
3. Request approval of position announcement and description for Dean, College of Engineering, Architecture and Technology
4. Request approval of position announcement and description for Dean, Graduate College

E. Instructional Programs

1. Request approval of curricular changes including new degrees, program modifications, etc.

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

None

G. Other Business and Financial Matters

1. Request approval of peace officer actions
2. Request approval of actions required to finance a potential new capital project
3. Request approval to remodel the west side of the outdoor courts at the Greenwood Tennis Center and enter into a gift in kind for same
4. Request ratification of interim approval to dispose of equipment through transfer
5. Request approval to rename the OSU Botanical Garden Educational Center
6. Request authorization to transfer funds for capital projects (OSU-CHS)
7. Request approval to accept an offer to sell real property (OSUIT)
8. Request approval to enter into a lease agreement with the Oklahoma Department of Mental Health and Substance Abuse Services (OSU-OKC)

H. Contractual Agreements (other than construction and renovation)

None

I. New Construction or Renovation of Facilities

1. Request approval to begin the selection process for an architectural firm and a construction management firm to assist in renovations to facilities at the College of Veterinary Medicine
2. Request approval to begin the selection process for an architectural firm and a construction management firm to assist in renovations to the Houston Building (OSU-CHS)

- J. Purchase Requests (purchase of equipment, supplies, materials, professional services, etc.)
 - 1. Request approval of sole source & special request purchasing items
 - 2. Request approval of revolving & appropriated funds purchasing item (OSU-CHS)
 - 3. Request approval of auxiliary enterprises funds purchasing items
 - 4. Request approval of plant funds purchasing items

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. Recognition 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.

None

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 and Oklahoma State University.)

B. Audit, Risk Management and Compliance Review Committee

C. Fiscal Affairs and Plant Facilities Committee

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

D. Planning and Budgets Committee

E. Regents Steering Committee – Langston University Presidential Search

- 1. Recommendation regarding the selection of an executive search firm for the Langston University presidential search process
- 2. Recommendation regarding the Outline of Procedures for the 2023-2024 Langston University presidential search process

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

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.

None

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

None

F. Other Business Matters Requiring Action of the Board

None

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 Julie Dinger and other members of the administration came before the Board to review the Agenda and present the business of Oklahoma Panhandle State University (OPSU). (The OPSU Agenda is attached to this portion of the minutes.)

President Dinger said reference document A-2 reflects OPSU's preliminary enrollment report. They just completed the third week of classes and there is a lot of excitement on campus. For the first time in her career at OPSU, she received a complaint that there was not enough parking, which is a good problem to have in terms of the on-campus experience because it means there are a lot of students attending in person. She noted that OPSU is down in both headcount and FTE by 12 and 11 percent, respectively, which is representative of a change in strategy for OPSU. The decline is predominantly in online programs. She said one of the first changes the administration made last year was to move away from an agreement that had been previously made with an online program manager, who recruited online students for the University—particularly during the COVID Pandemic—in exchange for a revenue share. Moving away from that agreement resulted in a dip in their online enrollment, but they expect healthier margins going forward because they will be retaining the revenue and reinvesting it back into online programs to support students and faculty.

She said this time last year, 55 percent of OPSU's enrollment was online; this year, 55 percent of its enrollment is on-campus. Due to this shift, the administration expects to see additional auxiliary revenue. Also reflected in the report is a breakdown of class sizes comparing 2022 to 2023. A major focus for the administration for the upcoming academic year will be addressing OPSU's retention issue. She said she is happy to report they have already begun to make some progress on that front. Retention rates were 5 percent higher this fall than last fall, not including graduating or special enrollment students like concurrent enrollment. She said she is also happy to report that the University's parking and active dorms are full for the 2023-2024 school year.

President Dinger referenced the *Panhandle* magazine, noting a story on pages 4 and 5 about the OPSU Meats Science team, who secured first place in the American Cured Meat Championship with an almost perfect score of 997 out of 1,000. Their tri-tip pastrami won them the prize. She said the OPSU Meat Lab is now working to scale up production on the retail side so they can offer "Panhandle Prime Pastrami" going forward. President Dinger then referred to page 12, which features a story of recent growth and success achieved by the Panhandle State Foundation (PSF) under its new leadership, Executive Director Chyanna Black. She said at the time this story was originally published there were four new endowed scholarships, but just this week the Board of Regents' Office of Legal Counsel (OLC) and the PSF's Legal Counsel completed reviews of a new agreement for the single largest private gift in OPSU history, which will be used to support OPSU's agriculture programs. She said this gift is a testament of the work done over the past year by Ms. Black and the PSF Board President, Mr. Jim Quimby, to build trust in the community and to modernize the work of the PSF.

She said there has been a heavy push in OPSU's agriculture programs. Last year, under the leadership of Dr. Theresa Billiot, Vice President of Academic & Student Affairs, and

Mr. Tracy Kincannon, Dean of the Agriculture, Science, and Nursing College, there was not a stock show, county fair, or FFA event within a 250-mile radius where OPSU wasn't represented. That was a real shift in mindset to be one of service in the agriculture community – efforts which she believes will result in huge dividends for OPSU's agriculture programs. She said she is grateful to Dr. Billiott and Mr. Kincannon for their leadership and to Ms. Black and Mr. Quimby for their hard work. This progress for the agriculture department is truly the result of a team effort.

B-1.a. Adoption of Memorial Resolution for Barbara R. Wheeler

Regent Davis moved and Regent Milner seconded to approve Item B-1.a. as presented in the OPSU Agenda.

Those voting Aye: Board Members Arthur, Baetz, Callahan, Davis, Hall, Harrel, Milner, Taylor, and Walker. No: None. Abstentions: None. Absent: None. The motion carried.

D-1 Approval of personnel actions

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

Those voting Aye: Board Members Arthur, Baetz, Callahan, Davis, Hall, Harrel, Milner, Taylor, and Walker. No: None. Abstentions: None. Absent: None. The motion carried.

J-1 Ratification of interim approval to enter into an Athletic Training Agreement with Go 4 Healthcare, LLC

President Dinger noted that this agreement has been reviewed by the Office of Central Procurement (OCP) and OLC. OPSU has had an open position in its athletic training department since May. OPSU had already begun vetting this company to address the consistent staffing issues they've faced in the athletics department when OPSU's head athletic trainer resigned only one week before fall classes began. This agreement will give OPSU access to a nationwide network of trainers. For example, OPSU had a doctoral-level athletic trainer on campus for its first home football game last year to help care for the athletes, which was a first for them. This agreement has allowed the University to achieve a level of expertise and care for its athletes that she believes will be a game changer and bring stability in that area. She thanked Mr. Scott Schlotthauer, Chief Procurement Officer, and Mr. Gaylan Towle II, Assistant General Counsel in OLC, for their assistance in vetting this agreement to ensure it would be advantageous for OPSU.

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

Those voting Aye: Board Members Arthur, Baetz, Callahan, Davis, Hall, Harrel, Milner, Taylor, and Walker. No: None. Abstentions: None. Absent: None.
The motion carried.

The business of OPSU being concluded, President Dinger and other members of the University's 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
September 8, 2023

Dear Board Members:

Subject to budgetary limitations and availability of funds, the following expenditures are submitted for Board approval with the 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 Dr. Dinger
2. Enrollment Report (*Reference Document A-2*)
3. Panhandle Magazine

B – RESOLUTIONS

1. Board approval is requested for the following memorial resolution.
(*Reference Document B-1*)
 - a. Barbara R. Wheeler

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

E - INSTRUCTIONAL PROGRAMS

None

F - BUDGETARY ACTIONS

None

G - OTHER BUSINESS AND FINANCIAL MATTERS

None

H - CONTRACTUAL AGREEMENTS (other than construction and renovation)

None

I - NEW CONSTRUCTION OR RENOVATION OF FACILITIES

None

J - PURCHASE REQUESTS

1. Ratification of Interim Approval is requested to enter into an Athletic Training agreement with Go 4 Healthcare, LLC. The agreement has been reviewed by the Office of Central Procurement and the Office of Legal Counsel. *(Reference Document J-1)*

K - STUDENT SERVICES/ACTIVITIES

None

L - NEW BUSINESS UNFORESEEN AT TIME AGENDA WAS POSTED

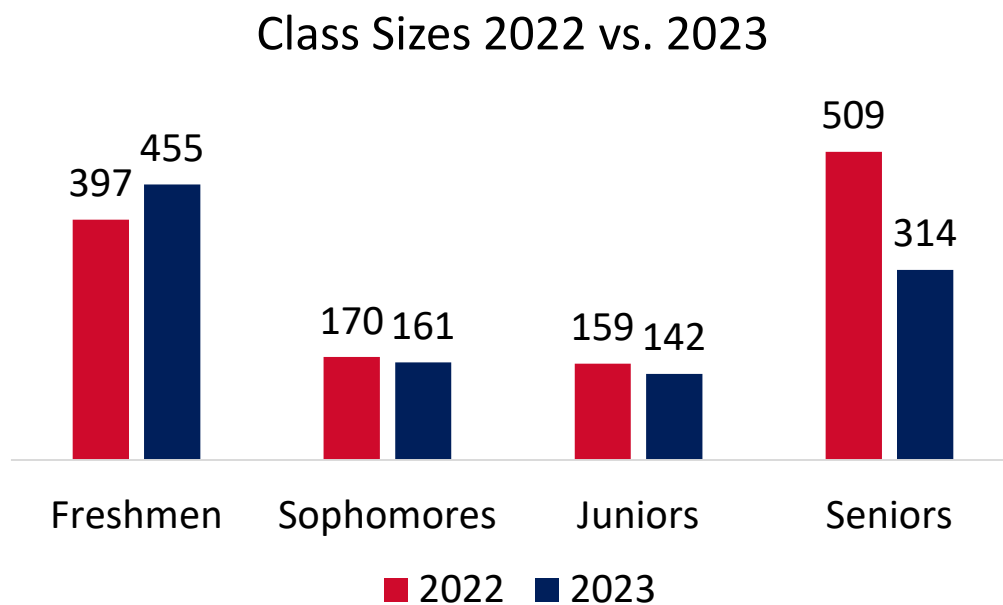
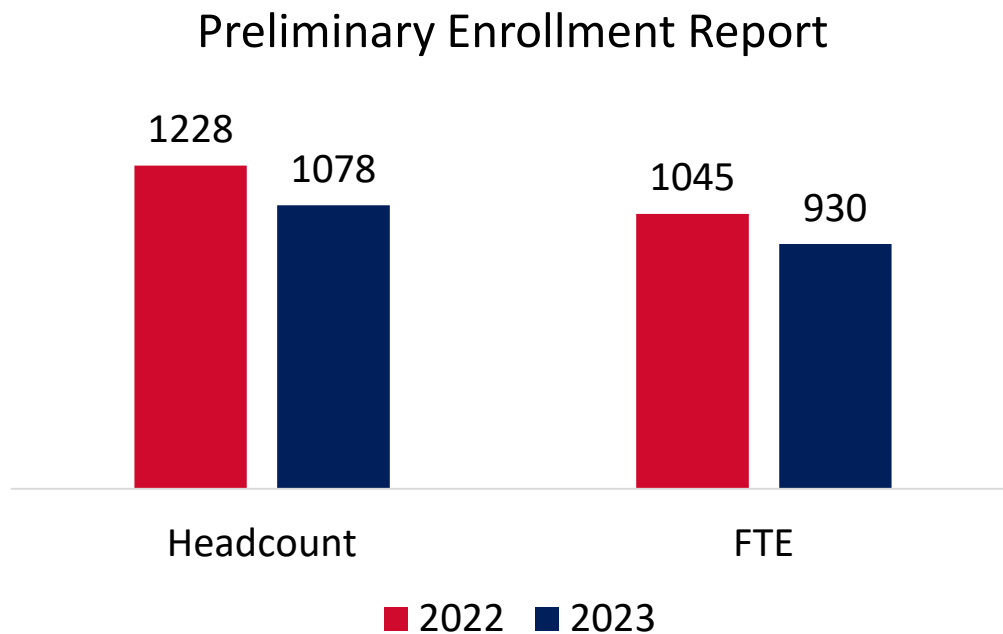
None

M - OTHER INFORMATIONAL MATTERS NOT REQUIRING ACTION OF THE BOARD

1. 2023 Out of State Travel *(Reference Document M-1)*
2. FTE Report *(Reference Document M-2)*



Preliminary Enrollment Report



Key Trends

- 12% decrease in Headcount
- 11% decrease in FTE
- 10% increase in on-campus/traditional students vs. fully online
- 5% increase in fall to fall retention excluding concurrent enrollment and graduates
- 75% decrease in online student headcount subject to revenue share



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 Barbara R. Wheeler, Oklahoma Panhandle State University Emeritus Faculty, was claimed by death on June 7, 2023.

WHEREAS, Barbara R. Wheeler, by her loyalty, attention to duty, and faithful performance rendered service as Instructor of Education and Assistant Learning Resource Coordinator to Oklahoma Panhandle State University from 1994 to 1999, 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 5 years of exemplary service rendered by Barbara R. Wheeler 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 dedicated servants.

BE IT RESOLVED that a copy of this resolution be shared within the minutes of the Board and a copy sent to the family of Barbara R. Wheeler.

Adopted by the Board the 8th day of September, 2023.

Dr. Julie Dinger, President

Mr. Joe Hall, Chair

New Appointment

Name	Title	Type	Effective Date	Salary	Contract Term
Kull, Garrett	Head Men's Soccer Coach	New Hire	8/1/2023	\$40,000	12-month
Pollard, Stan	Associate Professor of Art	New Hire	8/1/2023	\$59,718	9-month
Heltzel, Cheyenne	Director of HR and Payroll Officer	New Hire	8/7/2023	\$65,720	12-month
Fulmer, Martin	Writing Center Director	New Hire	8/14/2023	\$42,000	12-month
Aybar, Edwin	Associate Professor of Music/ Music Department Chair/ Pianist	New Hire	8/21/2023	\$53,830	9-month
Muncrief, Nicole	Instructor of Nursing	New hire	8/15/2023	\$45,000	9-month

Change in Appointment – For Information Only

Name	Title	Type	Effective Date	Salary	Contract Term
Kimball, Catherine	Administrative Assistant to Fiscal Affairs and Human Resources	Change in Appointment	9/11/2023	\$40,000	12-month

Retirement or Separation – For Information Only

Name	Title	Type	Effective Date
Curry, Cale	Instructor of CIS	Separation	8/18/2023
Mendez, Helen	Artist In Residence	Separation	7/3/2023
Goosen, Karen	Assistant Professor of Business Administration and Technology	Separation	7/1/2023
Montanez, Dr. Idalia	Assistant Professor of Psychology	Separation – Stepped down before started	8/1/2023
Lankford, Brian	Head Athletic Trainer	Separation	8/31/2023
Collins, Allison	Online Instructor of Nursing	Separation	7/31/2023

Master Services Agreement

This Master Services Agreement (this “**Agreement**”), dated as of 8/14/23 (the “**Effective Date**”), is by and between Go 4 Healthcare, LLC, a Delaware limited liability company (“**Service Provider**”) and Oklahoma Panhandle State University (“**Customer**” and together with Service Provider, the “**Parties**”, and each a “**Party**”).

WHEREAS, Service Provider has the capability and capacity to identify certified athletic trainer candidates to perform athletic training services to the Customer; and

WHEREAS, Customer desires to retain Service Provider to provide the said services, and Service Provider is willing to perform such services under the terms and conditions hereinafter set forth;

NOW, THEREFORE, in consideration of the mutual covenants and agreements hereinafter set forth and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, Service Provider and Customer, intending to be legally bound, agree as follows:

1. Services. Service Provider shall provide to Customer the services set out in one or more statements of work to be issued by Customer and accepted by Service Provider (each, a “**Statement of Work**”) (the “**Services**”). The initial accepted Statement of Work is attached hereto as Exhibit A. Additional Statements of Work shall be deemed issued and accepted only if signed the Parties.

2. Fees and Payment.

2.1 In consideration of the provision of the Services by the Service Provider and the rights granted to Customer under this Agreement, Customer shall pay the fees set out in Service Provider’s then current fee schedule, as set forth within the applicable Statement of Work. Unless otherwise provided in the applicable Statement of Work, said fees will be payable within thirty (30) days of receipt by the Customer of an invoice from Service Provider. The Parties agree that all payments due and owing under this Agreement shall be paid by Customer through automated clearing house (ACH) payments to the account designated by Service Provider or by check.

2.2 Customer shall be responsible for all sales, use, and excise taxes, and any other similar taxes, duties, and charges of any kind imposed by any federal, state, or local governmental entity on any amounts payable by Customer hereunder. Notwithstanding anything to the contrary herein, Customer is tax exempt and upon request will provide Service Provider with a current tax exemption certificate and any other documentation required by the appropriate taxing authority.

2.3 Except for invoiced payments that the Customer has successfully disputed, all late payments shall bear interest at the lesser of (a) the rate of one and one-half percent (1.5%) per month and (b) the highest rate permissible under applicable law, calculated daily and compounded monthly. If and only if Service Provider prevails in an action against Customer to recover late payments, Customer shall also reimburse Service Provider for all costs incurred in collecting any such late payments, including, without limitation, reasonable

attorneys' fees. In addition to all other remedies available under this Agreement or at law (which Service Provider does not waive by the exercise of any rights hereunder), Service Provider shall be entitled to suspend the provision of any Services if the Customer fails to pay any undisputed amounts when due hereunder and such failure continues for thirty (30) days following written notice thereof.

2.4 Customer agrees not to directly or indirectly solicit for employment or engagement any athletic trainer(s) identified and/or supplied to Customer by Service Provider pursuant to this agreement during the term of this agreement or within six (6) months from the termination of this agreement. Notwithstanding the foregoing, this Section 2.4 shall not restrict or preclude Customer from making generalized searches for employees or contractors by the use of advertisements in the media, online job postings, or by engaging search firms to engage in searches that are not targeted or focused on the athletic trainer(s) identified and/or supplied to Customer by Service Provider pursuant to this agreement, or from employing any such athletic trainer(s) (subject to compliance with the restrictions on solicitation set out herein) whose employment or contractor relationship with Service Provider was terminated by Service Provider or voluntarily terminated by such athletic trainer(s). If Customer hires any athletic trainer(s) identified and/or supplied to Customer by Service Provider in violation of the restrictions on solicitation set out herein, Customer will pay a recruitment fee of ten thousand dollars (\$10,000) to Service Provider for each such athletic trainer hired by Customer within such timeframe. Any recruitment fee due under this Section 2.4 shall be paid by Customer within forty-five (45) days of the hire of the athletic trainer by Customer.

3. Limited Warranty and Limitation of Liability.

3.1 Service Provider warrants that it shall perform the Services in accordance with the terms and subject to the conditions set out in the respective Statement of Work and this Agreement.

3.2 TO THE EXTENT PERMITTED BY APPLICABLE LAW, SERVICE PROVIDER MAKES NO WARRANTIES EXCEPT FOR THAT PROVIDED IN SECTION 3.1, ABOVE. TO THE EXTENT PERMITTED BY APPLICABLE LAW, ALL OTHER WARRANTIES, EXPRESS AND IMPLIED, ARE EXPRESSLY DISCLAIMED.

4. Term, Termination, and Survival.

4.1 This Agreement shall commence as of the Effective Date and shall continue for a period of three (3) years, with the option to renew for additional one-year periods upon mutual agreement of the parties thereafter, unless sooner terminated pursuant to Sections 4.2 and/or 4.3. Upon termination of this Agreement, all outstanding Statements of Work shall also terminate.

4.2 Either Party may terminate this Agreement, effective upon written notice to the other Party (the “**Defaulting Party**”), if the Defaulting Party:

(a) Materially breaches this Agreement, and such breach is incapable of cure, or with respect to a material breach capable of cure, the Defaulting Party does not cure such breach within thirty (30) days after receipt of written notice of such breach.

(b) Becomes insolvent or admits its inability to pay its debts generally as they become due.

(c) Becomes subject, voluntarily or involuntarily, to any proceeding under any domestic or foreign bankruptcy or insolvency law, which is not fully stayed within seven (7) business days or is not dismissed or vacated within forty-five (45) days after filing.

(d) Is dissolved or liquidated or takes any corporate action for such purpose.

(e) Makes a general assignment for the benefit of creditors.

(f) Has a receiver, trustee, custodian, or similar agent appointed by order of any court of competent jurisdiction to take charge of or sell any material portion of its property or business.

4.3 Notwithstanding anything to the contrary in Section 4.2(a), either Party may terminate this Agreement before the expiration date of the Term, for any reason or no reason, upon thirty (30) days' written notice to the other Party. In the event of a termination by Customer under this section 4.3, Customer shall pay a termination fee to Service Provider equal to the greater of the amount Service Provider billed to Customer for the thirty (30) days preceding the date of termination, or \$10,000.00.

4.4 The rights and obligations of the Parties set forth in this Section 4 and any right or obligation of the Parties in this Agreement which, by its nature, should survive termination or expiration of this Agreement, will survive any such termination or expiration of this Agreement.

5. Limitation of Liability.

5.1 IN NO EVENT SHALL SERVICE PROVIDER BE LIABLE TO CUSTOMER OR TO ANY THIRD PARTY FOR ANY LOSS OF USE, REVENUE, OR PROFIT, OR FOR ANY CONSEQUENTIAL, INCIDENTAL, INDIRECT, EXEMPLARY, SPECIAL, OR PUNITIVE DAMAGES WHETHER ARISING OUT OF BREACH OF CONTRACT, TORT (INCLUDING NEGLIGENCE), OR OTHERWISE, REGARDLESS OF WHETHER SUCH DAMAGE WAS FORESEEABLE AND WHETHER OR NOT SERVICE PROVIDER HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES, AND NOTWITHSTANDING THE FAILURE OF ANY AGREED OR OTHER REMEDY OF ITS ESSENTIAL PURPOSE.

5.2 IN NO EVENT SHALL SERVICE PROVIDER'S AGGREGATE LIABILITY ARISING OUT OF OR RELATED TO THIS AGREEMENT, WHETHER ARISING OUT OF OR RELATED TO BREACH OF CONTRACT, TORT (INCLUDING NEGLIGENCE),

OR OTHERWISE, EXCEED THE AGGREGATE AMOUNTS PAID TO SERVICE PROVIDER PURSUANT TO THIS AGREEMENT.

5.3 IN NO EVENT SHALL CUSTOMER BE LIABLE TO SERVICE PROVIDER IF SERVICE PROVIDER IS UNABLE TO PLACE AN ACCEPTABLE ATHLETIC TRAINER CANDIDATE.

6. Indemnification. Each Party (“**Indemnifying Party**”) shall indemnify, defend, and hold harmless the other Party and its officers, directors, members, managers, employees, contractors, subcontractors, agents, affiliates, successors, and permitted assigns (each an “**Indemnified Party**”) against any and all losses, damages, liabilities, deficiencies, claims, actions, judgments, settlements, interest, awards, penalties, fines, costs, or expenses of whatever kind, including reasonable attorneys' fees and costs, incurred by Indemnified Party (collectively, “**Losses**”), relating to/arising out of or resulting from any claim arising out of or occurring in connection with: (a) bodily injury, illness or death of any person or damage to real or tangible, personal property resulting from Indemnifying Party's willful, fraudulent or negligent acts or omissions; or (b) Indemnifying Party's breach of this Agreement, including but not limited to breach of any covenant, representation or warranty made by Indemnifying Party in this Agreement.

7. Entire Agreement. This Agreement, including and together with any related Statements of Work, exhibits, schedules, attachments, and appendices, constitutes the sole and entire agreement of the Parties with respect to the subject matter contained herein, and supersedes all prior and contemporaneous understandings, agreements, representations and warranties, both written and oral, regarding such subject matter. The parties acknowledge and agree that if there is any conflict between the terms and conditions of this Agreement and the terms and conditions of any Statement of Work, the terms and conditions of this Agreement shall supersede and control.

8. Notices. All notices, requests, consents, claims, demands, waivers, and other communications under this Agreement (each, a “**Notice**”, and with the correlative meaning “**Notify**”) must be in writing and addressed to the other Party at its address set forth below (or to such other address that the receiving Party may designate from time to time in accordance with this Section). Unless otherwise agreed herein, all Notices must be delivered by personal delivery, nationally recognized overnight courier, or certified or registered mail (in each case, return receipt requested, postage prepaid). Except as otherwise provided in this Agreement, a Notice is effective only (a) on receipt by the receiving Party; and (b) if the Party giving the Notice has complied with the requirements of this Section 8.

Notice to Customer:

Oklahoma Panhandle State University
PO Box 430, 323 W. Eagle Blvd
Goodwell, OK 73939
Attention: Victor Esparza, AD

Notice to Service Provider:

Go 4 Healthcare, LLC

1026 N Shore Drive
Brigantine, NJ 08203
Attention: Andrew J. Hayes, CEO

9. Severability. If any term or provision of this Agreement is found by a court of competent jurisdiction to be invalid, illegal, or unenforceable in any jurisdiction, such invalidity, illegality, or unenforceability shall not affect any other term or provision of this Agreement or invalidate or render unenforceable such term or provision in any other jurisdiction. Upon a determination that any term or provision is invalid, illegal, or unenforceable, the Parties shall negotiate in good faith to modify this Agreement to effect the original intent of the Parties as closely as possible in order that the transactions contemplated hereby be consummated as originally contemplated to the greatest extent possible.

10. Amendments. No amendment to or modification of or rescission, termination, or discharge of this Agreement is effective unless it is in writing and signed by an authorized representative of each Party.

11. Waiver. No waiver by any Party of any of the provisions of this Agreement shall be effective unless explicitly set forth in writing and signed by the Party so waiving. Except as otherwise set forth in this Agreement, no failure to exercise, or delay in exercising, any right, remedy, power, or privilege arising from this Agreement shall operate or be construed as a waiver thereof, nor shall any single or partial exercise of any right, remedy, power, or privilege hereunder preclude any other or further exercise thereof or the exercise of any other right, remedy, power, or privilege.

12. Assignment. Neither Party may assign or transfer this Agreement without the prior written consent of the other Party. Any purported assignment or transfer in violation of this Section 12 shall be null and void.

13. Successors and Assigns. This Agreement is binding on and inures to the benefit of the Parties to this Agreement and their respective permitted successors and permitted assigns.

14. Relationship of the Parties. The relationship between the Parties is that of independent contractors. The details of the method and manner for performance of the Services by Service Provider shall be under its own control, Customer being interested only in the results thereof. Nothing contained in this Agreement shall be construed as creating any agency, partnership, joint venture or other form of joint enterprise, employment or fiduciary relationship between the Parties, and neither Party shall have authority to contract for or bind the other Party in any manner whatsoever.

15. No Third-Party Beneficiaries. This Agreement benefits solely the Parties to this Agreement and their respective permitted successors and assigns and nothing in this Agreement, express or implied, confers on any other person or entity any legal or equitable right, benefit, or remedy of any nature whatsoever under or by reason of this Agreement.

16. Choice of Law. This Agreement and all related documents including all exhibits attached hereto, and all matters arising out of or relating to this Agreement, whether sounding in contract, tort, or statute are governed by, and construed in accordance with, the laws of the State of Oklahoma.

17. Choice of Forum. Any dispute arising from or incident to this Agreement shall be filed in the Oklahoma District Court of Payne County, or the U.S. District Court for the Western District of Oklahoma, if federal jurisdiction is applicable. Customer 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 to all applicable law. Designations of venue, choice of law, enforcement actions, and similar provisions shall not be construed as a waiver of sovereign immunity. The parties agree that any ambiguity in this Agreement shall not be strictly construed, either against or for either party, except that any ambiguity as to sovereign immunity shall be construed in favor of sovereign immunity.

18. Counterparts. This Agreement may be executed in counterparts, each of which is deemed an original, but all of which together are deemed to be one and the same agreement. A signed copy of this Agreement delivered by facsimile, email, or other means of electronic transmission is deemed to have the same legal effect as delivery of an original signed copy of this Agreement.

19. Force Majeure. Neither Party shall be liable or responsible to the other Party, nor be deemed to have defaulted or breached this Agreement, for any failure or delay in fulfilling or performing any term of this Agreement when and to the extent such failure or delay is caused by or results from acts or circumstances beyond the reasonable control of the Party affected by the force majeure event, including, without limitation, acts of God, flood, fire, earthquake, explosion, governmental actions, war, invasion or hostilities (whether war is declared or not), terrorist threats or acts, riot, or other civil unrest, national emergency, revolution, insurrection, epidemic, pandemic, lock-outs, strikes or other labor disputes (whether or not relating to either party's workforce), or restraints or delays affecting carriers or inability or delay in obtaining supplies of adequate or suitable materials, or telecommunication breakdown or power outage, provided that, if the event in question continues for a continuous period in excess of thirty (30) days, either Party shall be entitled to give notice in writing to the other Party to terminate this Agreement.

20. Further Assurances. Each party shall do and perform, or cause to be done and performed, all such further acts and things, and/or shall execute and deliver all such other agreements, certificates, instruments and documents, as the other party may reasonably request in order to carry out the intent and accomplish the purposes of this Agreement and the consummation of the transactions contemplated hereby.

[SIGNATURE PAGE FOLLOWS]

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed as of the Effective Date by their respective duly authorized officers.

**OKLAHOMA PANHANDLE STATE
UNIVERSITY**

By: _____

Name:

Title:

GO4HEALTHCARE, LLC

By: _____

Name: Elizabeth Jones

Title: Director of Contract Services

EXHIBIT A
INITIAL STATEMENT OF WORK

Attached.

Initial Statement of Work

This Statement of Work ("**SOW**"), adopts and incorporates by reference the terms and conditions of the Master Services Agreement ("**Master Agreement**"), which was entered into on 8/14/23 between Go 4 Healthcare, LLC, a Delaware limited liability company ("**Service Provider**") and Oklahoma Panhandle State University ("**Customer**") and together with Service Provider, the "**Parties**," and each, a "**Party**", as it may be amended from time to time.

Capitalized terms used but not defined in this SOW shall have the meanings set out in the Master Agreement.

1. Scope of Work. Service Provider shall identify certified athletic trainer candidates to Customer to perform the roles set forth in further detail in Section 2, as requested by Customer.
2. Customer Requirements. The Customer is requesting athletic trainer candidates who can perform the following:
 - a. Maintain overall Sports Medicine program for the Customer, including injury prevention programs, injury evaluations, injury management, injury treatment and rehabilitation, educational programs and counseling for student-athletes;
 - b. Provide athletic training services for the Customer's athletic department, including attendance at scheduled team practices and home and away competitions as necessary;
 - c. In coordination with the Customer's team physicians, review pre-participation physical examinations and coordinate medical referrals for student-athletes to determine their ability to practice and compete;
 - d. Work in conjunction with the Customer's strength and conditioning and coaching staff to ensure safety in the design and implementation of fitness, nutrition and conditioning programs customized to meet individualized student-athletes needs;
 - e. Assist the Customer's Athletic Director with enforcing School policies and protocols;
 - f. Evaluate and recommend new techniques and equipment that would enhance the benefit of the Customer's sports medicine program; and
 - g. Maintain up-to-date records and documentation as determined by the Customer.
3. Rates. Service Provider shall provide candidates to Customer at the following rates per hour.

Title	Regular Rate	Overtime Rate
Athletic Trainer	\$82. <u>00</u>	\$123. <u>00</u>

Service Provider shall bill for services performed by such candidates selected by Customer in 15-minute increments. The athletic trainer candidates selected by Customer shall be responsible for all costs incurred by them in connection with their services, including any travel, food and lodging.

4. Customer Obligations:

- (a) Accept or reject candidates presented by Service Provider;
- (b) To the extent necessary, orient such candidates selected to the work site and applicable policies and procedures ;
- (c) To the extent necessary, provide personal protective equipment and other tools or equipment suitable for the circumstances and/or necessary for the job requirements;
- (d) Timely approve timeslips;
- (e) Supervise and direct the services and work performed by athletic trainers, evaluate each athletic trainer's fitness to perform the services at Customer's campus, and retain sole decision-making authority regarding the retention of the athletic trainer at Customer's campus;
- (f) Comply with all applicable laws, including but not limited to laws requiring a safe workplace and prohibiting discrimination, harassment, or retaliation; and
- (g) Take all steps necessary for the athletic trainer to perform the requested services, including obtaining and/or confirming the existence and validity of any required licenses, insurance, permits, consents, certification, qualification, physician oversight or supervision, or any other thing necessary for the provision of the services by athletic trainers, including but not limited to any consent regarding or relating to patient care.

[SIGNATURE PAGE FOLLOWS]

IN WITNESS WHEREOF, the Parties hereto have caused this SOW to be executed as of the date first above written by their respective duly authorized officers.

**OKLAHOMA PANHANDLE STATE
UNIVERSITY**

By: _____

Name:

Title:

GO4HEALTHCARE, LLC

By: _____

Name: Elizabeth Jones

Title: Director of Contract Services

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.

Oklahoma Panhandle State University

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).

- X (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.)

Interim Approval is requested to enter a contract with Go 4 Healthcare, LLC to provide athletic training services to OPSU student-athletes. Contracted services are immediately required due to the resignation of the OPSU Head Athletic Trainer.

Scott Schlotthauer of Central Procurement and Gaylan Towle of the Office of Legal Counsel have reviewed the Master Service Agreement for Go 4 Healthcare.

- (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.)

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

The attached contract for certified athletic training services with Go 4 Healthcare will be executed, and OPSU will begin coordination with Go 4 Healthcare to place two certified athletic trainers at OPSU for the care and welfare of student-athletes as quickly as possible so as not to interfere with athletics training, practice, and games.

3. State the actual cost or best estimated cost required to complete the action for which interim approval is requested. \$135,000 annually
4. Identify the fund or funds to be used in covering the cost stated above. 121154- Athletic Training
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

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
08/17/2023 08:49 CDT

Signature of the Chief Executive Officer or
his designated representative

Date

OKLAHOMA PANHANDLE STATE UNIVERSITY
INSTITUTION

SUMMARY OF OUT-OF-STATE TRAVEL AS OF Jun-23
MONTH

FUND SOURCE	FY23		FY22		FY23		FY22	
	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	7	\$ 1,869.54	2	\$ 1,188.39	82	\$ 25,564.81	61	\$ 23,701.58
FEDERAL	1	\$ 344.29	1	\$ 612.25	6	\$ 2,355.12	1	\$ 612.25
PRIVATE								
AUXILIARY	2	\$ 357.63	0	\$ -	27	13,717.73	39	\$ 21,245.17
OTHER								
TOTAL	10	\$ 2,571.46	3	\$ 1,800.64	115	\$ 41,637.66	101	\$ 45,559.00

OKLAHOMA PANHANDLE STATE UNIVERSITY
INSTITUTION

SUMMARY OF OUT-OF-STATE TRAVEL AS OF Jul-23
MONTH

FUND SOURCE	FY24		FY23		FY24		FY23	
	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	7	\$ 4,873.01	1	\$ 1,032.95	7	\$ 4,873.01	1	\$ 1,032.95
FEDERAL								
PRIVATE								
AUXILIARY	6	\$ 2,905.61	2	\$ 1,964.28	6	2,905.61	2	\$ 1,964.28
OTHER								
TOTAL	13	\$ 7,778.62	3	\$ 2,997.23	13	\$ 7,778.62	3	\$ 2,997.23

OKLAHOMA PANHANDLE STATE UNIVERSITY
INSTITUTION

SUMMARY OF OUT-OF-STATE TRAVEL AS OF Aug-23
MONTH

FUND SOURCE	FY24		FY23		FY24		FY23	
	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	4	\$ 1,645.12	5	\$ 1,390.17	11	\$ 6,518.13	6	\$ 2,423.12
FEDERAL								
PRIVATE								
AUXILIARY	4	\$ 4,707.94	4	\$ 1,376.75	10	7,613.55	6	\$ 3,341.03
OTHER								
TOTAL	8	\$ 6,353.06	9	\$ 2,766.92	21	\$ 14,131.68	12	\$ 5,764.15

THE OKLAHOMA STATE SYSTEM OF HIGHER EDUCATION

FTE Employee Report ⁽¹⁾

To: The Governor of Oklahoma, The President Pro Tempore of the Oklahoma State Senate, and the Speaker of the Oklahoma House of Representatives

From: Oklahoma Panhandle State University
InstitutionDr. Julie Dinger
PresidentSubject: FTE Employee Report for Fiscal Quarter Ending 6/30/2023
Month Day Year

The following information is provided pursuant to 74 O.S. 12981, Section 3602 (2)

	Educational & General Budget Part I			Educational & General Budget Part II			Agency Accounts			Sub-Total			Total FTE
	Faculty	Other		Faculty	Other		Faculty	Other		Faculty	Other		
		Regular	Student		Regular	Student		Regular	Student		Regular	Student	
A. FTE Employees for Reported Fiscal Quarter	38	72	13	2	6	3	0	8	7	40	86	23	149
B. FTE Employees for Fiscal Quarter Immediately Preceding Reported Quarter ⁽³⁾	36	70	14	2	4	4	0	4	9	38	78	27	143
C. Increase or Decrease in FTE Employees (Item A minus Item B)*	2	2	-1	0	2	-1	0	4	-2	2	8	-4	6
D. Comparable Quarter Last Year**	34	71	10	3	6	3	0	5	11	37	82	24	143

1. File with the State Regents' office by the tenth of the month following the end of the calendar quarter being reported.

2. The term employee shall mean "a full-time employee or any number of part-time employees whose combined weekly hours of employment equal those of a full-time employee, but shall not include seasonal employees." For this report, the number of FTE employees for the reported quarter can be calculated by dividing 519 hours (173 hours per month multiplied by three months) the total payroll house (excluding seasonal employees) for the quarter.

3. This figure reflects the total number of FTE employees for the main campus, branch campus(es), and all constituent agencies.

*Decrease reflected in Line C is due to adjunct faculty personnel changes by employment agreement for the Spring 2023 semester. Most adjunct faculty employment agreements will not resume until September for Fall 2023. OPSU now has a 1st eight-week, 2nd eight-week, and a 16 week adjunct employment period.

**Decrease reflected in Line D is due to staff employment separations.

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

President Kyle Stafford and other members of the administration came before the Board to review the Agenda and present the business of Northeastern Oklahoma A&M College (NEO). (The NEO Agenda is attached to this portion of the minutes.)

President Stafford said the fall semester is off to a great start at NEO. He said similar to President Dinger's earlier comments, lack of parking has also been a common complaint on the NEO campus, but that is okay because there is a lot of excitement on campus. He said NEO had a successful summer semester, for which enrollment was up just over 20 percent from last year.

He said NEO's Grove, Oklahoma campus was created 25 years ago, and the lease agreement for that campus expired this past year. The City of Grove expressed the desire to continue working with NEO and to have its presence in the community. The class offerings at that campus are limited to one or two courses at a time—sometimes less—because most concurrent enrollment courses are now offered at the local high schools in the area. NEO just signed a no-cost five-year lease agreement with the City of Grove to continue its presence in that community, but they moved locations from the building that was built 25 years ago to the Grove Community Center, which is a location in the heart of downtown Grove.

President Stafford said this is not a good time of year for personnel changes, but they have had several recently. The Director of Physical Plant Operations resigned a week ago, so they are in the middle of a search for that position. The market for that type of role is in high demand in their region, and they couldn't compete with the local market to keep that person on staff. The Director of Development also resigned earlier in the summer, which has left NEO with two open director-level positions.

Regarding athletics, he said the football season is underway. NEO has six football suites that sell for \$10,000 per year, and for the first time in the 10-year history of the suites they are sold out for the season. He noted the weather has been extremely hot in their region lately, with Miami recently setting a record with a 126-degree heat index. On days of extreme heat, student athletes have been directed to practice between the hours of 9:00 p.m. to 9:00 a.m.

President Stafford referenced the Enrollment Report, noting NEO's enrollment for the fall semester was up by approximately 5.5 percent for both credit hours and headcount. New freshman enrollment is up by about 13 percent, with an overall average increase of 7 percent over the past five years. Concurrent enrollment dipped last year, but NEO regained that drop this year with an increase of 18 percent for those classes. The parking lots and cafeteria are full in part because campus housing occupancy increased by about 10 percent—or 58—students this fall.

He then highlighted various stories from the *NEO Update*, noting the story on page 2 that features fast-track program graduates from the nursing, physical therapist assistant (PTA), and adult education programs. These fast-track programs are reflective of NEO's commitment to the

workforce in the region, with 11 nursing, 11 PTA, and seven adult education students graduating from those programs over the summer.

He said Northeast Technology Center partnered with NEO to offer classes in Kansas, Oklahoma. There were only three students enrolled in that program last year, but everyone has remained committed to ensuring that program's success and they already have 15 students signed up to begin classes in January 2024. They knew it would be a slow start with some logistics to work out, but he feels good about the upcoming classes, which is 15 new students for the workforce that NEO did not previously produce.

President Stafford also noted the story on page 40 detailing the \$400,000 estate gift from NEO alum Marijane Gregg-Sidote. Her generous donation created a scholarship endowment in her name, and it also impacted NEO's science programs by funding some improvements for one of the science labs. Her gift has been a huge help for the College's science programs.

D-1 Approval of personnel actions

D-2 Ratification of interim approval for personnel actions prior to the start of the fall semester

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

Those voting Aye: Board Members Arthur, Baetz, Callahan, Davis, Hall, Harrel, Milner, Taylor, and Walker. No: None. Abstentions: None. Absent: None.
The motion carried.

G-1 Approval to expend funds, including payment of administrative allowance at year-end, according to grant/program guidelines for Student Support Services, two Title III, Journey 2 Success, and the Scholars for Excellence in Child Care grants

Regent Walker moved and Regent Taylor seconded to approve Item G-1 as presented in the NEO Agenda.

Those voting Aye: Board Members Arthur, Baetz, Callahan, Davis, Hall, Harrel, Milner, Taylor, and Walker. No: None. Abstentions: None. Absent: None.
The motion carried.

Chair Hall commended President Stafford for the great enrollment numbers and said he appreciated the report.

The business of NEO being concluded, President Stafford and other members of the College's administration were 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

September 8, 2023

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
2. Enrollment Report (*Reference Document A-2*)
3. Highlights of NEO Update

B – RESOLUTIONS- None

C - POLICY AND OPERATIONAL PROCEDURES- None

D - PERSONNEL ACTIONS-

1. Board authorization is requested for personnel actions including new appointments, reappointments, changes in salary, changes in title or rate, personnel leaves, etc. Personnel items not requiring action by the Boarding including resignations, terminations, suspensions, retirements, etc. are provided for information purposes only (*Reference Document D-1*).
2. Board authorization is requested for ratification of interim board approval for personnel actions prior to the start of the fall semester (*Reference Document D-2*).

E - INSTRUCTIONAL PROGRAMS- None

F - BUDGETARY ACTIONS- None

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 Student Support Services (SSS), (2) Title III, Journey 2 Success, and the Schloars for Excellence in Child Care (SECC) grants. (*Reference Document G-1*).

H - CONTRACTUAL AGREEMENTS (other than construction and renovation) – None

I - NEW CONSTRUCTION OR RENOVATION OF FACILITIES- None

J - PURCHASE REQUESTS – None

K - STUDENT SERVICES/ACTIVITIES- None

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

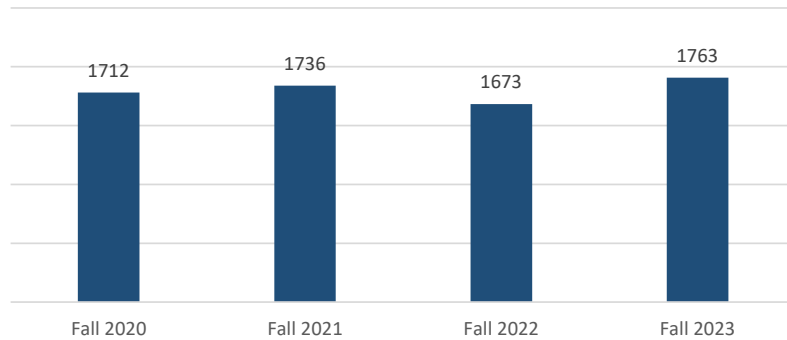
M - OTHER INFORMATIONAL MATTERS NOT REQUIRING ACTION OF THE BOARD

1. OSRHE FTE report for fiscal quarter ending June 2023 (Reference Document M-1).
2. Out-of-state travel summary for June and July 2023 (Reference Document M-2).

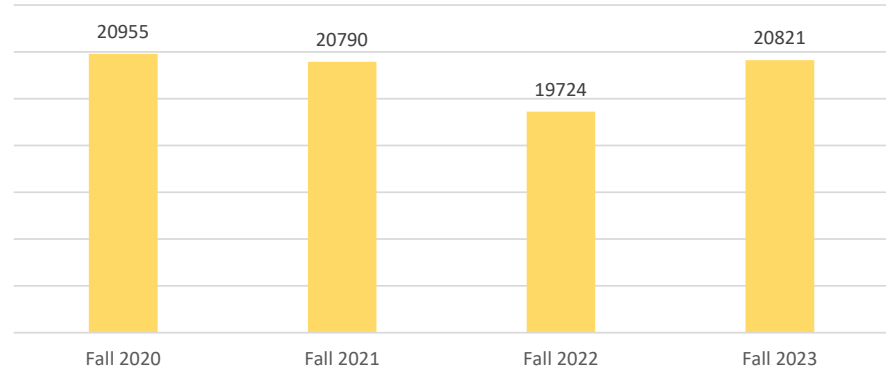


	Fall 2020	Fall 2021	Fall 2022	Fall 2023
Headcount:	1712	1736	1673	1763
Credit Hours	20955	20790	19724	20821

Total Headcount



Total Credit Hours





D. PERSONNEL ACTIONS-

1. Board authorization is requested for personnel actions including new appointments, reappointments, changes in salary, changes in title or rate, personnel leaves, etc. Personnel items not requiring action by the Boarding including resignations, terminations, suspensions, retirements, etc. are provided for information purposes only.

Personnel actions requiring board approval for new appointments, reappointments, changes in salary, changes in title or rank, personnel leave, etc.

Name	Action	Effective Date	Salary/Rate Annually
Bobbie Pennington	Additional Duties- Director of Success Center	9/1/2023	\$54,795

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

Name	Action	Effective Date	Salary/Rate Annually
Enoch Smith	Resignation Asst. Football Coach/Resident Director Dyer	7/2/2023	\$25,000
Avery Brannon	Employ Temporary Wellness	7/12/2023	\$11,700
Patrick Neal	Promotion AICE Coordinator	7/17/2023	\$34,424
Lisa Owen	Resignation SOR Coordinator	7/18/2023	\$18,673
Damon Sutton	Resignation Carpenter	7/20/2023	\$28,102
Connell Cawyer	Resignation Upward Bound Academic Coordinator	7/27/2023	\$37,401
Sharon Brown	Resignation Scholars for Excellence Coordinator	7/27/2023	\$42,000
David Owen	Resignation Executive Director Foundation	7/31/2023	\$73,500
Bethany Meador	Promotion Instructor Medical Lab Technician	8/1/2023	\$42,154
Christopher Iverson	Promotion Temporary Interim Director of Development	8/1/2023	\$45,000
Bailey Burnett	Promotion Aquatic Coordinator/ Head Softball Coach	8/1/2023	\$38,640
Marshall Duncan	Resignation Assistant Men's Soccer Coach	8/1/2023	\$15,000
Brent Davis	Employ Instructor History	8/1/2023	\$43,976
Corley Rogers	Employ Instructor Agriculture	8/1/2023	\$43,976
Whitney Cantwell	Employ Instructor Economics	8/1/2023	\$43,531
Kasey Winfrey	Employ Instructor Nursing	8/1/2023	\$45,031
Joan Hughes	Employ CCAMPIS Coordinator	8/10/2023	\$14,820
Allison Smith	Employ Coordinator of Tutoring Center	8/10/2023	\$37,440
Linda Davis	Employ Scholars for Excellence Coordinator	8/14/2023	\$42,000
Tyler Douthitt	Employ Asst. Men's Soccer Coach	8/14/2023	\$15,000
Chandler Edwards	Promotion Senior IT Support Specialist	8/14/2023	\$38,000
Reagan Thornley	Employ Administrative Assistant	8/16/2023	\$15,600
Bryan Cleveland	Resignation Administrative Assistant - SSS	8/16/2023	\$15,600
Cody Anderson	Employ Asst. Baseball Coach	8/19/2023	\$15,000
Thomas Cummins	Transfer Corrective Maintenance/Capenter	8/20/2023	\$32,240
Joan Hughes	Additional CCAMPIS/SOR/HEPS Coordinator	8/20/2023	\$28,652
Reagan Thornley	Resignation Administrative Assistant - SSS	8/25/2023	\$15,600

Name	Action	Effective Date	Salary/Rate Annually
Isaac Perez	Employ Asst. Football Coach	8/30/2023	\$15,000
Jeffrey Boman	Resignation Director of Physical Plant	8/31/2023	\$67,200
Dustin May	Additional Asst. Wrestling Coach/Resident Director	9/1/2023	\$24,100
Ethan Chavez	Employ Assistant Wrestling Coach	9/1/2023	\$15,000
Shannon Schwenke	Employ STEM Recruiter	9/5/2023	\$28,392
Jana Myers	Employ Recruiter	9/5/2023	\$28,392
Elizabeth Abbott	Employ Academic Advisor Upward Bound	9/5/2023	\$37,346
Gretta Day	Employ Academic Coordinator Upward Bound	9/5/2023	\$37,346
Claire Mathews	Employ Admissions Clerk	9/6/2023	\$22,880

**D. PERSONNEL ACTIONS-**

2. Board authorization is requested for ratification of interim board approval for personnel actions prior to the start of fall semester.

Personnel actions requiring board approval for new appointments, reappointments, changes in salary, changes in title or rank, personnel leave, etc.

Name	Action	Effective Date	Annual Salary/Rate
Sarah Wall	Employ, Head Volleyball Coach	7/24/2023	\$22,880
Adam Young	Employ, Head Men's Soccer Coach	7/24/2023	\$28,420
Anna Hart	Additional Duties, Head Cheer & Dance Coach	7/24/2023	\$16,000
George Lambert	Additional Duties, Director of Public Safety	8/1/2023	\$55,000
Christopher Smith	Promote, Director of Information Technology	8/1/2023	\$60,900
Lisa Bell	Transfer, Instructor of HHP/Head Women's Soccer Coach	8/1/2023	\$50,161
Bailey Burnett	Transfer, Aquatic Coordinator/ Head Softball Coach	8/1/2023	\$38,640

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.)

Board authorization is requested to hire, Head Volleyball Coach, Head Men's Soccer Coach, Director of Information Technology, changes to Head Cheer & Dance Coach, changes to Director of Public Safety, changes to Head Women's Soccer Coach and changes to Head Softball Coach (see attachment)

☐

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

Interim approval is requested in order for all candidates to start and train prior to the next board meeting in September.

3. State the actual cost or best estimated cost required to complete the action for which interim approval is requested. \$ 272,001 annually
4. Identify the fund or funds to be used in covering the cost stated above. legally available 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

Date

=====

DO NOT COMPLETE FIELDS BELOW.

FOR USE BY THE OFFICE OF THE CHIEF EXECUTIVE OFFICER ONLY.

- ☒ 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:



Joe Hall
07/20/2023 12:37 CDT

Signature of the Chief Executive Officer or
his designated representative

Date



G. Other Business and Financial Matters-

1. Board authorization is requested to expend grant funds, including payment of administrative allowance at year-end, according to grant guidelines for Student Support Services (SSS), (2) Title III, Journey 2 Success, and the Schloars for Excellence in Child Care (SECC) grants.

Student Support Services (SSS) Grant - at Northeastern Oklahoma A&M College (NEO) receives \$1.5 million grant renewal from the Department of Education. SSS is a Federal TRIO program serving students who are either first-generation, income restricted, or disabled. To date the program has served over 1,500 participants at NEO and a persistence rate (continuing at NEO or graduating/transferring) of over 70%, over double of national average. This award is 5-year grant for the period of September 1, 2020 through August 31, 2025. We have received notice from the US Department of Education the award for the Student Support Services program for Fiscal Year 2023-2024, the announced allocation for fiscal year 2023-2024, year four is \$313,016.

Title III Grant - Northeastern Oklahoma A&M College (NEO) was awarded a \$1.5 million federal grant from the Department of Education to fund science, technology, engineering, and mathematics (STEM) course conversions to online and hybrid formats and renovate a Success Center. NEO was selected for Title III grant funding under its designation as a Native American Serving Non-Tribal Institution (NASNTI). Of the five Title III grants NEO received in the past decade, four have been received under NASNTI funding through partnership with the Inter-Tribal Council. This award is a 5-year grant for the period of October 1, 2020 through September 30, 2025. The announced allocation for fiscal year 2023-2024, year four is \$299,808.

Title III Grant - Northeastern Oklahoma A&M College (NEO) received notification of an award for a U.S. Department of Education five-year grant under the Native American-Serving Nontribal Institutions Program (NASNTI) authorized under Title III, Part A, Section 319 of the Higher Education Act of 1965 in the amount of \$2,749,976. This 5-year grant award for the period of October 1, 2022, through September 30, 2027 for an allocation for fiscal year 2023-2024, year two is \$549,998.00. This cooperative grant installs NEO as the lead institution receiving \$297,385 and Carl Albert State College as the partnering institution receiving \$252,163, each over the 5-year grant cycle.

Journey 2 Success Grant- Northeastern Oklahoma A&M College (NEO) has received notification from Oklahoma State Regents for Higher Education that the two-year college Temporary Assistance to Needy Families (TANF) program approved Journey 2 Success fiscal year 2023-2024 budget in amount of \$195,475.

Scholars for Excellence in Child Care (SECC) Grant - Northeastern Oklahoma A&M College (NEO) has received notification from Oklahoma State Regents of Higher Education of one year award, fiscal year 2023-2024 budget in amount of \$83,277. The purpose of the Scholars for Excellence in Child Care program is to recruit childcare providers to attend college to work toward a Certificate of Mastery (15 hours of child development & English Comp) or associate degree in child development. The Scholars for Excellence in Child Care program will ensure that eligible childcare professionals in Oklahoma have an opportunity to attend a technology center or community college to further their education while earning a Child Development Associate (CDA) Credential, Certificate of Mastery, Director's Certificate of Completion, and/or an associate degree in child development or early childhood education.



M - OTHER INFORMATIONAL MATTERS NOT REQUIRING ACTION OF THE BOARD

1. Out-of-state travel summary for June and July 2023.

**The Oklahoma State System of Higher Education
FTE Employee Report**

To: The Governor of Oklahoma, The President Pro Tempore of the Oklahoma Senate,
and The Speaker of the Oklahoma House of Representatives

From: Northeastern Oklahoma A&M College



President

Subject: FTE Employee Report for Fiscal Quarter Ending 06/30/2023

The following information is provided pursuant to 74 O.S. 1981, Section 3602

FTE Employee Catagories

	Educational and General Budget			Educational and General Budget			Agency Accounts						Total FTE
	Part I			Part II			Other			Sub Total			
	Other			Other			Other			Other			
	Faculty	Regular	Student	Faculty	Regular	Student	Faculty	Regular	Student	Faculty	Regular	Student	
Current QTR	46	70	1	0	6	10	3	37	8	49	113	19	181
Prior QTR	53	59	1	0	6	9	3	34	8	56	99	18	173
INC (DEC)	-7	11	0	0	0	1	0	3	0	-7	14	1	8
Prior FY	48	66	1	0	8	7	7	30	7	55	104	15	174



M – OTHER INFORMATIONAL MATTERS NOT REQUIRING ACTION OF THE BOARD –

2. Out-of-state travel summary for June and July 2023.

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

Jun-23

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	Amount Expended	No. Trips	Amount Expended	No. Trips	Amt. Exp Current FY	No. Trips	Amt. Exp Prior FY
Revolving	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
State Approp. (290)	2	\$1,805.85	0	\$0.00	28	\$13,214.19	9	\$3,815.33
Federal (430)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
Private	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
Auxiliary (701)	9	\$18,238.39	2	\$1,012.83	20	\$40,910.89	14	\$11,775.20
Other	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
Total	11	\$20,044.24	2	\$1,012.83	48	\$54,125.08	23	\$15,590.53

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

Jul-23

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	Amount Expended	No. Trips	Amount Expended	No. Trips	Amt. Exp Current FY	No. Trips	Amt. Exp Prior FY
Revolving	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
State Approp. (290)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
Federal (430)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
Private	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
Auxiliary (701)	3	\$1,297.73	3	\$1,471.29	3	\$1,297.73	3	\$1,471.29
Other	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
Total	3	\$1,297.73	3	\$1,471.29	3	\$1,297.73	3	\$1,471.29

IV. CONNORS STATE COLLEGE, WARNER, OKLAHOMA

President Ron Ramming and other members of the administration came before the Board to review the Agenda and present the business of Connors State College (CSC). (The CSC Agenda is attached to this portion of the minutes.)

President Ramming said the fall semester is going very well so far. He said student housing is full and has a wait list. He highlighted various stories of interest from the *Connors Connection*, specifically noting CSC's micro-credentialing efforts on page 5. Micro-credentials have become a hot topic in higher education, and CSC administration continues to look for areas in which they can contribute to workforce development. Correctional Officers and Childhood Development are both areas of need in the State of Oklahoma, and CSC offers micro-credentials in both of those areas. He noted the Connors State College Foundation awarded over \$60,000 in scholarships last year, which is a 300 percent increase since 2019. He said they hope to continue increasing endowed scholarship funds by continuing to make focused efforts to identify potential donors.

He referenced the enrollment report, noting CSC's enrollment is up by approximately 14 percent in credit hour production and over 17 percent in headcount. He said this is a good upward direction and he expressed appreciation to the staff who worked so hard to make it happen. About half of the growth is from concurrent and correctional facility enrollment, but the other half is regular student enrollment as a result of their efforts.

D-1 Approval of personnel actions

Regent Callahan asked for the duration of the nursing faculty contracts. President Ramming said they are 10-month contracts, but the Director of Nursing is a 12-month employee.

Regent Callahan moved and Regent Taylor seconded to approve Item D-1 as presented in the CSC Agenda.

Those voting Aye: Board Members Arthur, Baetz, Callahan, Davis, Hall, Harrel, Milner, Taylor, and Walker. No: None. Abstentions: None. Absent: None.
The motion carried.

E-1 Approval for off-campus delivery of courses for the fall 2023 semester

Regent Hall asked what the total enrollment is for the correctional facilities. President Ramming said there are 283 students total enrolled through the two correctional centers. There are approximately 60 students enrolled through the men's facility, Jess Dunn Correctional Center, and the rest are enrolled through the women's facility, Eddie Warrior Correctional Center.

Regent Hall asked if this is the first semester to return to holding these classes since the COVID-19 Pandemic (COVID) ended. President Ramming said it is not, but there was a limiting factor of

space at the women's facility in the past as well as challenges finding faculty. There is room to grow at the men's facility, but they have a more difficult time convincing the male inmates of the program's value.

Regent Davis asked how the current enrollment numbers compare to pre-COVID. President Ramming said enrollment at the correctional facilities has increased since COVID, particularly in the area of credit hour production. CSC has had as many as 250 students total between the two facilities in the past, but those students weren't able to take as many classes due to lack of faculty to meet the demand.

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

Those voting Aye: Board Members Arthur, Baetz, Callahan, Davis, Hall, Harrel, Milner, Taylor, and Walker. No: None. Abstentions: None. Absent: None. The motion carried.

G-1 Approval to commission Mr. John D. Lindsey as a reserve campus police officer

Commission: John D. Lindsey

Commission No.: 816

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

Those voting Aye: Board Members Arthur, Baetz, Callahan, Davis, Hall, Harrel, Milner, Taylor, and Walker. No: None. Abstentions: None. Absent: None. The motion carried.

President Ramming concluded by thanking Chair Hall, Regents Callahan and Taylor, and Mr. Ramsey for their participation in a recent interview with The Persimmon Group in preparation for development of CSC's next Strategic Plan. He said he and his staff are looking forward to hosting the Regents on the CSC campus for the next Regular Board Meeting in October.

The business of CSC being concluded, President Ramming and other members of the College's 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

September 8, 2023

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's Remarks
 - a. Connection
 - b. Enrollment Report (Reference Document A-1b)

B – RESOLUTIONS- None

C - POLICY AND OPERATIONAL PROCEDURES- None

D - PERSONNEL ACTIONS

1. Board approval is requested for personnel actions including appointments, reappointments, changes in salary, changes in title or rate, personnel leaves, etc. Personnel items not requiring action by the Board including resignations, terminations, suspensions, retirements, etc. are provided for informational purposes only. (Reference Document D-1)

E - INSTRUCTIONAL PROGRAMS

1. Board approval is requested for off-campus delivery of the attached courses for the fall 2023 semesters. (Reference Document E-1)

F - BUDGETARY ACTIONS- None

G - OTHER BUSINESS AND FINANCIAL MATTERS

1. Approval is requested to commission Mr. John D. Lindsey as a reserve campus police officer. (Reference Document G-1)

H - CONTRACTUAL AGREEMENTS (other than construction and renovation)- None

I - NEW CONSTRUCTION OR RENOVATION OF FACILITIES- None

J - PURCHASE REQUESTS- None

K - STUDENT SERVICES/ACTIVITIES- None

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

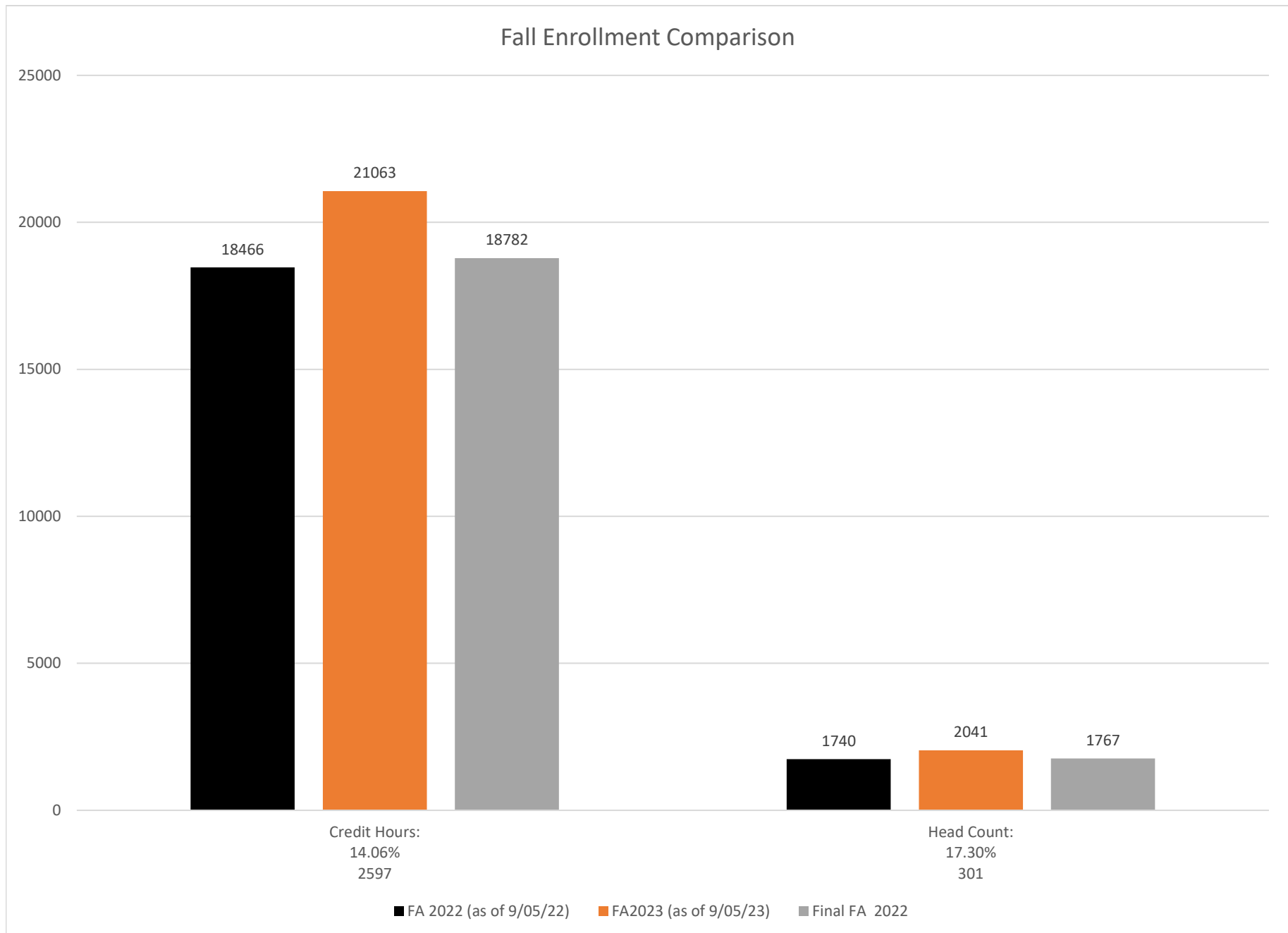
M - OTHER INFORMATIONAL MATTERS NOT REQUIRING ACTION OF THE BOARD

1. Out-of-state travel for June, July, and August. (Reference Document M-1)
2. FTE Employee Report- June 2023. (Reference Document M-2)

Respectfully submitted,

A handwritten signature in black ink, appearing to be 'RR' followed by a large, sweeping horizontal stroke.

Dr. Ronald S. Ramming
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
Kearney, Jason	Instructor of History	8/1/2023	\$48,061.00
Brewer, Jennifer	Instructor of Psychology	8/1/2023	\$42,859.00
Connolly, Callie	Instructor of Business	8/1/2023	\$43,728.00

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

Name	Title	Effective Date	Service Time
Kirk, Norma	Instructor of Nursing	7/31/2023	1 yr
Fenton, Heather	Instructor of Nursing	7/31/2023	1 yr
Hayes, Kimera	Instructor of Speech/Drama	8/11/2023	26 yrs



Fall 2023 Off-Campus Courses

Jess Dunn Correctional Center

Fundamentals of Computer Usage
Strategies for Success
Fundamentals of English Lab
English Composition 1
History of the U.S. Since 1865
Gen Humn: Ancient World/Mid-Ages
Mathematics Readiness
Precalculus Algebra Co-Req
Precalculus Algebra
Developmental Psychology
Old Testament Survey
Principles of Sociology

Muskogee Public School

Gen Humn: Ancient World/Mid-Ages

Eddie Warrior Correctional Center

Business Law
Fundamentals of Computer Usage
Spreadsheet Analysis
Strategies for Success
Fundamentals of English Lab
English Composition 1
Mathematics Readiness
Precalculus Algebra Co-Req
Precalculus Algebra
American Federal Government
Introduction to Psychology
Developmental Psychology
Old Testament Survey
Principles of Sociology
Introduction to Social Services
Principals of Listening
Introduction to Oral Communication

Wagoner Public School

Precalculus Algebra



Connors State College

Warner, OK

Peace Officer Commissions:

Name	Campus	CLEET Certified?	Badge #
John D. Lindsey	Warner, OK	Yes # 66769	TBD

Peace Officer Decommissions:

Name	Campus	Commission No.	CLEET Certified?

SUMMARY OF OUT-OF-STATE TRAVEL FOR THE PERIOD OF JUNE 30, 2023

	TRAVEL THIS MONTH		CORRESPONDING MONTH LAST FISCAL YEAR		AMOUNT EXPENDED CURRENT		AMOUNT EXPENDED PRIOR	
FUND SOURCE	NO. OF TRIPS	AMOUNT EXPENDED	NO. OF TRIPS	AMOUNT EXPENDED	NO. OF TRIPS	FISCAL YEAR	NO. OF TRIPS	FISCAL YEAR
ST. APPROP.	0	\$ -	0	\$ -	2	\$ 3,903.08	2	\$ 2,767.84
FEDERAL	0	\$ -	0	\$ -	0	\$ -	2	\$ 2,442.04
PRIVATE	0	\$ -	0	\$ -	0	\$ -	0	\$ -
AUXILIARY	0	\$ -	0	\$ -	0	\$ -	0	\$ -
OTHER	0	\$ -	0	\$ -	0	\$ -	0	\$ -
TOTAL	-	\$ -	-	\$ -	2	\$ 3,903.08	4	\$ 5,209.88

https://ostatemailokstate-my.sharepoint.com/personal/drivenb_connorsstate_edu/Documents/Documents/Desktop/OSU and A&M Board of Regent Monthly Agenda for Meetings/2023 Meetings/2023.09.08-OSU A&M Board Meeting/Working Docs/Out of State Travel FY24

SUMMARY OF OUT-OF-STATE TRAVEL FOR THE PERIOD OF AUGUST 31, 2024

	TRAVEL THIS MONTH		CORRESPONDING MONTH LAST FISCAL YEAR		AMOUNT EXPENDED CURRENT		AMOUNT EXPENDED PRIOR	
FUND SOURCE	NO. OF TRIPS	AMOUNT EXPENDED	NO. OF TRIPS	AMOUNT EXPENDED	NO. OF TRIPS	FISCAL YEAR	NO. OF TRIPS	FISCAL YEAR
ST. APPROP.	0	\$ -	0	\$ -	0	\$ -	0	\$ -
FEDERAL	0	\$ -	0	\$ -	0	\$ -	0	\$ -
PRIVATE	0	\$ -	0	\$ -	0	\$ -	0	\$ -
AUXILIARY	0	\$ -	0	\$ -	0	\$ -	0	\$ -
OTHER	0	\$ -	0	\$ -	0	\$ -	0	\$ -
TOTAL	0	\$ -	0	\$ -	0	\$ -	0	\$ -

THE OKLAHOMA STATE SYSTEM OF HIGHER EDUCATION
FTE Employee Report ¹

To: The Governor of Oklahoma, The President Pro Tempore of the Oklahoma Senate, and the Speaker of the Oklahoma House of Representatives

From: Connors State College Dr. Ron Ramming
Institution President

Subject: FTE Employee Report for the Fiscal Quarter Ending 6/30/2023
Mo. Day Yr.

The following information is provided pursuant to 74 O.S. 1981, Section 3602.²

	Educ. & Gen Budget Part I (290)			Educ. & Gen Budget Part II (430)			Agency Accounts Other (701)			Sub-Total			Total FTE
	Faculty	Other		Faculty	Other		Faculty	Other		Faculty	Other		
		Regular	Student		Regular	Student		Regular	Student		Regular	Student	
A. FTE Employees for Reported Fiscal Quarter ¹	84	65	3	0	8	1	4	9	13	88	82	17	187
B. FTE Employees for Fiscal Quarter Immediately Preceding Reported Quarter. ¹	67	66	2	0	8	1	4	8	15	71	82	18	171
C. Increase or Decrease in FTE Employees (Item A minus Item B)	17	-1	1	0	0	0	0	1	-2	17	0	-1	16
D. Comparable Quarter Last Year	82	73	3	3	6	0	4	11	10	89	90	13	192

¹ File with State Regents' office by the tenth of the month following the end of the calendar quarter being reported.

² The term employee shall mean "a full time employee or any number of part time employees whose combined weekly hours of employment equal those of a full time employee, but shall not include seasonal employees." For this report, the number of FTE employees for the reported quarter can be calculated by dividing by 487.5 hours (162.5) hours per month multiplied by three months) the total payroll hours (excluding seasonal employees) for the quarter.

³ This figure reflects the total number of FTE Employees for the main campus, branch campus(es) and all constituent agencies.

V. LANGSTON UNIVERSITY, LANGSTON, OKLAHOMA

Interim President Ruth Ray Jackson and other members of the administration came before the Board to review the Agenda and present the business of Langston University (LU). (The LU Agenda is attached to this portion of the minutes.)

Interim President Jackson began by saying LU is already wrapping up week seven of the fall semester for freshman students and week six for continuing students. The earlier start is because LU's academic semester ends the Friday before Thanksgiving on November 18th. The administration continues to receive great feedback about this schedule change from the students and their families. She said they are frequently contacted by other institutions in the region who want to learn more about how well this schedule works for LU. She said enrollment is slightly up from last fall, and housing and dining are at capacity. LU has a very diverse student population with 36 states and five countries represented. She said they are particularly excited about the graduate enrollment headcount, which is up by 43 percent. This increase is due in large part to extra efforts by their Department of Rehabilitation and Disability Studies. She said they anticipate the growth in graduate programs to continue, as LU will soon begin offering a newly approved M.S. in Agricultural Sustainability and Food Security degree. They have already started recruiting for that program and believe it will further increase graduate student enrollment numbers. Retention at LU is up by 3 percent, and the graduation rate is up by 4 percent.

She said public relations is one of the five areas of priority established by the LU administration for the 2023-2024 academic year, and they are committed to telling the LU story near and far. Over the past six months they have featured various stories about LU through their partnership with KOKH FOX 25 News (KOKH) in Oklahoma City. They were very intentional in choosing the stories, which were featured weekly on KOKH's *Living Oklahoma* segment. All six of LU's academic schools were represented throughout the partnership, which provided the opportunity to demonstrate the incredible scholarship, innovation, and student development which are hallmarks of an education at Langston University. They were able to feature students, faculty, staff, and alumni of Langston University with topics such as LU's role in Black history within Oklahoma and beyond; and student life and campus activities, including all the ways our students can join or create their own club or organization on campus.

Student research stories were featured, such as J'Taelii Heath, a sophomore and biological sciences major who had the opportunity to present her research at Harvard Medical School; and Deonna Owens, a senior and computer science major, who is a member of LU's student team that earned LU second place in the national Code-a-Thon competition. They have highlighted internships and professional development opportunities available to students through the Career and Professional Development office by sharing the stories of students like Peyton Walter, a senior and business major, and Nadia Mooreland, a junior and broadcast journalism major, who earned coveted internship experiences with the Oklahoma City Thunder. Ms. Walter was selected for the Historically Black Colleges and Universities (HBCU) and National Basketball Association (NBA) Internship program, where she spent time in New York City at the NBA corporate offices and

shadowed each department within the OKC Thunder operation. Ms. Mooreland was selected as an OKC Thunder Fellow and served as a Business Operations intern with the Thunder in downtown Oklahoma City for the summer. Throughout this partnership with KOKH, LU has remained thoughtful in featuring its hard-working staff who assist in student-serving roles such as financial aid, admissions, housing, and student affairs. Interim President Jackson noted these features are available to watch on LU's Facebook and LinkedIn pages, and there has been significant engagement both online and by word of mouth from the community in response to these engagement strategies.

Interim President Jackson said a scheduling item of note for the Regents is LU's upcoming 2023 Homecoming on October 21st. The annual President's Scholarship Gala will be the evening before on Friday, October 20th, which is the same date as the next Regular Board Meeting.

D-1 Approval of personnel actions

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

Those voting Aye: Board Members Arthur, Baetz, Callahan, Davis, Hall, Harrel, Milner, Taylor, and Walker. No: None. Abstentions: None. Absent: None.
The motion carried.

D-2 Approval to adopt the Vice President for Fiscal and Administrative Affairs position description

Interim President Jackson said this Item has been reviewed by OLC and was discussed with members of the Academic Affairs, Policy & Personnel (AAPP) Committee.

Committee Chair Harrel said the AAPP Committee acted to recommend Board approval of the administration's request.

Regent Harrel moved and Regent Davis seconded to approve Item D-2 as presented in the LU Agenda.

Those voting Aye: Board Members Arthur, Baetz, Callahan, Davis, Hall, Harrel, Milner, Taylor, and Walker. No: None. Abstentions: None. Absent: None.
The motion carried.

G-1 Approval of peace officer actions

Commission: Jaycon Murphy

Commission No.: 817

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

Those voting Aye: Board Members Arthur, Baetz, Callahan, Davis, Hall, Harrel, Milner, Taylor, and Walker. No: None. Abstentions: None. Absent: None. The motion carried.

I-1 Approval to select an architect to assist the University with the design and construction of structural repairs to the Allied Health Building on the Langston campus

Interim President Jackson said the LU administration discussed this Item with members of the Fiscal Affairs and Plant Facilities (FAPF) Committee. FAPF Committee Chair Walker said the Committee discussed this Item with the LU administration and acted to recommend Board approval of GH2 Architects, LLC, as the architect for this project.

Regent Walker moved and Regent Baetz seconded to approve GH2 Architects, LLC, as the architect for the project in Item I-1 as presented in the LU Agenda.

Those voting Aye: Board Members Arthur, Baetz, Callahan, Davis, Hall, Harrel, Milner, Taylor, and Walker. No: None. Abstentions: None. Absent: None. The motion carried.

I-2 Approval to select a construction manager at risk to assist the University with the design and construction of structural repairs to the Allied Health Building on the Langston campus

Interim President Jackson said this Item was also discussed with members of the FAPF Committee. FAPF Committee Chair Walker said the Committee acted to recommend Board approval of Smith & Pickel Construction.

Regent Walker moved and Regent Baetz seconded to approve Smith & Pickel Construction as the construction manager for the project in Item I-2 as presented in the LU Agenda.

Those voting Aye: Board Members Arthur, Baetz, Callahan, Davis, Hall, Harrel, Milner, Taylor, and Walker. No: None. Abstentions: None. Absent: None. The motion carried.

J-4 Approval to engage an on-call provider through the appropriate Oklahoma A&M contract to remediate residential facilities affected by water intrusion

J-5 Approval to engage an on-call provider through the appropriate Oklahoma A&M contract to restore residential facilities affected by water intrusion

FAPF Committee Chair Walker said the Committee acted to recommend Board approval for LU to engage an on-call provider through the appropriate Oklahoma A&M contract to remediate and restore residential facilities affected by water intrusion. The cost of the total project is not to exceed \$350,000, with an out-of-pocket deductible cost of \$50,000.

Regent Walker moved and Regent Taylor seconded to approve Items J-4 and J-5 as presented in the LU Agenda.

Those voting Aye: Board Members Arthur, Baetz, Callahan, Davis, Hall, Harrel, Milner, Taylor, and Walker. No: None. Abstentions: None. Absent: None.
The motion carried.

J-1 Approval to purchase a mobile hydroponics and aquaponics farm container with generator for the Sherman Lewis School of Agriculture & Applied Sciences

J-2 Approval to engage with Quality Fence Company, Inc., a state contract, for the purpose of goat, sheep and cattle pasture fence repair, replacement, and installation

J-3 Approval to solicit bids and process a purchase order to the selected vendor(s) for the purposes of mitigation and repair of the septic lift station on the Langston campus

Regent Callahan moved and Regent Davis seconded to approve Section J, Items 1-3 as presented in the LU Agenda.

Those voting Aye: Board Members Arthur, Baetz, Callahan, Davis, Hall, Harrel, Milner, Taylor, and Walker. No: None. Abstentions: None. Absent: None.
The motion carried.

The business of LU being concluded, Interim President Jackson and other members of the University's administration were excused from the meeting.



LANGSTON UNIVERSITY

Langston, Oklahoma

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

September 8, 2023

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 Interim President, Dr. Ruth Ray Jackson

B – RESOLUTIONS

None

C - POLICY AND OPERATIONAL PROCEDURES

None

D - PERSONNEL ACTIONS

1. Board approval is requested for personnel actions including appointments, reappointments, changes in salary, changes in title or rate, personnel leaves, etc. Personnel items not requiring action by the Board including resignations, terminations, suspensions, retirements, etc. are provided for informational purposes only. *(Reference Document D-1)*
2. Board approval is requested to adopt the Vice President for Fiscal and Administrative Affairs position description. *(Reference Document D-2)*

E - INSTRUCTIONAL PROGRAMS

None

F - BUDGETARY ACTIONS

None

G - OTHER BUSINESS AND FINANCIAL MATTERS

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

H - CONTRACTUAL AGREEMENTS (other than construction and renovation)

None

I - NEW CONSTRUCTION OR RENOVATION OF FACILITIES

1. Board approval is requested to select an architect to assist Langston University with the design and construction of structural repairs to the Allied Health Building on the Langston campus. (*Reference Document I-1*)
2. Board approval is requested to select a construction manager at risk to assist the university with the design and construction of structural repairs to the Allied Health Building on the Langston campus. (*Reference Document I-2*)

J - PURCHASE REQUESTS

1. Approval is requested to purchase a Mobile Hydroponics and Aquaponics Farm Container with generator for the Sherman Lewis School of Agriculture & Applied Sciences. (*Reference Document J-1*)
2. Approval is requested to engage with Quality Fence Company, Inc., a state contract, for the purpose of goat, sheep and cattle pasture fence repair, replacement, and installation. (*Reference Document J-2*)
3. Approval is requested to solicit bids and process a purchase order to the selected vendor(s) for the purposes of mitigation and repair of the septic lift station on the Langston Campus. (*Reference Document J-3*)
4. Approval is requested to engage an on-call provider through the appropriate Oklahoma A&M contract to remediate residential facilities affected by water intrusion. (*Reference Document J-4*)
5. Approval is requested to engage an on-call provider through the appropriate Oklahoma A&M contract to restore residential facilities affected by water intrusion. (*Reference Document J-5*)

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. FTE Report – June 30, 2023

All items listed above are respectfully submitted for your approval.

Sincerely,

A handwritten signature in black ink that reads "Ruth Ray Jackson". The signature is written in a cursive, flowing style.

Ruth Ray Jackson, Ph.D.
Interim President

D – PERSONNEL ACTIONS

Personnel actions pertaining to appointments, reappointments, changes in salary, changes in title or rate, personnel leaves, etc.

Board approval is requested for the following personnel actions:

Name	Action	Effective Date	Salary/Rate
Dr. Julie Scott	Employ as Acting Site Director, Tulsa Campus and Assistant Professor, School of Nursing and Health Professions (tenure track)	06/5/2023	\$68,000 annually (12 month basis)
Calvin Miller	Employ as Interim Defensive Line Football Coach, Athletics	06/05/2023	\$42,000 annually (12 month basis)
Hannah Brownlee	Employ as Assistant Professor of Public Health, School of Nursing and Health Professions (tenure-track)	07/24/2023	\$58,000 annually (9-month basis)
Jeff Campbell	Employ as Visiting Instructor, History, School of Arts and Sciences (non tenure-track)	07/24/2023	\$47,000 One Year July 24, 2023- May 7, 2023
Dr. James Ferry	Employ as Visiting Assistant Professor, English, School of Arts and Sciences (non tenure-track)	07/24/2023	\$50,000 One Year July 24, 2023- May 15, 2023
Dr. Leonard C. Kibet	Employ as Associate Professor of Soils and Environmental Science, Sherman Lewis School of Agriculture and Applied Sciences (tenure track)	06/15/2023	\$78,000 annually (12 month basis)
Ashley Johnson	Employ as Instructor/Coordinator of Liberal Education,	07/24/2023	\$52,000 annually (12-month basis)

	School of Education and Behavioral Sciences (non tenure-track)		
Dr. Ryan Johnson	Employ as Assistant Professor of Chemistry, School of Arts and Sciences (tenure-track)	07/24/2023	\$57,680 annually (9-month basis)
Dr. Kerry Lorigan	Employ as Assistant Professor of Sociology, Department of Social Sciences (non tenure-track)	07/24/2023	\$50,000 annually (9-month basis)
Tanjanique Reed	Employ as Assistant Professor of Health Administration, School of Nursing and Health Professions (tenure-track)	07/24/2023	\$58,000 annually (9-month basis)
Andrea Walker	Employ as Assistant Professor of Special Education, School of Education and Behavioral Sciences (tenure-track)	07/24/2023	\$55,000 annually (12-month basis)
Jocha Gordon	Employ as Director of Admissions, Recruitment and Outreach Services	08/28/2023	\$65,000 annually (12 month basis)
Brian Ryel	Employ as Instructor of Communications and Chief Broadcast Engineer, Department of Communications (non-tenure track)	09/11/2023	\$74,744 annually (12-month basis)
Chris Kuwitzky	Employ as Vice President for Fiscal and Administrative Affairs	9/11/2023	\$240,000 annually (12 month basis)
Deshnick Lewis	Change of Salary, Director, Student Support Services	7/01/2023	\$70,000 annually (12 month basis)
Dr. Wesley Whittaker	Change in Salary, Dean, Sherman Lewis School of Agriculture and Applied Sciences	09/01/2023	\$147,585 annually (12-month basis)

Dr. Elicia Pollard	Change in Salary, Dean, School of Physical Therapy	9/01/2023	\$132,585 annually (12 month basis)
Connie Hughes	Change of Title and Salary from Interim Human Resources Director to Director of Payroll	7/31/2023	\$52,224 annually (12 month basis)
Dr. Andre Washington	Addition of Title with Stipend, Interim Site Administrator for Langston University Oklahoma City Campus	08/14/2023	\$12,000 August 14, 2023-January 31, 2024 (6-month basis)
Mr. Joshua Busby	Addition of Title with Stipend, Interim Executive Director, Langston University Foundation	08/14/2023	\$10,000 August 14, 2023 – January 31, 2024 (6-month basis)
Dr. Christianna Howard-Smith	Change of Title and Salary from Assistant Professor (tenure-track) to Associate Professor with Tenure	09/01/2023	\$44,498 annually (9-month basis)
Dr. Margaret Johnson	Change of Title and Salary from Assistant Professor (tenure-track) to Associate Professor with Tenure	09/01/2023	\$55,041 annually (9-month basis)
Dr. Abebew Tadesse	Change of Title and Salary from Assistant Professor (tenure-track) to Associate Professor with Tenure	09/01/2023	\$56,617 annually (9-month basis)
Dr. Michael Hamilton	Granting of Tenure with No Change in Salary or Title	09/01/2023	No Change

The following personnel items are listed for informational purposes only:

Name	Title	Type	Effective Date	Service Time
Kimiere Hawkins	Assistant Women's Basketball Coach, Athletics	Resignation	07/28/2023	06/1/2022-07/28/2023
Doris Mosby Peterson	Assistant Professor, School of Nursing	Resignation	07/21/2023	01/10/2022-07/21/2023

	and Health Professions			
Marlon T. James	Acting Assistant Vice President, Institutional Advancement and External Affairs	Resignation	08/11/2023	02/21/2022-08/11/2023
Mary Whitney Price	Assistant Professor, School of Nursing and Health Professions	Resignation	08/31/2023	07/20/2022-08/31/2023
Kim Cobb	Assistant Professor, Research Librarian/Head of Public Services, University Library	Retirement	09/01/2023	09/07/2017-09/01/2023

Vice President of Fiscal and Administrative Affairs

[Langston University](#)

in Langston, OK

Type: Full-Time

Langston University invites nominations and applications for the position of Vice President of Fiscal and Administrative Affairs. The University is seeking an accomplished, knowledgeable, and visionary leader with significant relevant experience, familiarity with applicable guidelines, and sound judgment. This individual will provide exceptional management and oversight of fiscal and administrative affairs, establishing and advancing efficient and effective systems which are aligned with University and regulatory requirements.

Langston University, a fully accredited higher education institution and the only historically black college or university in the state of Oklahoma, was founded in 1897. Over 300 faculty and staff serve nearly 2,000 students at the Langston campus and two urban centers in Oklahoma City and Tulsa. Each campus has nationally recognized programs and serves distinct missions. A nursing program is also offered in Ardmore. The University is committed to sustaining and advancing a rich tradition of teaching, research, and service that offers undergraduate degrees in various disciplines and selected graduate degrees, as well as a doctoral degree in Physical Therapy.

Duties and Responsibilities: The Vice President of Fiscal and Administrative Affairs is the Chief Financial Officer of the University and reports directly to the President. This person will serve on the President's Administrative Council as a member of the executive management team.

The new Vice President will be responsible for leadership, strategic planning, management, and financial planning for all aspects of the University's educational and administrative activities with a strong focus on compliance with applicable laws, University policies and procedures, and accreditation requirements. Additional duties include, but are not limited to the following:

- providing institutional leadership for development and assessment of the University's financial plan;
- working with the President's Administrative Council, administrators, faculty, staff, and audit committees as necessary;
- establishing a first-class system related to fiscal affairs; and
- supervising financial operations, budgeting, business operations, purchasing, and human resources management.
- Working collaboratively with Oklahoma State University and/or the OSU A&M System staff to ensure the execution of any active memoranda of understanding and other shared, fiscal integrated services.

Qualifications: The position requires a master's degree in accounting, business administration, management or a related discipline. The CPA credential can be used in lieu of the graduate

degree. A minimum of 5 years of progressively responsible fiscal, supervisory, and/or administrative management experience in an education setting.

Other essential qualifications include demonstrated experience in the following areas:

- accounting, budgeting, and fiscal affairs;
- working knowledge of relevant statutes and practices of government agencies, including those governing research university funds and administrative functions;
- knowledge of federal grant processing and accounting, investment, cash management, and capital financing principles and practices in a public higher education setting;
- a commitment to integrative management and systems thinking;
- proven ability to apply analytical skills to problem solving; the ability to lead/manage change; and a record of successful interactions with internal and external constituents.

Excellent interpersonal, organizational, and communication skills are necessary. Successful candidates will have a demonstrated willingness and ability to act ethically and in a socially responsible manner. 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. Langston University is an Equal Opportunity/Affirmative Action Employer

Langston University is in compliance with Title VI of the Civil Rights Act of 1964, Executive Order 11246 as amended, Title IX of the Education Amendments of 1972, Americans with Disabilities Act of 1990 as well as other Federal Laws and regulations, and does not discriminate on the basis of gender, race, ethnicity, color, sex, age, veterans' status, sexual orientation, gender identity, national origin, religion or qualified disability in any of its policies, practices, or procedures. This includes, but is not limited to, admissions, employment, financial aid, and educational services.

G – OTHER BUSINESS AND FINANCIAL MATTERS**1. Peace officer commissions:**

NAME	CAMPUS
Jaycon Murphy	LU

2. Revocation of peace officer commissions: None

I - NEW CONSTRUCTION OR RENOVATION OF FACILITIES

Approval to Select an Architect to Assist the University with Design and Construction of Structural Repairs to the Allied Health Building

Board Approval is requested to select an architect to assist the university with the design and construction of structural repairs to the Allied Health Building on the Langston campus. The firms listed below, in order of receipt of Letters of Interest, are all qualified to work on this project:

WRA Architects, Inc, Broken Arrow, Oklahoma

GH2 Architects, LLC, Tulsa, Oklahoma

FUNDING

Costs for this project are not expected to exceed \$2 million and will be from legally available funds (Auxiliary).

JUSTIFICATION

The Allied Health Building consists of two structures joined by a short-span skyway bridge. The original building was built in the 1940s. In 2009, a portion of the original building was demolished, and an addition and skyway bridge were added to the north side of the original building. Both the original and addition have been experiencing ongoing water infiltration. Further, there are concerns regarding the stability of areas of the facade following a 2020 assessment noting potential life safety concerns associated with original building parapets and the cast stone panels on the addition. The design and construction of the facility will include all necessary fixtures, equipment, site development and utilities.

Permission to begin the selection process was given at the April 21, 2023, Board meeting. The selection process began when a letter was sent to the State Construction Administrator at the office of Management and Enterprise Services requesting the list of consultants registered with that office. On May 5, 2023, Project Notifications were sent to the registered firms informing them of Langston University's intent to select a consultant for this project. Two firms submitted Letters of Interest.

The selection committee reviewed the Letters of Interest and both firms were invited for interview on June 27, 2023. At the conclusion of the interviews, the selection committee decided to recommend the firms listed above for Board consideration. This project is coordinated by Theresa Powell, Langston University, and Phil Thomas and Jana Phillips, Long Range Facilities Planning.

I - NEW CONSTRUCTION OR RENOVATION OF FACILITIES

Approval to Select a Construction Manager At Risk to Assist the University with Design and Construction Structural Repairs to the Allied Health Building

Board Approval is requested to select a construction manager at risk to assist the university with the design and construction of structural repairs to the Allied Health Building on the Langston campus. The firms listed below, in order of receipt of Letters of Interest, are all qualified to work on this project:

Hoey Construction Company - Tulsa, Oklahoma

Smith & Pickel Construction - Oklahoma City, Oklahoma

FUNDING

Costs for this project are not expected to exceed \$2 million and will be from legally available funds. (Auxiliary)

JUSTIFICATION

The Allied Health Building consists of two structures joined by a short-span skyway bridge. The original building was built in the 1940s. In 2009, a portion of the original building was demolished, and an addition and skyway bridge were added to the north side of the original building. Both the original and addition have been experiencing ongoing water infiltration. Further, there are concerns regarding the stability of areas of the facade following a 2020 assessment noting potential life safety concerns associated with original building parapets and the cast stone panels on the addition. The design and construction of the facility will include all necessary fixtures, equipment, site development and utilities.

Permission to begin the selection process was given at the April 21, 2023, Board meeting. The selection process began when a letter was sent to the State Construction Administrator at the office of Management and Enterprise Services requesting the list of consultants registered with that office. On May 5, 2023, Project Notifications were sent to the registered firms informing them of Langston University's intent to select a consultant for this project. Two firms submitted Letters of Interest.

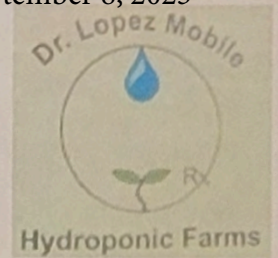
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J – PURCHASE REQUESTS**Grant Funds**

1. Approval is respectfully requested to engage with Dr. Felix Lopez as a sole-source vendor to purchase a 48-foot Mobile Hydroponics and Aquaponics Farm Container with generator. The completely outfitted farm container will be used to support Controlled Horticulture pedagogy and research in the newly established Langston University Sherman Lewis School of Agriculture and Applied Sciences Horticulture, Education and Research Center (HERC).

The cost of the total project is estimated at \$145,000.00. Funding for this expenditure will come from legally allowable grant funds. Langston University will work with the Office of Central Procurement to ensure all requirements are met in procurement.

Felix Lopez
20748 Tabler road # 112
Thackerville Oklahoma 73459



Wesley L. Whittaker, Ph.D
E.L. Holloway, Room 116
P.O. Box 1730
Langston, OK 73050

QUOTE

Quote # 0054

Quote Date 04/24/2023

Item	Description	Unit Price	Quantity	Amount
Product	48-foot Mobile Hydroponic Farm container with a generator. (full two year warranty on all components)	89000.00	1.00	89,000.00
Service	Parts to convert from two-system Hydroponic to four-system Aquaponic.	8000.00	2.00	16,000.00
Service	Maintenance, full systems check, complete cleaning, and parts replacement if needed for the Mobile Aquaponic Farm/lab every 3 months for two years.	3000.00	8.00	24,000.00
Service	Labor cost to convert from two-system Hydroponic to four-system Aquaponics.	8000.00	2.00	16,000.00

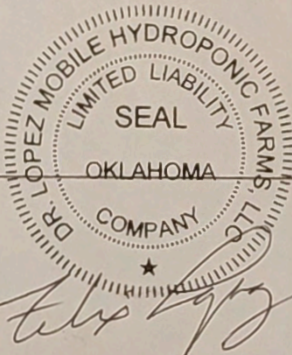
NOTES: #1 Also we can assemble inside a new 2023 insulated container, two-system Hydroponic farms/labs trailer container for 150,000 plus 24,000 for two-year maintenance (scheduled every 3 months) = 174,000 Plus tax.

#2 Also we can assemble inside a new 2023 insulated container, a 4-system Aquaponic farms/labs trailer container for 180,000 plus 24,000 for two-year maintenance (scheduled every 3 months)= 204,000 plus tax

#3 Systems can also be assembled inside used insulated trailer containers. pricing based on the used container price.

If you have any questions, contact

Dr. Lopez Mobile Hydroponic Farms
Felix Lopez
940-727-9413
Thank you



Subtotal	145,000.00
Total	145,000.00
Amount Paid	0.00
Quote	\$145,000.00

J – PURCHASE REQUESTS

Grant Funds

2. Approval is respectfully requested to engage with Quality Fence Company, Inc., a State Contract, for the purpose of goat, sheep and cattle pasture fence repair, replacement, and installation. The full quote is enclosed.

The total cost is estimated at \$944,193.00. Funding for this expenditure will come from legally allowable grant funds.

A. *Quality Fence*
Co. Inc.
Fax (580) 875-3066

Quote good for 90 days.

Date: July 28, 2023

Re: Langston University

New North Pasture Fence Estimate

(2-1/2 mi. West of Walters Highway 5)
Route 2, Box 41 Walters, OK 73572
(580) 875-3726

Scope of Work

Furnish all Materials and Labor to install 7,399' of 4' goat and sheep fence with 2 strands of 4-point barbwire, one on top and one on the bottom of the fence with 4 - 16' gates with headers and 6 - 16' gates to include 5 - 15'x24' catch pen with 1 - 8' gate.

Total \$160,166.00

Thank you!

Mikel Spence
President
Quality Fence Co., Inc.

B. *Quality Fence Co. Inc.*

*(2-1/2 mi. West of Walters Highway 5)
Route 2, Box 41 Walters, OK 73572
(580) 875-3726
Fax (580) 875-3066*

Quote good for 90 days.

Date: August 1, 2023

Re: Langston University

North South Area & 30 Acre Lot Fence Estimate

Scope of Work

North South Area

Furnish all Materials and Labor to remove and replace 2,144' of 4' goat and sheep fence with 2 strands of 4-point barbwire one on top and one on the bottom of the fence with 3 - 16' and 2 - 8' gate to include 1 - 15'x24' catch pen with 1 - 8' gate.

Total \$40,764.00

30 Ace Plot #1-4 & 6-7

Furnish all Materials and Labor to remove and replace 1'045' of 4' goat and sheep fence with 2 strands of 4-point barbwire one on top and one on the bottom of the fence with 2 - 16' gate and 1 - 8' gate to include 1 - 15'x24' catch pen with 1 8' gate.

Total \$22,110.00 x 6 \$132,660.00

30 Acre Plot #5

Furnish all Materials and Labor to remove and replace 1'865' of 4' goat and sheep fence with 2 strands of 4-point barbwire one on top and one on the bottom of the fence with 2 - 16' gate and 1 - 8' gate to include 1 - 15'x24' catch pen with 1 8' gate.

Total \$34,953.00

30 Acre Plot #8

Furnish all Materials and Labor to remove and replace 1'070' of 4' goat and sheep fence with 2 strands of 4-point barbwire one on top and one on the bottom of the fence with 2 - 16' gate and 1 - 8' gate to include 1 - 15'x24' catch pen with 1 8' gate.

Total \$21,459.00

30 Acre Plot North Chain Link Fence Repair

Furnish all Materials and Labor to remove and replace 10' of 6' chain link fence to include 1 line post and concrete curb.

Total \$2,276.00

Grand Total \$232,112.00

C. Quality Fence Co. Inc.

Fax (580) 875-3066

Quote good for 90 days.
Date: August 1, 2023
Re: Langston University
CS Pen Fence Estimate

*(2-1/2 mi. West of Walters Highway 5)
Route 2, Box 41 Walters, OK 73572
(580) 875-3726*

Scope of Work

CS Pen 1

Furnish all Materials and Labor to remove and replace 1,180' of 4' goat and sheep fence with 2 strands of 4-point barbwire one on top and one on the bottom of the fence with 1 – 16' gate and 1 – 8' gate to include 1 – 15'x24' catch pen with 1 8' gate.

Total \$23,326.00

Additional CS Pens 2 - 8

Furnish all Materials and Labor to remove and replace 670' of 4' goat and sheep fence with 2 strands of 4-point barbwire one on top and one on the bottom of the fence with 1 – 16' gate and 1 – 8' gate to include 1 – 15'x24' catch pen with 1 8' gate.

Total \$14,669.00 x 7 \$102,683.00

CS Pen 9

Furnish all Materials and Labor to remove and replace 1,365' of 4' goat and sheep fence with 2 strands of 4-point barbwire one on top and one on the bottom of the fence with 1 – 16' gate and 1 – 8' gate to include 1 – 15'x24' catch pen with 1 8' gate.

Total \$26,467.00

Additional CS Pens 10 - 16

Furnish all Materials and Labor to remove and replace 725' of 4' goat and sheep fence with 2 strands of 4-point barbwire one on top and one on the bottom of the fence with 1 – 16' gate and 1 – 8' gate to include 1 – 15'x24' catch pen with 1 8' gate.

Total \$15,688.00 x 7 \$109,816.00

NW Corner Pasture

Furnish all Materials and Labor to remove and replace 175' of 4' goat and sheep fence with 2 strands of 4-point barbwire one on top and one on the bottom of the fence with 2 – 16' gate to include 1 – 15'x24' catch pen with 1 8' gate.

Total \$6,460.00

Grand Total \$268,752.00

D. *Quality Fence Co. Inc.*

*(2-1/2 mi. West of Walters Highway 5)
Route 2, Box 41 Walters, OK 73572
(580) 875-3726
Fax (580) 875-3066*

Quote good for 90 days.

Date: August 1, 2023

Re: Langston University

S Pin Fence Estimate

Scope of Work

S Pin North 2 - 6

Furnish all Materials and Labor to remove and replace 1,265' of 4' goat and sheep fence with 2 strand of 4-point barbwire one on top and bottom of fence to include 1 – 8' gate and 2 – 16' gates.

Total \$24,047.00 per Pin x 6 = \$144,282.00

Additional S Pin South 2 - 6

Furnish all Materials and Labor to remove and replace 1,122' of 4' goat and sheep fence with 2 strand of 4-point barbwire one on top and bottom of fence to include 1 – 8' gate and 1 – 16' gates.

Total \$21,691.00 per Pin x 6 = \$130,146.00

Additional S Pin Chain Link Repairs

Furnish all Materials and Labor to remove and replace 50' of 6' chain link fence with 6" concrete curb in 2 locations.

Total \$8,736.00

Grand Total \$283,164.00

Thank you!

J – PURCHASE REQUESTS**Auxiliary Enterprises Funds**

3. Approval is respectfully requested to solicit bids and process a purchase order to the selected vendor(s) for the purposes of mitigation and repair of the septic lift station on the Langston Campus. The lift station serves the entirety of the Langston Campus and requires replacement of both pumps.

The cost of the total project is estimated at \$150,000.00, to include all equipment, installation, and manual bypass expenses to achieve the repair. Funding for this expenditure will come from legally available Auxiliary account funds.

J – PURCHASE REQUESTS**Auxiliary Enterprises Funds**

4. Approval is respectfully requested to engage with an approved on-call provider through an A&M system contract in the remediation of residential facilities affected by water intrusions occurring in August 2023.

Water intrusions occurred within Scholars' Inn on the Langston Campus. Four (4) total units were affected by water intrusions related to a ruptured sprinkler head on the third floor of one building, causing water intrusion to cascade to lower units. The spaces impacted have varying degrees of damage.

The cost of the total project (remediation and restoration) is not to exceed \$350,000.00. Langston University will front the full cost with the expectation of being reimbursed by our insurance provider. The University has filed a claim with our insurance carrier, making the expected final out-of-pocket deductible cost \$50,000.00, for the total project (remediation and restoration). Funding for this expenditure will come from legally available Auxiliary account funds.

J – PURCHASE REQUESTS**Auxiliary Enterprises Funds**

5. Approval is respectfully requested to engage with an approved on-call provider through an A&M system contract in the restoration of residential facilities affected by water intrusions occurring in August 2023.

Water intrusions occurred within Scholars' Inn on the Langston Campus. Four (4) total units were affected by water intrusions related to a ruptured sprinkler head on the third floor of one building, causing water intrusion to cascade to lower units. The spaces impacted have varying degrees of damage.

The cost of the total project (remediation and restoration) is not to exceed \$350,000.00. Langston University will front the full cost with the expectation of being reimbursed by our insurance provider. The University has filed a claim with our insurance carrier, making the expected final out-of-pocket deductible cost \$50,000.00, for the total project (remediation and restoration). Funding for this expenditure will come from legally available Auxiliary account funds.

THE OKLAHOMA STATE SYSTEM OF HIGHER EDUCATION

FTE Employee Report¹

To: The Governor of Oklahoma, The President Pro Tempore of the Oklahoma Senate, and the Speaker of the Oklahoma House of Representatives

From: Langston University Dr. Kent Smith Jr.

Institution

President

Subject: FTE Employee Report for Fiscal Quarter Ending 6 / 30 / 2023
Mo. Day Yr.The following information is provided pursuant to 74 O.S. 1981, Section 3602.²

FTE EMPLOYEE CATEGORIES

	Educational & General Budget Part I			Educational & General Budget Part II			Agency Accounts: Other			Sub-Total			Total FTE
	Faculty	Other		Faculty	Other		Faculty	Other		Faculty	Other		
		Regular	Student		Regular	Student		Regular	Student		Regular	Student	
	A. FTE Employees for Reported Fiscal Quarter	78.05	136.17	9.86	16.96	32.66	11.96	0	13.50	38.62	95.01	182.33	
B. FTE Employees for Fiscal Quarter Immediately Preceding Reported Quarter ³	93.12	138.48	5.71	19.77	30.95	7.95	0	11.93	29.8	112.89	181.36	43.46	337.71
C. Increase or Decrease in FTE Employees (Item A minus Item B)	-15.07	-2.31	4.15	-2.81	1.71	4.01	0	1.57	8.82	-17.88	0.97	16.98	0.07
D. Comparable Quarter Last Year	76.28	141.9	6.04	21.91	28.59	12.02	0	14.20	39.18	98.19	184.69	57.24	340.12

¹File with State Regents' office by the tenth of the month following the end of the calendar quarter being reported.²The term employee shall mean "a full-time employee or any number of part-time employees whose combined weekly hours of employment equal those of a full-time employee, but shall not include seasonal employees." For this report, the number of FTE employees for the reported quarter can be calculated by dividing by 519 hours (173 hours per month multiplied by three months) the total payroll hours (excluding seasonal employees) for the quarter.³This figure reflects the total number of FTE employees for the main campus, branch campus(es), and all constituent agencies.

VI. OKLAHOMA STATE UNIVERSITY, STILLWATER, OKLAHOMA

President Kayse Shrum and other members of the administration came before the Board to review the Agenda and present the business of Oklahoma State University (OSU). (The OSU Agenda is on file in the Board of Regents' Office as Doc. No. 1-9-8-23.)

President Shrum said the fall semester is off to a great start on the Stillwater campus. She referenced a handout that was distributed titled "OSU/A&M Board Highlights" and noted the OSU-Stillwater campus had another record-setting freshman class, and undergraduate enrollment is at an all-time high. She referenced the areas on the handout that attributed to the overall enrollment increase in Stillwater and noted the OSU-Center for Health Sciences (OSU-CHS) campus also experienced an enrollment increase. She said the OSU administration is exploring ideas to expand the physician pipeline and capitalize on the interests of future students earlier in their academic studies. OSU's inaugural group of nursing students started class, and they are thrilled to launch this program to help address the nursing shortage in the state of Oklahoma. (A copy of the handout is attached to this portion of the minutes and identified as ATTACHMENT A and considered a part of these minutes.)

She referenced the *State* magazine that was also distributed, noting the cover story featuring the OSU College of Veterinary Medicine (CVM) and its 75 years of service to the state of Oklahoma. The CVM enrolled its largest first-year class ever this semester with 109 students. She said she is proud to say CVM's 2023 North American Veterinary Licensure exam passage rate increased from 92 percent to 96 percent, which is 10 points higher than the national average. CVM is on a positive trajectory, and the creation of the OSU Veterinary Medicine Authority will serve to accelerate its efforts. On the Stillwater campus, the newly remodeled Engineering South building was reopened and it now houses the Zink Center for Competitive Innovation, which will support students in the College of Engineering, Architecture, and Technology (CEAT) on their journey to becoming ethical leaders who make an impact on their communities and in the world. Lastly, she said OSU has many notable topiaries around campus, but OSU added its first ever year-round topiary of a bison this fall.

B-1 Adoption of Memorial Resolutions for Allen W. Apblett, Amy Christine Olson, Richard Newton Payne, and Theodore "Ted" Vestal

(The Memorial Resolutions are collectively attached to this portion of the minutes as ATTACHMENT B and considered a part of these minutes.)

Regent Harrel moved and Regent Milner seconded to adopt the Memorial Resolutions as presented under Item B-1 in the OSU Agenda.

Those voting Aye: Board Members Arthur, Baetz, Callahan, Davis, Hall, Harrel, Milner, Taylor, and Walker. No: None. Abstentions: None. Absent: None.
The motion carried.

Provost Jeanette Mendez presented the following items pertaining to Personnel, Policy and Operational Procedures, and Academic Affairs:

C-1 Approval of proposed Notice Policy of Unacceptable Academic Performance Physician Assistant Program policy for the OSU Graduate College

Provost Mendez noted this item was discussed with members of the AAPP Committee during its meeting earlier in the week. AAPP Committee Chair Harrel said the Committee acted to recommend Board approval.

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

Those voting Aye: Board Members Arthur, Baetz, Callahan, Davis, Hall, Harrel, Milner, Taylor, and Walker. No: None. Abstentions: None. Absent: None.
The motion carried.

D-1 Approval of personnel actions: Item 5, ratification of interim approval for the appointment of a new Vice President and Dean of the Division of Agricultural Sciences and Natural Resources

Provost Mendez drew attention to personnel action 5 listed within Reference Document D-1 of the OSU agenda. She said this Item is to request the ratification of interim approval for the appointment of Dr. Jayson Lusk as Regents Professor, Vice President and Dean of the Division of Agricultural Sciences and Natural Resources. (A copy of the interim approval is attached to this portion of the minutes and identified as ATTACHMENT C and considered a part of these minutes.)

Regent Arthur moved and Regent Davis seconded to ratify the interim approval for the appointment of Dr. Lusk as presented in Reference Document D-1, page 18 of the OSU Agenda.

Chair Hall recognized Dr. Lusk and expressed appreciation to him for attending the meeting and his commitment to serve OSU.

Those voting Aye: Board Members Arthur, Baetz, Callahan, Davis, Hall, Harrel, Milner, Taylor, and Walker. No: None. Abstentions: None. Absent: None.
The motion carried.

Provost Mendez said within the remainder of the personnel actions for OSU are 46 new faculty appointments, seven changes in faculty appointments, including the appointment of Dr. Paul Tikalsky to the honorary title of Regents Service Professor in recognition of his leadership as Dean of CEAT. Also listed are 15 sabbatical requests and one correction to the start date of a previously approved appointment. Listed for informational purposes are four retirements, 14 separations, and declination of a previously approved faculty appointment.

Regent Davis moved and Regent Milner seconded to approve the remainder of the personnel actions listed within Item D-1 of the OSU Agenda.

Those voting Aye: Board Members Arthur, Baetz, Callahan, Davis, Hall, Harrel, Milner, Taylor, and Walker. No: None. Abstentions: None. Absent: None. The motion carried.

D-2 Approval of position announcement, advertisement, and description for Dean, College of Arts and Sciences

D-3 Approval of position announcement, advertisement, and description for Dean, College of Engineering, Architecture and Technology

D-4 Approval of position announcement, advertisement, and description for Dean, Graduate College

Provost Mendez noted these Items were also discussed with members of the AAPP Committee. AAPP Committee Chair Harrel said the Committee acted to recommend Board approval.

Regent Harrel moved and Regent Callahan seconded to approve Section D, Items 2, 3, and 4 as presented in the OSU Agenda.

Those voting Aye: Board Members Arthur, Baetz, Callahan, Davis, Hall, Harrel, Milner, Taylor, and Walker. No: None. Abstentions: None. Absent: None. The motion carried.

Regent Davis asked Provost Mendez to provide more detail regarding the 22 percent increase in online enrollment. Provost Mendez said there was significant growth in the elementary education program, which was a new online program added by the College of Education and Human Sciences. There was also a lot of growth with new online degrees in the area of psychology within the College of Arts and Sciences. Additionally, all online business programs continue to grow. She said OSU contributed more resources to the Institute for Teaching & Learning Excellence, where Dr. Chris Ormsbee, the Vice Provost and Director, has worked with the academic colleges to add new programs and has expanded marketing for all programs.

E-1 Approval of curricular changes including new degrees, program modifications, etc.

Provost Mendez said if approved, the curricular changes outlined in E-1 will be submitted to the OSRHE for their consideration and approval.

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

Regent Callahan asked if the added course of CHE is a chemistry course. Provost Mendez confirmed that CHE 3542 is a Chemical Engineering course, specifically Introduction to Chemical Process Analytics.

Those voting Aye: Board Members Arthur, Baetz, Callahan, Davis, Hall, Harrel, Milner, Taylor, and Walker. No: None. Abstentions: None. Absent: None.
The motion carried.

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

Mr. Weaver said OSU Chief of Police, Leon Jones, would like to make a presentation related to the peace officer commissions listed under Item G-1 in the Agenda.

Chief Jones introduced the four new officers: Mr. Brett Lurkins, who comes to OSU from the Tulsa Police Department; Ms. Briana Page, who started her career in Kansas before relocating to Oklahoma; Mr. Bryant Jarvis from Logan County; and Mr. Michael Freer, who worked on the OSU-Tulsa campus. Chair Hall welcomed the new officers on behalf of the Board and expressed appreciation to them for their service. He asked Chief Jones for his years of service. Chief Jones said he has served as an officer for 29 years.

G-2 Approval of actions required to finance a potential new capital project

FAPF Committee Chair Walker said this Item is for renovations to Boone Pickens Stadium at an expected cost of \$35 million, and the Committee acted to recommend Board approval.

Regent Walker moved and Regent Baetz seconded to approve Item G-2 as presented in the OSU Agenda.

Regent Davis asked whether the North side renovations were on budget. Mr. Weaver said yes.

Those voting Aye: Board Members Arthur, Baetz, Callahan, Davis, Hall, Harrel, Milner, Taylor, and Walker. No: None. Abstentions: None. Absent: None.
The motion carried.

G-3 Approval to remodel the west side of the outdoor courts at the Greenwood Tennis Center and enter into a gift in kind for same

FAPF Committee Chair Walker said costs for this project are not expected to exceed \$400,000, and the Committee acted to recommend Board approval.

Regent Walker moved and Regent Callahan seconded to approve Item G-3 as presented in the OSU Agenda.

Chair Hall said this remodel is in preparation for OSU to host the NCAA Division I Men's and Women's Tennis Championship. He asked when that event will take place. Mr. Weaver said it will be held in the spring of 2024.

Those voting Aye: Board Members Arthur, Baetz, Callahan, Davis, Hall, Harrel, Milner, Taylor, and Walker. No: None. Abstentions: None. Absent: None.
The motion carried.

G-7 Approval to accept an offer to sell real property (OSUIT)

FAPF Committee Chair Walker said this property is located at 115-117 West 6th Street in Okmulgee, Oklahoma, and was originally purchased by OSUIT in 2015. The Committee acted to recommend Board approval.

Regent Walker moved and Regent Callahan seconded to approve Item G-7 as presented in the OSU Agenda.

Those voting Aye: Board Members Arthur, Baetz, Callahan, Davis, Hall, Harrel, Milner, Taylor, and Walker. No: None. Abstentions: None. Absent: None.
The motion carried.

G-8 Approval to enter into a lease agreement with the Oklahoma Department of Mental Health and Substance Abuse Services (OSU-OKC)

FAPF Committee Chair Walker said this lease agreement is for the purpose of constructing an estimated 330-bed mental health hospital. The term of the lease is 75 years and includes \$13 million to be raised by the lessee in consideration for the lessor's exclusive use. The Committee acted to recommend Board approval.

Regent Walker moved and Regent Baetz seconded to approve Item G-8 as presented in the OSU Agenda.

Those voting Aye: Board Members Arthur, Baetz, Callahan, Davis, Hall, Harrel, Milner, Taylor, and Walker. No: None. Abstentions: None. Absent: None.
The motion carried.

G-1 Approval of peace officer actions

<u>Commission:</u>	<u>Commission No.</u>
Michael E. Freer.....	818

Bryant E. Jarvis.....	819
Briana E. Page.....	820
Brett M. Lurkins.....	821

G-4 Ratification of interim approval to dispose of equipment through transfer

G-5 Approval to rename the OSU Botanical Garden Educational Center

G-6 Approval to transfer funds for capital projects (OSU-CHS)

Regent Taylor moved and Regent Davis seconded to approve the balance of Section G (Items 1, 4, 5, and 6) as presented in the OSU Agenda.

Those voting Aye: Board Members Arthur, Baetz, Callahan, Davis, Hall, Harrel, Milner, Taylor, and Walker. No: None. Abstentions: None. Absent: None.
The motion carried.

I-1 Approval to begin the selection process for an architectural firm and a construction management firm to assist in renovations to facilities at the College of Veterinary Medicine

Mr. Weaver said Items I-1 and I-2 were both discussed with members of the FAPF Committee.

FAPF Committee Chair Walker said the veterinary teaching hospital is outdated and in need of renovation. Costs for the initial design phase are not expected to exceed \$300,000. The Committee acted to recommend Board approval.

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

Those voting Aye: Board Members Arthur, Baetz, Callahan, Davis, Hall, Harrel, Milner, Taylor, and Walker. No: None. Abstentions: None. Absent: None.
The motion carried.

I-2 Approval to begin the selection process for an architectural firm and a construction management firm to assist in renovations to the Houston Building (OSU-CHS)

FAPF Committee Chair Walker said the Houston Building is located at 717 S. Houston in Tulsa, Oklahoma, and the Committee acted to recommend Board approval of this request.

Regent Walker moved and Regent Davis seconded to approve Item I-2 as presented in the OSU Agenda.

Those voting Aye: Board Members Arthur, Baetz, Callahan, Davis, Hall, Harrel, Milner, Taylor, and Walker. No: None. Abstentions: None. Absent: None.
The motion carried.

J-4.a. Approval of plant funds purchasing items: Authorization to demolish the Power Plant

FAPF Committee Chair Walker said approval of this Item will authorize OSU to demolish the Power Plant, building #0037, and for Facilities Management to purchase labor, material, equipment, and services to provide demolition services in the estimated amount of \$3.3 million. The Committee acted to recommend Board approval.

Regent Walker moved and Regent Callahan seconded to approve Item J-4.a. as presented in the OSU Agenda.

Those voting Aye: Board Members Arthur, Baetz, Callahan, Davis, Hall, Harrel, Milner, Taylor, and Walker. No: None. Abstentions: None. Absent: None. The motion carried.

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

J-2 Approval of revolving & appropriated funds purchasing item (OSU-CHS)

J-3 Approval of auxiliary enterprises funds purchasing items

J-4 Approval of plant funds purchasing items

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

Those voting Aye: Board Members Arthur, Baetz, Callahan, Davis, Hall, Harrel, Milner, Taylor, and Walker. No: None. Abstentions: None. Absent: None. The motion carried.

The business of OSU being concluded, President Shrum and other members of the University's administration were excused from the meeting.



OSU/A&M BOARD HIGHLIGHTS

Record-High Enrollment ... Again

Oklahoma State University set a new record for highest undergraduate enrollment in school history as it welcomed students to campus for the fall semester. With 21,219 undergraduate students enrolled, a record-setting first-time freshman class (4,686 students) and highest ever enrollment on the Stillwater campus (25,174), the university continues to show positive enrollment trends. With total OSU system enrollment eclipsing 34,000 students, **OSU remains the largest university system in the state.**



BY THE NUMBERS

<i>Honors College</i>	3,284 (9.4% increase)
<i>New graduate students</i>	1,208 (9% increase)
<i>Spears School of Business</i>	6,110 (6% increase)
<i>Native American students</i>	3,330 (4% increase)
<i>First-generation students</i>	5,087 (1.7% increase)
<i>Online</i>	2,248 (21.8% increase)

Recent Achievements

The OSU College of Veterinary Medicine's North American Veterinary Licensing Examination passage rate jumped from 92% to 96% this year — a figure that puts OSU 10 percentage points higher than the national average. The college has its largest class in history this fall, with 109 students.

OSU recently had six winners of the National Science Foundation CAREER award in 2023 from the College of Engineering, Architecture and Technology, and the College of Arts and Sciences. The award is given to 500 people annually who have the potential to serve as an academic role model and to lead advances in the mission of their department or organization.

OSU's Department of Design and Merchandising is bringing fashion production into the digital age by piloting the nation's first university-based professional certificate program in 3D Digital Product Creation. Three new certificates will teach students 3D skills and provide general knowledge of the overall 3D landscape in the fashion industry.

New Topiary

OSU has many notable topiaries around campus. This fall, a bison joined campus with a few new features allowing it to stay out year-round. The bison is OSU's first-ever year-round topiary on campus.



CHS Update

Enrollment on the Center for Health Sciences campus is up this fall, fueled by a record 611 students in our Health Care Administration program and 509 in Forensics Sciences.

Nursing Classes Begin

OSU's inaugural group of nursing students have started classes. This program will help address the nursing shortage facing Oklahoma and increase our healthcare workforce.

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 Dr. Allen Apblett, Professor, Department of Chemistry, was claimed by death on May 29, 2023; and

WHEREAS, Dr. Apblett, by his loyalty, attention to duty, and faithful performance rendered service as a faculty member of Oklahoma State University from August 16, 1997, to the date of his death, May 29, 2023, and as a citizen worthy of commemoration and respect; and

WHEREAS, his friends and Oklahoma State University have suffered an 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. Apblett 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. Apblett.

Adopted by the Board on the 8th day of September 2023.

Joe Hall, 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 Amy Olson, Clinical Instructor, Teaching, Learning and Educational Sciences, was claimed by death on July 6, 2023; and

WHEREAS, Professor Olson, by her loyalty, attention to duty, and faithful performance rendered service as a faculty member of Oklahoma State University from July 1, 2014, to the date of her death, July 6, 2023, and as a citizen worthy of commemoration and respect; and

WHEREAS, her friends and Oklahoma State University have suffered an irreparable loss in her 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 Professor Olson to 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 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 Professor Olson.

Adopted by the Board on the 8th day of September 2023.

Joe Hall, 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 Dr. Richard Payne, Professor, Emeritus, Horticulture and Landscape Architecture, was claimed by death on May 12, 2023; and

WHEREAS, Dr. Payne, by his loyalty, attention to duty, and faithful performance rendered service as a faculty member of Oklahoma State University from July 1, 1957, to the date of his retirement, June 30, 1987, and as a citizen worthy of commemoration and respect; and

WHEREAS, his friends and Oklahoma State University have suffered an 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. Payne 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. Payne.

Adopted by the Board on the 8th day of September 2023.

Joe Hall, 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 Dr. Ted Vestal, Professor, Emeritus, Political Science, was claimed by death on June 7, 2023, and

WHEREAS, Dr. Vestal, by his loyalty, attention to duty, and faithful performance rendered service as a faculty member of Oklahoma State University from January 14, 1988, to the date of his retirement, July 31, 2008, and as a citizen worthy of commemoration and respect; and

WHEREAS, his friends and Oklahoma State University have suffered an 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. Vestal 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. Vestal.

Adopted by the Board on the 8th day of September 2023.

Joe Hall, Chair



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.

Oklahoma State University

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.)

As announced at Friday's Board meeting, pending approval by the Board, Dr. Jayson Lusk accepted our offer to serve as Vice President and Dean, Division of Agricultural Sciences and Natural Resources. Dr. Lusk is available to start on Monday, Aug 7, allowing for a smooth transition and appropriate on-boarding prior to the start of the fall semester. Additionally, receiving approval of an early Aug start date will minimize the time an acting/interim appointment will be needed given that Dr. Coon retires on July 10.

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

Board approval is requested on the proposed hire of Dr. Jayson Lusk into the position of Vice President and Dean, Division of Agricultural Sciences and Natural Resources, as of Aug 7, 2023. This appointment will grant tenure at the rank of Professor in the Department of Agricultural Economics and will also reinstate the honorary title of Regents Professor first awarded to Dr. Lusk on July 1, 2013.

3. State the actual cost or best estimated cost required to complete the action for which interim approval is requested. \$ \$418,520 Annual compensation of \$400,020, plus standard auto allowance of \$16,500.
4. Identify the fund or funds to be used in covering the cost stated above. Existing revenue within the Division.
5. If verbal approval was previously granted, indicate to whom approval was given, the date, and whether by telephone or in person. _____

6.


Jeanette M. Mendez

(Optional) Signature of Requesting Administrator


Jayson Lusk

(Required) Signature of President

June 20, 2023

Date

6-20-23

Date

DO NOT COMPLETE FIELDS BELOW.

FOR USE BY THE OFFICE OF THE CHIEF EXECUTIVE OFFICER ONLY.

- ☒ 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:



Signature of the Chief Executive Officer or
his designated representative

Jason Ramsey
06/22/2023 10:40 CDT

Date



AGRICULTURE

Jayson L. Lusk, Ph.D., Distinguished Professor and Head, Department of Agricultural Economics, Purdue University

Jayson Lusk is Distinguished Professor and Head of the Agricultural Economics Department at Purdue University. He earned a BS in Food Technology from Texas Tech and a PhD in Agricultural Economics from Kansas State. He held previous appointments at Mississippi State and Oklahoma State Universities and the French National Institute for Agricultural Research.

Lusk is a preeminent agricultural scientist and a prominent advocate for agricultural research and innovation. He has been interviewed and published editorials in outlets such as the *New York Times*, *Wall Street Journal*, *USA Today*, and the *Washington Post*, and has appeared on numerous network and national cable television shows. Lusk has published more than 270 articles in peer reviewed journals, including several of the most cited papers in the agricultural economics profession. He has authored five books, the latest being *Unnaturally Delicious*.

Additionally, Lusk has received numerous awards including the Borlaug Communication Award from the Council for Agricultural Science and Technology and the Lou Ann Aday award, Purdue University's most prestigious research award in the humanities and social sciences. He has served on the executive committee of the USDA National Agricultural Research, Extension, Education, and Economics (NAREEE) Advisory Board and has testified before the U.S. Congress on multiple occasions. He is a fellow and past president of the Agricultural and Applied Economics Association.

VII. PUBLIC COMMENTS

Chair Hall said there were none registered to comment, so the Board continued with its business.

VIII. COMMITTEE REPORTS

A. Academic Affairs, Policy and Personnel Committee

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

B. Audit, Risk Management and Compliance Review Committee

None

C. Fiscal Affairs and Plant Facilities Committee

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

D. Planning and Budgets Committee

None

E. Regents Steering Committee – Langston University Presidential Search

1. Approval and selection of an executive search firm for the Langston University presidential search process

Regents Steering Committee Chair Taylor said Board staff worked with the Office of Central Procurement to initiate the request for proposals process for executive search consultant services. Eight firms submitted proposals in response, and three firms were invited to interview with the Steering Committee. After interviewing and evaluating the proposals submitted by each of the finalist firms, the Committee recommends board approval of WittKieffer as the search firm for the LU presidential search process. (The proposal by WittKieffer is identified as ATTACHMENT A and attached to this portion of the minutes.)

Regent Taylor moved and Regent Davis seconded to select WittKieffer as the executive search firm for the Langston University presidential search process.

Chair Hall said he has heard this appears to be an outstanding professional group to lead this search, and he feels really good about it.

Those voting Aye: Board Members Arthur, Baetz, Callahan, Davis, Hall, Harrel, Milner, Taylor, and Walker. No: None. Abstentions: None. Absent: None.
The motion carried.

2. Approval of the Outline of Procedures for the 2023-2024 Langston University presidential search process

(The Outline of Procedures is identified as ATTACHMENT B and attached to this portion of the minutes.)

Regent Taylor moved and Regent Baetz seconded to approve the Outline of Procedures for the LU Presidential Search, and for authorization of the Board Chair to act on the Board's behalf regarding other matters related to the initiation of the search process.

Those voting Aye: Board Members Arthur, Baetz, Callahan, Davis, Hall, Harrel, Milner, Taylor, and Walker. No: None. Abstentions: None. Absent: None. The motion carried.

IX. OTHER BOARD OF REGENTS' BUSINESS

G. Reports/Comments/Recommendations by Chief Executive Officer

Mr. Ramsey said the Executive Office staff will soon begin working on the 2024 Regents Legislative Agenda. He noted there is a meeting scheduled next week with the A&M Presidents and Provosts at which these legislative priorities will be discussed. He expressed appreciation to Mr. Clint Pratt, Associate General Counsel, for attending the meeting on behalf of General Counsel Steve Stephens.

L. Meeting adjournment

Regent Harrel moved and Regent Milner seconded to adjourn the meeting at approximately 11:12 a.m.

Those voting Aye: Board Members Arthur, Baetz, Callahan, Davis, Hall, Harrel, Milner, Taylor, and Walker. No: None. Abstentions: None. Absent: None. The motion carried.

4.1

Provide an executive summary of your company and why you believe you or your firm can provide the best services requested in this solicitation as requested in Section IV-B of the Specifications.

As experts in strategic leadership, WittKieffer has cultivated a proven and meaningful approach to executive search throughout our 54-year history, specifically designed for the not-for-profit sector and predominantly executed in coordination with organizations in the higher education, healthcare, academic medicine, life sciences, and not-for-profit industries in pursuit of senior leadership.

The academic leadership search process presents an opportunity for an institution to reinvigorate its community spirit, reaffirm its mission, and prepare for the future. WittKieffer's education recruitment team identifies higher education leaders who understand the complex issues facing today's institutions: resource constraints and economic challenges; the national movement to advance social progress and equality; shifting national higher education policy; the health and safety of staff and students; and continued scrutiny by boards, faculty, students, and families about the return on investment and employment opportunities for graduates. Our consultative approach to the academic search process includes specialized expertise, a far-reaching network of contacts, and a process tailored to each institution. In supporting searches at some of the world's most distinguished institutions, we have developed an international network of contacts and sources inside higher education as well as among affiliated and related sectors that will yield an outstanding pool of candidates for Langston University and the OSU A&M Board of Regents' full consideration.

In our presidential search work, especially in the last year, we have seen a new crop of emerging leaders in the academy, nonprofit, government, and business sectors who offer the skillsets and experiences that will serve institutions like Langston well through the next few years. Today's higher education institutions must remain focused on key strategic priorities, including enrollment growth, academic excellence, cost control, and diversity, equity, and inclusion. These institutions need innovative, entrepreneurial, and visionary leaders who can drive results in a highly competitive, dynamic, performance metrics environment. The highest performing and most qualified candidates for these roles understand these are challenging times. They will want to know what measures the board, administration, faculty, and staff are taking to support enrollment and financial success. Focusing on the defining characteristics of the institution that make it unique will be essential while introducing the opportunity to potential candidates.

WittKieffer is the only top-ten search firm in the country that specializes in serving the not-for-profit sector: education; healthcare; and cultural, social and civic organizations. Each year we conduct approximately 300 leadership searches in education, more than any other

Improving Quality of Life through Impactful Leadership.

Purpose

You're on a mission. So are we. We're driven by a shared purpose.

Insight

No one knows the Quality of Life ecosystem better.

Humanity

It's personal. We operate on the principles of trust and mutual respect.

Impact

We strengthen the organizations that improve the world.

firm. More specific to your needs, we bring a strong history of successfully conducting searches for university presidents. During our history, WittKieffer has conducted hundreds of presidential searches for higher education institutions — more than 100 in the last five years alone. The success of our efforts can be measured in the longevity of our placements: The average tenure of presidents we have placed is nine years, with three- and five-year retention rates of 97% and 94%, respectively. We are proud of these outcomes, and we would work tirelessly to ensure similar success on your behalf.

Langston represents a unique leadership opportunity as Oklahoma's only HBCU as well as being a land-grant institution with a deep commitment to serving traditionally underrepresented students; a record of excellence in research, scholarship and creative activity; and a history of supporting the economic and social wellbeing of its community and region. Further, we understand the challenges of finding a successor for President Smith, who achieved a number of successes during his more than 20-year tenure, including the addition of Langston's Tulsa location, securing a permanent Oklahoma City campus from Griffin Communication and the recruitment of seven of the University's largest freshman classes.

WittKieffer brings a breadth and depth of experience across a wide range of institutions that will enable us to engage the market quickly and interact compellingly with leading candidates who possess the attributes you seek. In addition, this moment affords the board the opportunity to check the pulse of the Langston community; to invite broad perspectives into the conversation of what the university needs today and in the coming years; and to build confidence and trust among faculty, students, alumni and other stakeholders in the selection of the next president. Investing time and energy in the early stages of the search ensures an inclusive, positive experience that will pave the way for the next president. We believe we bring many competitive strengths to Langston University's presidential search. Below is a brief overview of our experiences and outcomes that prepare us to support this search in achieving an exceptional outcome:

- **Outstanding results recruiting diverse candidates.** Diversity is a core value at WittKieffer. It is also a competitive advantage. In the last three years, 40% of our higher education placements have been people of color and 52% have been women.
- **Significant experience recruiting leadership for HBCUs:** WittKieffer has conducted numerous leadership searches for HBCUs over the past few years, including Prairie View A&M University, Spelman College, North Carolina Central University, Jackson State University, Johnson C. Smith University, Talladega College and Virginia Union University. Our networks and expertise in this area would greatly benefit you in this search.
- **Significant experience recruiting leadership for land-grant institutions:** WittKieffer has conducted leadership searches for a number of land-grant institutions in recent years, including recent presidential searches for Prairie View A&M University, Kansas State University and the University of Tennessee-Knoxville. We also partnered with Mississippi State University, Auburn University, Colorado State University, the University of Connecticut, the University of Nebraska, and the University of Kentucky on additional leadership search engagements.

- **Deep due diligence:** Our extensive due diligence will provide the BOR and Langston University with a clear and comprehensive understanding of finalist candidates that will mitigate institutional risk in decision making and assure confidence in what will be an important and closely scrutinized appointment.

As a principal primarily serving the Education market in and co-chair of the firm's Diversity Council, Christine Pendleton will lead the search to build a compelling candidate pool and conduct preliminary interviews to determine the most suitable candidates for your full consideration. Throughout her career, she has supported searches through the development of rich and diverse candidate pools for leaders across the complete spectrum of roles in higher education and the not-for-profit sector, with significant work at institutions that are focused on student success and social mobility. Her presidential search experience includes searches at Prairie View A&M University, Johnson C. Smith University, Talladega College, Westfield State University, Lehman College, CUNY, and Texas A&M University-San Antonio, among others. As an HBCU alumna and advocate, she has also supported searches at Spelman College, North Carolina Central University and Virginia Union University, and has been a presenter for the HBCU Executive Leadership Institute. Over the last three years, 58% of her placements have been people of color and 58% have been women (a combined 83% of placements were people of color and/or women).

Partnering closely with Christine throughout the engagement would be Ryan Crawford, a senior partner iserving the Education market. Ryan brings more than 14 years of higher education executive search experience and has conducted 20 presidential searches over course of his career. He has worked extensively with land-grant institutions, and we have partnered on recent presidential searches in the Texas A&M University System. Over the last three years, 38% of Ryan's placements have been people of color and 45% have been women (a combined 65% of placements were people of color and/or women).

Finding a successor for a long-serving and incredibly engaged leader like President Smith will require a dedicated effort focused on ensuring that Langston continues to have the leadership it needs to overcome challenges many colleges and universities face, while continuing to provide a valuable educational experience. Given the legacy he leaves, we expect that the Board of Regents and Langston community will appreciate a higher degree of flexibility and attention to search committee needs. This is a key area where WittKieffer differentiates itself from our competitors, working closely with search committees to identify candidates to succeed long-tenured, accomplished, and passionate leaders.

WittKieffer pledges the full resources of our firm, including a committed and experienced team of consultants, to ensure a timely and successful outcome.

Resources

With locations in major metropolitan areas in the United States, our team of more than 130 consultants and 30 research experts provides deep insights into regional, national, and global markets. Our best-in-class database includes more than 1.2 million leaders, and its intuitive framework enables our team to pinpoint leaders based on specific criteria set forth by client constituents, adding unparalleled efficiency to every search.

3.1

Provide three references, include the following information; name of the University or company, contact name, title, email, and phone number as requested in Section III-A of the Specifications

The following individuals may be contact in reference to our presidential search experience:

Dr. James Hallmark, Ph.D.

Vice Chancellor for Academic Affairs (oversees presidential searches in Texas A&M System and oversaw the Prairie View A&M and Texas A&M San Antonio presidential searches conducted by the team)

Texas A&M University System

979-458-6070

jhallmark@tamus.edu

Rica Lewis-Payton

Presidential Search Chair

Talladega College

601-238-0905

rlpay1488@gmail.com

Steven Boyd

Chair of the Board of Trustees and Chair of the Presidential Search Committee

Johnson C. Smith University

404697-8000

slbque@gmail.com

3.2

Provide a detailed list of searches completed by your firm in the past four years for universities of similar size and demographic, particularly any Historically Black Colleges & Universities (HBCUs). Include the following information: university name, position name, search results, and salary of position, as requested in Section III-B of the Specifications.

WittKieffer has supported leadership recruitment efforts for hundreds of prestigious colleges, universities, and academic medical centers. In doing so, we access a substantive network of contacts inside higher education as well as among affiliated and related sectors. Following is an abridged list of president/chancellor searches WittKieffer has successfully completed in recent years.

We will provide compensation consultation to ensure a market-competitive salary for this role, commensurate with comparable positions in similar markets, and facilitate the recruitment of top talent. However, in the interest of client privacy, we do not disclose the salary information for our placements.

- Aurora University
- California State University, East Bay
- California State University-Northridge
- Cedar Crest College
- Central Michigan University
- CUNY – Baruch College
- CUNY – Herbert H. Lehman College
- CUNY – Queens College
- Clarke College
- Connecticut State Colleges and Universities
- Eastern Washington University
- Edinboro University of Pennsylvania
- Elizabethtown College
- Endicott College
- Ferris State University
- Fordham University
- Framingham State University
- Georgia Southern University
- Goldey-Beacom College
- Governors State University
- Illinois State University
- Johnson C. Smith University
- Kansas State University
- Lebanon Valley College
- Massachusetts College of Art and Design
- Montclair State University
- Mount Mary University
- New College of Florida
- New Mexico State University (active)
- Northern Kentucky University
- Northwestern University
- Northwood University
- Old Dominion University
- Olin College of Engineering
- Oregon State University
- Penn State University Abington college
- Pitzer College
- Point Park University
- Prairie View A&M University
- Rensselaer Polytechnic Institute
- Robert Morris University
- Saginaw Valley State University
- Saint Mary's College
- Santa Clara University
- Seattle University
- Southern Illinois University Carbondale
- Southern Illinois University Edwardsville
- St. Ambrose University
- St. Bonaventure University

- St. John's University
- State University of New York College of Environmental Science and Forestry
- Stetson University
- Stockton University
- Talladega College
- Tennessee Wesleyan University
- The University of the South
- University of Akron
- University of Dallas
- University of Hawaii at Hilo
- University of Louisville
- University of Lynchburg
- University of Nevada, Reno
- University of North Florida
- University of Scranton
- University of St. Thomas
- University of Tennessee
- University of Utah
- University of Vermont
- University of Washington Bothell
- University of Washington Tacoma
- University of West Georgia
- University of Wisconsin – Green Bay
- University of Wisconsin – Platteville
- University of Wisconsin – Stevens Point
- Utah State University (active)
- Valparaiso University
- Virginia Military Institute
- Wake Forest University
- Walsh College
- Wartburg College
- Washburn University
- Washington College
- Wayne State University
- Western New England University
- Westfield State University
- Worcester Polytechnic Institute

Supporting the Leadership Needs of HBCUs

WittKieffer has a history of service to Historically Black Colleges and Universities. Among our distinguishing qualities is the highly customized search strategy we will adopt in collaboration with the Board of Regents based on the unique and exacting standards and priorities set forth for this role. Following is a list of institutions with which we have partnered in the last five years.

School	Position
Coppin State University	President
Howard University	Provost and Chief Academic Officer Provost Vice President for Student Affairs Dean, College of Arts & Sciences Senior Vice President, Health Sciences
Jackson State University	President
Johnson C. Smith University	President Senior Vice President for Finance and Administration Dean of the University College and Student Success Dean of the College of Liberal Arts
North Carolina Central University	Provost and Vice Chancellor for Academic Affairs Vice Chancellor for Student Affairs Dean, School of Business
Prairie View A&M University	President Senior Vice President for Business Affairs and Chief Financial Officer
Spelman College	Provost and Vice President for Academic Affairs
Talladega College	President Senior Vice President for Enrollment Management
Virginia Union University	Chief Financial Officer and Vice President for Business Affairs

3.3

Provide a detailed list of searches NOT Successfully completed by your firm in the past four years for universities of similar size and demographic. Include the following information: university name, position name, search results, and salary of position. As requested in section III-C of the Specifications.

Over the last four years, we have had one incomplete search for an institution similar in size and demographic: Dean, College of Business, Coppin State University.

4.2

Attach a listing of your firm's associates who will be assigned to the candidate searches and provide individual resumes reflective of their years of experience and tenure with your firm as requested in Section IV-C of the Specifications.

WittKieffer's work is driven by a commitment to excellence fueled by collaboration. The firm's approach by design — and, as a result, its reputation — are built on teamwork. Your dedicated search team would be led by Principal Christine Pendleton who will serve as your primary point of contact throughout the engagement. Senior Partner Ryan Crawford will provide additional support to the search. Christine and Ryan would be assisted by one of the firm's associate consultants who brings additional strength and reach to the presidential search.



Christine Pendleton (she/her) exemplifies WittKieffer's spirit of professional dedication and commitment to clients. Based in the firm's Oak Brook, Illinois, office, Christine works to identify presidents, chancellors, provosts, vice presidents, deans and chief diversity officers on behalf of top colleges and universities, as well as key senior leaders in non-profit organizations.

Christine is the co-chair of the firm's Diversity Council and the director of its Community Fund. She has twice been the recipient of a WittKieffer Quality Award. She has twice been the recipient of a WittKieffer Quality Award as well as a recipient of its Values Award and Mission Award.

Prior to joining WittKieffer, Christine worked at a community-based education, career development and supportive services organization in Chicago. In her role, she was responsible for developing and implementing fundraising, marketing, communications and program growth plans.

In addition to her professional work, Christine devotes a significant amount of her time to community service activities. She has served as a volunteer consultant for local and national non-profit organizations in strategic planning and marketing. She is a former member of the board of directors of the Junior League of Chicago and is a member of Delta Sigma Theta Sorority, Inc. In addition, she has completed the eCornell certificate program in Diversity and Inclusion, which focuses on improving employee engagement, counteracting unconscious bias and fostering an inclusive work climate.

Education

M.A., Writing, DePaul University, Chicago, IL

B.A., English Education, magna cum laude, Bennett College, Greensboro, NC

eCornell Certificate in Diversity and Inclusion

Number of Presidential Searches Conducted: 22

Years of Experience: 6 years

Tenure with WittKieffer: 9 years



Based in Austin, Texas, **Ryan Crawford** (he/him) is a seasoned executive search professional who approaches his work proactively and creatively. Ryan believes that, while a successful search is based on a measured, comprehensive process, the consulting team must be responsive and adaptive in order to identify innovative, compelling candidates. He is adept at working with search committees to align goals and recruiting strategies with the expectations of faculty, students and campus stakeholders.

Ryan brings to his role more than 14 years of executive recruiting experience. Prior to joining WittKieffer, he served as a partner at an education-focused executive search firm, where he served as lead consultant on higher education searches for positions including presidents, deans and administrators in academic affairs, advancement, enrollment management and student affairs. In addition to his recruiting responsibilities, he played an instrumental role in business development and client engagement. Preceding this, Ryan was a principal at an Atlanta-based executive search firm, where he conducted searches in higher education, academic health sciences and collegiate athletics.

Ryan is dedicated to his own professional development as well as supporting others in their pursuit of career aspirations. He is a regular speaker and participant in professional organizations, seeking to clarify and demystify the way that executive search consultants work with clients and candidates. Most recently he has participated in executive search and leadership panels at the American Conference of Academic Deans and Council of Colleges of Arts and Sciences. In addition, he has completed the eCornell certificate program in Diversity and Inclusion, which focuses on improving employee engagement, counteracting unconscious bias and fostering an inclusive work climate. Finally, he is also a WittKieffer Quality Award winner.

Education

M.B.A., McCombs School of Business, The University of Texas at Austin, Austin, TX
B.A., Journalism and B.A., Political Science (Summa Cum Laude, Phi Beta Kappa), The University of Georgia, Athens, GA
eCornell Certificate in Diversity and Inclusion

Number of Presidential Searches Conducted: 27

Years of Experience: 14 years

Tenure with WittKieffer: 4 years

Research and Administrative Support

WittKieffer has one of the largest research staffs in the executive search industry and, arguably, the largest devoted solely to gathering intelligence on executives for roles in the higher education and healthcare arenas. The firm has more than 30 analysts, librarians, and knowledge managers who generate original research for every search.

In addition, we assign a dedicated executive search coordinator to each engagement, who ensures optimal project management support. Responsibilities include tracking our internal search processes, coordinating client and candidate interviews, scheduling client meetings, and communicating directly with the committee's designated search liaison, among other important duties.

4.3

Provide a detailed action plan to explain your approach and services offered for the as-needed executive-level searches and how you plan to incorporate the described scope of work as requested in Section IV-D of the Specifications

Our Approach



Below is a description of our search process. Importantly, we would tailor the search to meet the Board's preferences and schedule.

Planning and Preparation

We will commence the search by meeting with the Board of Regents, search committee, leadership, faculty, students, and others, as appropriate. These meetings can be held virtually, and they assist us in gaining an overall perspective of the environment in which the next president will operate and shed light on any sensitive issues that might affect the recruitment strategy. Our findings will also help to benchmark the qualifications essential for the role and serve as the foundation for both the search strategy and the eventual transition for the successful candidate.

We prepare a comprehensive leadership profile, which articulates the collective vision, perspectives, and requisite qualifications identified by the search committee and others. We work with the search committee via email, teleconference, and follow up meetings, if necessary, to ensure that the document is aligned with expectations for the role and Langston University's campus culture. As the search gets under way, we will draw on the leadership profile and upon insights gained during our interactions with leadership to convey a full and compelling sense of the position to prospective candidates. We manage these opening stages to propel rather than impede a quick start to your search.

Key Deliverables

- Provide institutional needs analysis and general consultation
- Identify critical leadership competencies according to strategic priorities
- Develop project communication plan and search timeline
- Develop leadership profile and facilitate search committee approval
- Propose recruitment strategy based on the Board's objectives
- Recommend and implement broad and targeted advertising strategy

Candidate Sourcing, Assessment, and Stewardship

Our firm's resources and extensive networks provide us with direct access to experienced educators, innovators, and thought leaders across the country and around the globe. A combination of broad and targeted personal outreach enables us to identify exceptional, diverse candidates both in and beyond higher education institutions, including many who would likely go unnoticed by firms that largely rely on candidates from prior searches. We conduct original research for each search as well as curate a list of prospective candidates from our networks based on the information gathered during the planning and preparation phase.

We conduct in-depth behavioral interviews with each screened candidate to assess the seriousness of interest and potential for success in the position. We evaluate all candidates in the same thoughtful, comprehensive manner, treating internal candidates with particular sensitivity. We provide the search committee with convenient and secure access to Workzone, our intuitive, password-protected web portal where confidential candidate materials are posted. Ultimately, we convene with the search committee to discuss the most qualified candidates at length.

Key Deliverables

- Maintain frequent communication with the search committee chair as desired
- Engage in proactive outreach to high quality sources and desirable prospects
- Acknowledge and process nominations and applications
- Conduct comprehensive leadership history evaluations prior to presenting candidates
- Deliver highly qualified candidates and corresponding materials to the search committee

Interview Preparation, Support, and Coordination

We work collaboratively with the search committee to narrow the candidate pool to a select group of individuals who merit additional consideration, then help the committee prepare for and conduct candidate interviews, managing as much of the candidate interactions as you prefer. We provide feedback throughout the candidate interview process as well as ongoing guidance once finalists are selected.

Key Deliverables

- Facilitate search committee selection of candidates to interview
- Draft tailored interview questions and share candidate review tools and methods
- Fully support scheduling, logistics, and implementation of interviews with candidates
- Facilitate committee deliberations and selection of finalist candidates

Candidate Due Diligence

Given the importance of this recruitment, we take extensive measures to mitigate risks inherent in any search process. As part of our candidate due diligence process, we conduct sophisticated, FCRA-compliant personal referencing with multiple contacts; comprehensive media and public record reviews; verification of employment history and education credentials; and screening for prior allegations of harassment or discrimination. In addition, we strongly encourage the Board as the hiring agent conduct credit, driver's license, and criminal background checks on the finalist(s). We can refer you to reliable consumer reporting agencies if desired.

Key Deliverables

- Conduct in-depth referencing
- Verify candidate credentials and employment
- Conduct media checks and investigate additional public media sources
- Screen for prior allegations of harassment or discrimination
- Administer comprehensive assessments for finalist candidates if desired

Appointment

Our team can assist with scheduling for finalist interviews and provide guidance on campus visits and other activities important to candidates and their families. The BOR maintains complete authority in the selection of semi-finalists, finalists, and the candidate(s) of choice. Once you decide to extend an offer, we can advise on terms, salary, benefits, and relocation based on our experience in negotiating executive compensation packages. As an element of our partnership, we offer counsel to help clients smoothly transition new leadership.

Key Deliverables

- Advise on terms, salary, benefits, and relocation
- Transition and onboarding support

Best Practices: Optional Executive Assessment with Onboarding

As part of our evidence-based approach to recruitment, WittKieffer, through our partnership with CMA Global, Inc., offers optional, leading selection assessment and post-hire assimilation services. CMA conducts more than 10,000 leadership assessments annually through their team of 20 Ph.D., licensed psychologists. Together, our comprehensive, psychologist-led assessment services transcend today's industry standard through a multi-dimensional approach. Our partnership with CMA combines best-in-class scientific instruments with client and role-specific insights and analysis. Our team will integrate critical findings from the discovery phase of each search to customize the assessment process, and further, extend our support to have an active, supporting role during the onboarding process.

Our approach includes the following activities and deliverables for up to three finalist candidates:

- Pre-assessment interview between each candidate and a Ph.D., licensed psychologist
- A comprehensive set of assessments (described below)
- A debrief session with the search chair/hiring authority prior to finalist interviews
- Custom questions and interview strategies based on assessment findings, as desired

WittKieffer/CMA Onboarding Support for Candidate of Choice

- A 90-minute debrief and feedback session with the placement prior to or at the commencement of their employment. This session will support the leader early in their transition, elevating their self-awareness regarding their strengths and behavioral tendencies, helping them calibrate pace and overall approach to the culture and the articulated measures of success for the role.
- A planning session with the placement and hiring authority in the first month to ensure a smooth transition. This session helps solidify the partnership between our placement and their supervisor, reviewing assessment information, identifying supports, and establishing approaches that align to the articulated goals for the role and best position the leader for success.
- A meeting with the placement at 100 days post hire. This is a milestone time for new leaders to reflect on their first 90 days to calibrate their approach and progress. WittKieffer's search team leader and a CMA licensed psychologist will meet with the placement to discuss progress and potential needs/supports, helping ensure early, successful onboarding into your institution and the community.

Our comprehensive set of assessment instruments include:

- **Watson Glaser Critical Thinking Questionnaire**
- **California Psychological Inventory**
- **Motivation Questionnaire**
- **Leadership Effectiveness Analysis**

Preliminary Search Timeline

At the outset of the search, we will develop a detailed timeline and work plan according to your needs and preferences as well as other relevant factors such as the academic calendar, impending holidays, and other external factors or constraints. We agree on a search timeline with clearly defined steps. At the same time, we remain nimble and flexible should unexpected institutional or external factors require modulating the schedule or approach. Below is a sample timeline for illustrative purposes.

Start-up Activities
1 to 2 days

WittKieffer engages the search committee, Board of Regents, and others to understand the opportunity and inform the leadership profile.

Development of Leadership Profile and Recruitment Strategy
2 weeks

WittKieffer prepares draft leadership profile and suggested recruitment strategy. The search committee chair and/or search committee members provide input and approval.

Recruitment and Candidate Evaluation
10 to 12 weeks

WittKieffer engages in strategic national/global recruitment and sourcing, targeting potential candidates; reviews application materials and conducts behavioral interviews to identify qualified and preferred candidates.

Candidate Review
2 to 4 hours

WittKieffer meets with search committee to review candidates and identify semi-finalists for interviews.

Semi-finalist Interviews
1 to 2 days

WittKieffer prepares search committee for first-round interviews and assists with selection of finalists for second-round interviews; verifies education, credentials, and employment history.

Finalist Interviews
1 to 2 days

Finalists meet with additional constituents. WittKieffer conducts in-depth references. Candidate of choice identified from this round of interviews and negotiations commence.

Finalist Selection and Negotiations
variable

When the hiring authority is prepared to extend an offer, WittKieffer can advise and/or assist with negotiations.

Search Conclusion
variable

Final candidate accepts offer. Appointment announced. WittKieffer can assist with and support transition.

Advancing Leadership Diversity

WittKieffer has a longstanding commitment to and history of success in advancing diverse leadership. In addition to our original research, we identify prospects through a network of relationships built on trust over many years. We seek out and cultivate leaders who champion diversity, act as catalysts for inclusion and equity throughout campus, educate constituents on its advantages, and strengthen community partnerships. We also identify and seek leaders from institutions that have had great success not only in cultivating diverse faculty and attracting a diverse student body, but also in developing programs that strengthen awareness and inclusiveness across campus and in the community.

Strategies

WittKieffer's customized approach to executive search keeps diversity fundamental to the process. We do this by leveraging our robust database as well as conducting original research. We also encourage clients to establish diverse search committees and encourage those committees to help identify diverse candidates through their own networks, ensuring that an institution's values of diversity, inclusion, and equity speak loudly through the position profile. We post jobs in diverse advertising outlets and leverage our robust Diversity, Equity, and Inclusion Practice and our network from this practice to identify and recruit a diverse candidate pool. Above all, we rely upon the strong commitment of our consultants to ensure that building diverse pools through an inclusive and affirmative process is approached with thoughtfulness, respect, dedication, and accountability.

Collaborations

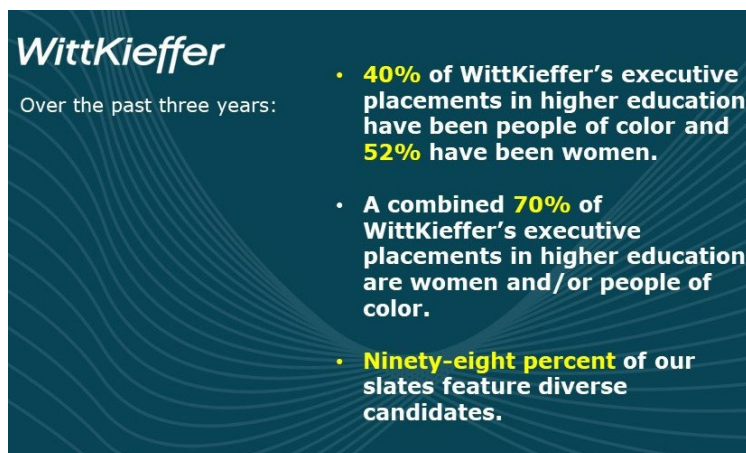
WittKieffer is a member of and works with the National Association of Diversity Officers in Higher Education. We also work with other organizations and media outlets to identify potential candidates and regularly advertise and network with them, including *Diverse: Issues in Higher Education*, *Women in Higher Education*, *Asians in Higher Ed*, *Hispanic Outlook*, *Journal of Blacks in Higher Education*, *Native Americans in Higher Ed*, *Insight into Diversity*, and the Hispanic Association of Colleges and Universities. In addition, our consultants have been invited to work with many groups and programs within the American Council on Education, including the ACE Women's Network and the Fellows Program. These relationships help us to source and identify strong, diverse leadership on behalf of our client institutions.

Additional Insights

We recognize that each search represents an opportunity to advance women and people of color in higher education, and that representational diversity, especially in the academy, matters. We are committed to ensuring an inclusive and affirmative process for every engagement. Our consultants have produced materials to assist candidates from underrepresented backgrounds navigate the path to executive leadership. We have also generated and promoted resources to help institutions understand the national context of advancing leadership diversity and to establish an equitable process, including the following examples.

- [8 Ways for Search Committees to Be Inclusive by Amy Crutchfield](#). This article recommends practices that will support an inclusive hiring process for committees and candidates.
- [Dare to Lead: How Administrators Can Overcome Imposter Syndrome](#) by Shelley Arakawa. This column discusses, from both a personal and broad viewpoint, the challenges of Imposter Syndrome — as a response to sexist and racist structures — and how people can shift their thinking.
- [Gender in the Job Interview](#) by Robin Mamlet. This piece examines how candidates present themselves in job interviews and how search committees interpret those interviews.
- [How a Search Committee Can Be the Arbiter of Diversity](#) by Lucy Leske and Christine Pendleton. This piece offers insight on best practices for search committees to successfully recruit and hire diverse candidates.
- [How Search Committees Can See Bias in the Themselves](#) by Lucy Leske. This article explores how implicit bias can be brought into the open and how to prevent it from impacting decisions.
- [Introverts and Interviews](#) by Amy Crutchfield. This column is written for introverts, and how they can handle job interviews. It serves as a good reminder that extroversion is not the only viable path to leadership.

Additionally, in 2020 WittKieffer spearheaded an initiative among the nation's top executive search firms to sign onto a [pledge](#) to combat racism, prejudice, and discrimination to help create a world that is inclusive, diverse, equitable, and accessible for all. The participants have committed resources to enhance diversity in the executive ranks across all spheres, and a small group is rolling out a platform of shared actions that we hope will attract other participants, so that together, we will make a real impact.



5.4 Pricing

Professional Fees

Professional fees for this search assignment are one-third of the position's total cash compensation, inclusive of base salary, target annual incentives, and any guaranteed cash compensation due during or in respect of the candidate's first full year of employment, with a minimum fee of \$60,000. Upon candidate's acceptance of offer, we will adjust our fee up or down depending on the compensation arrangement finalized in the accepted offer letter.

Technology, Research & Data Expenses

A one-time per project fee of 10% of the professional fee will be billed for data and technology services, WittKieffer's proprietary database of more than 1.6 million leaders, specialized third party candidate database access, verification and compliance checks, and other search expenses that are integral to but not easily segregable for this individual search assignment. This fee will be a minimum of \$6,000 and will not exceed \$10,000.

Out-of-Pocket Expenses

Out-of-pocket expenses are for travel, advertising, courier services, video conferencing, education verification, media checks, and outside printing.

The following is a breakdown of estimated out-of-pocket expenses.

Standard Expenses:

Delivery (FedEx, etc.)	\$200
Publications and research	\$100
Education verifications and media checks	\$580 per finalist candidate
Advertising	\$1,000 (online only)

Travel:

Search firm's travel*	\$2,500
Candidate's travel expenses*	\$7,000 – \$15,000

*This number varies widely depending on the number of candidates invited to interview and the locations from which they would have to travel. We adhere to all organizational policies pertaining to travel and accommodations and make a concerted effort to minimize all expenses where possible. We itemize all expenses and bill each at cost (i.e., we do not markup expenses).

Background Checks

It is WittKieffer's practice to conduct a series of background checks on each candidate, internal and external, who is advanced to client interviews. These background reports, solely used for employment purposes, include employment, education, licensure, and certification verifications as well as a review of public sources for relevant information, in a manner that is fully compliant with the Fair Credit Reporting Act (FCRA). In order to maintain the highest standards of due diligence, WittKieffer has enlisted the Mintz Group

LLC, a consumer reporting agency under the FCRA and the only such firm with membership in the Association of Executive Search and Leadership Consultants (AESC). At the initiation of the search, we will provide you with the standard end user certification form, if you have not already signed one in a previous engagement, for you to sign as the hiring authority and to certify compliance with the FCRA.

In addition to the background check, you, as the hiring agent, are strongly encouraged to conduct credit and criminal background checks on the finalist(s). We can refer you to reliable consumer reporting agencies if you would like.

Billing Arrangements

An initial invoice for one-third of the Estimated Professional Fee plus the One Time Technology, Research, and Data Expenses will be submitted at the start of the search. Two additional invoices, each for one-third of the Estimated Professional Fee plus any Out-of-Pocket Expenses, will be submitted at 30 and 60 days. Invoices for additional Out-of-Pocket Expenses incurred will be submitted monthly thereafter.

Once compensation has been determined at the conclusion of the search, the Professional Fee will be adjusted up or down and an invoice or adjustment for the balance of the fee, if any, will be submitted. Payment on invoices is due within 30 days. A late penalty of 1.5% per month will be charged for past due invoices. All bills must be paid within 60 days of the candidate signed offer letter to activate the placement guarantee described below. Sales tax will be invoiced with fees, if it is applicable for the organization and the state.

Leadership Assessments with Early Onboarding Support

We believe that integrating these assessments into the search process — coordinated closely with our consultants and licensed psychologists — materially reduces the risk in your hiring decision while enhancing success in onboarding the right candidate for you. Our package includes the administration of a comprehensive set of best-in-class assessments for all finalist candidates, debrief sessions with the hiring authority and ultimate placement, and ongoing support through the early stages of onboarding. The fees for these services are as follows: \$5,000 for a single finalist, an additional \$4,000 for a second finalist candidate, and \$3,000 for each additional candidate.

Hiring of Additional Candidates

If an additional candidate is hired by the OSU A&M Board of Regents as a result of this search assignment, there is a professional fee equal to 20% of such candidate's first year's total compensation including base salary, target annual incentives, and any guaranteed cash compensation due during or in respect of the candidate's first full year of employment. This fee applies to any individual candidate hired within six months of the close of the search. WittKieffer's guarantee is not applicable to any such additional hire.

Quality Guarantee

If the executive we place with the client ceases to be employed by Langston University/OSU A&M Board of Regents in any capacity within one year of the executive's commencement of employment, then WittKieffer will search for a replacement to fill the original position without additional professional fees or One Time Technology, Research, and Data Expenses charged to the client. WittKieffer's guarantee excludes those situations where the placement departs due to organizational realignment, department restructuring, material changes in the position, death, or disability. Additional out-of-pocket expenses associated with the replacement search will be charged in the same manner as the original search.



OUTLINE OF PROCEDURES
2023-2024 SELECTION OF A PRESIDENT FOR
LANGSTON UNIVERSITY

It should be clearly understood that the decision to select and employ a President or to potentially reject all candidates and reopen the search shall always remain the sole responsibility of the Board of Regents. All participants in this process must hold in strictest confidence the identities of applicants for the position and the status of the process at any given time. The Board of Regents is committed to equal opportunity policies and practices and to the principles and goals of Affirmative Action*. A diverse candidate pool should be sought and encouraged. The following process will be approved by the Board of Regents to be utilized in the selection of a President for Langston University.

I. Board Chair appoints a Regents Steering Committee.

II. Steering Committee:

- A. will recommend to the Board the process to be followed.
- B. will recommend an executive search firm to serve as a consultant to the Search Committee and Board of Regents concerning the selection of the President.
- C. will solicit nominations from various constituencies of Langston University for representation on the Search Committee.
- D. will recommend for Board of Regents' approval** appointments to the Search Committee. The Search Committee will be composed as follows:
 - 3 Regents (Board Chair and Chief Executive Officer are ex officio members)
 - 2 Faculty (University Senate to make 5 nominations)
 - 2 Alumni (Alumni Association to make 4 nominations)
 - 2 Students (Student Government Association to make 4 nominations)
 - 1 Staff (to be appointed by the Board of Regents)
 - 1 Administrator (to be appointed by the Board of Regents)
 - 1 LU-OKC representative (LU-Oklahoma City Associate Vice President to make 3 nominations)
 - 1 LU-Tulsa representative (LU-Tulsa Associate Vice President to make 3 nominations)
 - 1 Board of Trustees for LU-Oklahoma City and LU-Tulsa representative (Board of Trustees Chair to make 2 nominations)
 - At-large representatives (to be nominated by Steering Committee)

III. Search Committee:

- A. will recommend for Board of Regents' approval** a statement on Position Description and Qualifications for the President of Langston University (after seeking input from the various constituencies of the University.)
- B. will seek candidates through appropriate advertising and through solicitation of nominations.
- C. will forward six unranked names to the Board of Regents who are acceptable and best qualified to be considered for the Presidency of Langston University.

IV. The Chair of the Search Committee will have the authority to organize the work of the Search Committee as he deems necessary. This might include the appointment of appropriate subcommittees to facilitate the work of the Committee.

V. Board of Regents shall make the final selection from among candidates referred by the Search Committee or may decline to make any selection and request further recommendations from this Search Committee or convene a new Search Committee in accordance with this selection criteria.

* LU is an Affirmative Action/Equal Opportunity/E-verify employer committed to diversity and all qualified applicants will receive consideration for employment and will not be discriminated against based on age, race, color, religion, sex, sexual orientation, genetic information, gender identity, national origin, disability or protected veteran status. LU is a VEVRAA Federal Contractor and desires priority referrals of protected veterans for its openings.

** When the scheduling of Regular meetings of the Board of Regents prohibits prompt action by the Board, the Board delegates its authority to the Chair of the Board of Regents.

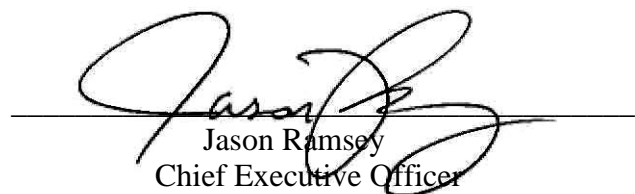
BOARD OF REGENTS FOR THE OKLAHOMA
AGRICULTURAL AND MECHANICAL COLLEGES

By: _____



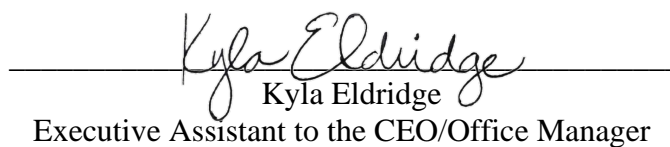
Joe D. Hall
Board Chair

ATTEST:



Jason Ramsey
Chief Executive Officer

Certified correct minutes subject to approval of the Board of Regents for the Oklahoma Agricultural and Mechanical Colleges on October 20, 2023.



Kyla Eldridge
Executive Assistant to the CEO/Office Manager